

## China Addendum – Recruitment Management

Where you are located within the People’s Republic of China (“**PRC**” or “**China**”) and the Personal Information Protection Law of the PRC (“**PIPL**”) applies, this China Addendum shall apply. If there is any conflict between the main body of the data privacy statement and this China Addendum, this China Addendum shall prevail.

### 1. Personal Data Handler

Depending on the entity whose job positions you apply for, we will identify the specific Lufthansa entity in the PRC that processes your personal data as a personal data handler (i.e., the data controller) under the PIPL. Our entities in the PRC include (1) Deutsche Lufthansa AG Shanghai Branch; (2) Deutsche Lufthansa AG Beijing Branch; (3) Deutsche Lufthansa AG Nanjing Branch; (4) Deutsche Lufthansa AG Qingdao Branch; (5) Deutsche Lufthansa AG Guangzhou Branch; (6) Lufthansa Cargo AG Shanghai Branch; (7) Lufthansa Cargo AG Chengdu Branch; (8) Lufthansa Cargo AG Shenzhen Branch; (9) Lufthansa Cargo AG Beijing Branch; (10) Lufthansa Cargo AG Guangzhou Branch; (11) Lufthansa Cargo AG Qingdao Branch; and (12) Lufthansa Cargo AG Zhengzhou Branch.

### 2. Data Collection and Processing

Subject to applicable laws and depending on the applicable step of the recruitment process, we may collect and process your salutation, title, name, username, date of birth, nationality, **health condition**, communication language, contact address, email address, phone number, education status, university and the school certificates, period of study, field of study, degree program, main emphasis, graduate degree, diplomas and graduation certificate, graduate grade and school transcript, period of previous occupation, type of occupation, occupational field, duration of previous experience, language skill, earliest possible start date, desired salary, work preference, channel to learn about the career opportunity, motivation, resume, licenses/certificates, certificate of work, employment permit condition, **employment permit**, resident permit condition, **resident permit**, **driver’s license**, employee referrer.

The personal data that we collect and process may involve sensitive personal data under the PIPL, which is marked in bold. The processing of such data is necessary for achieving the relevant purposes and will not significantly impact your rights and interests.

### 3. Cross-border Data Transfer

Given the global operation nature of Lufthansa and for the purposes of conducting unified recruitment management, we will transfer your personal data (including the personal data described in the above section 2) to Deutsche Lufthansa AG. (of which the contact information and the channel to exercise your data subject right is Konzerndatenschutz FRA CJ/C, Lufthansa Aviation Center LAC, Airportring, 60546 Frankfurt am Main, Germany or datenschutz@dlh.de, the “**Overseas Recipient**”). The Overseas Recipient will collect, use, and store your personal data. For the cross-border transfer of your personal data, you may also exercise the data subject rights (including the right to erase your personal data) conferred to you under the PIPL by contacting the personnel handling your job application.

### 4. Data Subject Rights

You are conferred by the PIPL with the following data subject rights.

- a. **Right of access.** You are entitled to a copy of the personal data we hold about you and to learn details about how we process it.
- b. **Right to rectification.** We take reasonable steps to ensure that the information we hold about you is accurate and complete. However, if you believe this is not the case, you have the right to request that any incomplete or inaccurate personal data that we process about you is amended.
- c. **Right to deletion.** You have the right to ask us to delete your personal data, for example where the personal data we collected is no longer necessary for the original purpose, where the personal data has become obsolete or where you withdraw your consent (if we are processing your personal data based on your consent). However, this will need to be balanced against other factors. For example, we may not be able to comply with your request due to certain legal or regulatory obligations.
- d. **Right to restriction of processing.** You are entitled to ask us to stop using your personal data.
- e. **Right to data portability.** You have the right to ask us to transfer your personal data that you have provided to us to a third party of your choice. This right can only be exercised in certain circumstances as provided by Chinese laws.
- f. **Right to withdraw consent.** We may ask for your consent to process your personal data in specific cases. When we do this, you have the right to withdraw your consent at any time. We will stop further processing as soon as possible after the withdrawal of your consent. However, this does not affect the lawfulness of the processing before consent was withdrawn.

If you want to exercise any of such rights, you can contact us using the contact details provided in the main body of the data privacy statement or contact the personnel handling your job application.

We will respond to your requests for exercising your data subject rights in accordance with the applicable data protection laws. To the extent permitted by laws and regulations, we may not be able to respond to your request for your rights in the following circumstances:

- a. If your request is contrary to our obligations under laws and regulations;**
- b. If the requested data is directly related to national security or national defense security;**
- c. If the requested data is directly related to public safety, public health, or significant public interest;**
- d. If the requested data is directly related to criminal investigations, prosecutions, trials and enforcement of judgments, etc.;**
- e. If we have sufficient evidence of your subjective malice or abuse of rights;**
- f. If it is in the interest of safeguarding your or other individuals' significant legitimate rights and interests, such as life and property, but it is difficult to obtain your authorization or consent;**
- g. If responding to your request to exercise your rights would result in serious harm to your or other individuals' or organizations' legitimate interests;**
- h. If the requested data involves trade secrets.**