

Privacy Notice
Orange Business iCIMS Career Portal

Introduction and scope

This Privacy Notice explains how Orange Business processes your personal data when you use the Orange Business iCIMS Career Portal to apply for roles or create a candidate profile. It describes what data we collect, why we use it, the legal bases we rely on, how long we keep it, with whom we share it, whether we transfer it internationally, your rights, and how to contact us.

Orange Business operates the iCIMS Career Portal and processes your personal data as a controller for the operation of the portal and talent acquisition activities described in this Notice. Where a job posting is published by an organization that is not part of Orange Business, that organization will be the controller for that posting and will provide its own privacy notice at the point of application.

When you apply to a specific job, the controller responsible for your application is the recruiting Orange Business entity identified in the job posting.

Why does Orange Business process your personal data and on what basis?

Orange Business processes your personal data in the legitimate interest of recruiting candidates and applicants, and more specifically to:

- Recruitment operations, including managing your candidate profile, receiving and reviewing applications, scheduling interviews, and communicating with you about your candidacy. The legal bases are Orange Business's legitimate interests in recruiting and hiring and, where we collect data directly from you to take steps at your request prior to entering an employment contract, the performance of pre contractual measures.
- Offering you opportunities that match your skills and aspirations and maintaining a talent pool. The legal basis is Orange Business's legitimate interests in talent acquisition and workforce planning.
- Conducting quantitative and qualitative studies to improve the candidate experience on our recruitment tools and complying with legal obligations. The legal bases are Orange Business's legitimate interests in improving services and compliance with legal obligations.
- Sending optional job alerts to you by email when you choose to receive them. The legal basis is your consent, which you can withdraw at any time as described below.

The iCIMS Career Portal is not intended for use by minors as defined under applicable law, and we do not knowingly collect personal data from minors for recruitment purposes. If we become aware that a minor has provided personal data through the portal, we will promptly delete it.

Also, the iCIMS Career Portal is not intended to be used to process information that is considered as sensitive or special categories of personal data in accordance with applicable law and legislation. If such data must be processed, it will be processed only under an applicable legal exemption and as required by applicable law and legislation. This processing will be done with additional safeguards.

Like all companies, Orange Business is subject to regulations and legal obligations. In certain cases, Orange Business will need to process your personal data to comply with these obligations.

What personal data is processed?

The personal data we collect directly from you via our Career Portal is identification and contact details such as your first and last name, email address, phone number, and the content of your application (resume and cover letter this might include your photograph if attached to your resume or cover letter), which can be either downloaded from third-party websites (such as for example LinkedIn) or your computer. Computer data and data relating to your digital activity—such as your IP address, MAC address, logs, and device type—as well as your account data (if you have created an account), including your settings, preferences, login details, and password, are also processed.

Providing the data requested in the application form is necessary to assess your application; if you do not provide required fields, we may be unable to process your application. Optional fields will be indicated as such.

Data analysed by artificial intelligence (AI)

Our recruitment process may use artificial intelligence (AI) tools to assist with the initial screening of applications by analysing resumé content to identify relevant skills and experience, which helps our teams to organize and review applications efficiently. These tools do not make hiring decisions on their own; only qualified personnel review applications and make decisions.

You can opt out of AI-assisted analysis at any time by contacting : resourcing.competencycenter@orange.com if you opt out, your application will be reviewed manually under the same criteria, though manual review may take longer. The data processed by AI is retained only for the duration necessary to complete the analysis.

We provide meaningful information about the logic involved at a high level: the AI compares text in your resumé to skills and experience criteria associated with a role to surface potentially relevant applications to recruiters. The significance of this processing is to improve the timeliness and organization of reviews; it does not produce legal or similarly significant effects by solely automated means.

You may obtain human intervention, express your point of view, and contest outcomes by contacting the recruitment team at: resourcing.competencycenter@orange.com or the Data Protection Officer at : obs.dpo@orange.com

Who do we share your personal data with?

Depending on the roles and responsibilities, the data collected may be accessed by:

- Authorized internal Orange Business departments which may belong to different legal entities and countries of Orange Business involved in the recruitment process;
- Our subcontractors, who process the data in accordance with our instructions.

Access to your personal data is limited to authorized personnel involved in recruitment, including recruiters, HR, and relevant hiring managers and interviewers. We also share your data with service providers acting on our instructions, such as the iCIMS applicant tracking system provider and hosting

and IT support providers. Where required by law, we may disclose data to competent public authorities upon request.

Where a job posting is published by a company that is not part of Orange Business, your personal data for that posting will be processed directly by that company under its privacy policy, which will be provided at the point of application.

How long are your personal data retained?

Your candidate profile data is retained for as long as your account remains active.

An account is considered inactive if you do not make any changes to your profile or submit any new applications for a period of 12 months. Your personal data and associated applications will then be deleted at the end of this period.

You can withdraw your consent or request the erasure of your personal data before the end of the 12 months period by contacting resourcing.competencycenter@orange.com OR obs.dpo@orange.com

Are your personal data transferred outside the EU?

For the purposes described above, your personal data may be processed outside the European Union by Orange Group affiliates and service providers. We implement appropriate safeguards to protect your data in accordance with applicable law, including the European Commission's standard contractual clauses.

If a job posting is published by an organization outside Orange Business, your personal data will be processed directly by that organization under the applicable local law and its privacy policy.

Cookies and similar technologies

When you visit the iCIMS Career Portal, we use cookies and similar technologies to ensure the portal functions properly and to secure your session. Where required by law, we will request your consent before setting non-essential cookies, such as analytics cookies. You can manage your preferences at any time via the cookie banner. For more information about the types of cookies used, their purposes, and their retention, please consult the portal's Cookie Policy, which is accessible from the footer of the portal pages.

What are your rights and how can you exercise them?

You may exercise your rights to access and rectify your personal data at any time. You may also exercise your right to erasure, restriction, objection or to withdraw your consent.

To exercise your rights you can contact resourcing.competencycenter@orange.com OR obs.dpo@orange.com.

You have the right to lodge a complaint with the data protection supervisory authority of your usual place of residence or work or where you believe an infringement occurred; for example, for candidates in France, this is the CNIL. We encourage you to contact us before making any request so that we can try to resolve it together.

How is your personal data secured?

Orange Business ensures that your data is processed securely and confidentially, including when certain operations are carried out by subcontractors. To this end, appropriate technical and organizational measures are in place to prevent the loss, misuse, alteration, and deletion of your personal data. These measures are adapted according to the sensitivity of the data.

Changes to this Privacy Notice

We may update this Privacy Notice from time to time to reflect changes in our practices or applicable law.

Last update : February 15, 2026