



Controller:  
**PORR AG**

Board:  
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## 1. Content and Purpose

The trustworthy and responsible handling of personal data is a central part of our company's corporate culture.

## 2. Processing Framework

As part of the Employee Survey, PORR processes the following categories of data:

- Email (business)
- First Name
- Last Name
- Management Level
- Country
- Individualized links for participation
- Other survey content

The email address and name are used solely for survey participation and are not linked with information about management level, country, or other survey content. This data is treated confidentially, and no connections to individual persons are made in the analysis. Additionally, responses to the survey content are provided on a voluntary basis. The data is not used to identify individuals, but only for statistical insights on satisfaction. The employee also has the option to make additional comments in text fields. If the employee becomes identifiable through these comments, it is by their own choice.

The participation links are individualized so that the survey can be paused and resumed at a later time.

The information about which employee received which link is used only for the technical administration of the survey and is immediately deleted after the survey is completed.



### 3. Data Deletion

There is no permanent specific data processing, and all data that could be used to identify employees will be deleted after the survey is conducted.

### 4. Data Forwarding

There is no data forwarding, except to IT service providers with whom a contract has been established pursuant to Article 28 of the GDPR. Information provided by employees in the course of the survey is confidentially collected by a service provider without identifying the respondent.

### 5. What rights do you have regarding your personal data?

In accordance with the provisions of Articles 15 to 22 of the GDPR and the conditions stipulated therein, data subjects have the right to:

- to obtain information about the data processed concerning them and to request a copy of the stored data (**right to access**);
- to request the correction or completion of inaccurate or incomplete personal data (**right to rectification**);
- to request the deletion of personal data concerning them, particularly if the processing violates the GDPR, such as when the data subject withdraws consent or has validly objected (**right to erasure**);
- to request restrictions on the processing of their data and to object to certain processing activities (**right to restriction of processing and right to object**); and
- to receive their data in a structured, commonly used, and machine-readable format, and to transfer that data to another controller (**right to data portability**).

You can exercise these rights through any of PORR's public channels or by contacting [datenschutz@porr.at](mailto:datenschutz@porr.at).

If you believe that the processing of your data is unlawfully, you have the right to file a complaint with your respective Data Privacy Authority. Responsible for PORR is the Austrian Data Protection Authority, Barichgasse 42, 1030 Vienna.