

RG_PY_1849_Candidate Privacy Policy

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Introduction *[reference to 1. Introduction]*

This Candidate Privacy Policy relates to collection and processing of your personal data when you register your profile or apply to job positions at Rimac Group d.o.o., Rimac Technology d.o.o. and Bugatti-Rimac d.o.o., all registered at Ljubljanska 7, 10431 Sveta Nedelja, Croatia (“**we**”, “**us**”, “**our**”, “**Rimac group**”). For the purposes of the General Data Protection Regulation (“**GDPR**”), Rimac Group d.o.o., as the parent company, is the data controller with respect to processing of personal data from your candidate profile. In addition, depending on which company you apply for a job position, that company is a data controller with respect to processing of personal data from your candidate application. We are committed to protecting and respecting your privacy. This policy sets out the basis on which we will process your personal data when you register and/or apply to our open job positions posted at <https://www.rimac-group.com/careers> (“**Careers portal**”)

The types of personal data we receive and how we use it *[reference to 2. The types of personal data we receive]*

- **Information you provide as part of your application.** This includes information you provide when you register for and use Careers portal, such as your name, contact information, work experience, educational qualifications. We mainly use this to evaluate your application and contact you.
- **Information we collect about your usage of the Careers portal.** We automatically collect certain data from you when you use our Careers portal, including IP address or other unique device identifiers which we use to assess usage of our site, and assist us in developing it.
- **Information from third parties.** We may receive information from third parties in connection with your application, such as referees and recruiters, which we use to evaluate your application and verify your credentials.

More details on the personal data we collect and how we use your personal data is accessible here *[reference to [Appendix 1](#)]*

How we share your personal data *[reference to 4. How we share your personal data]*

We may share your information within Rimac group of companies in case you have consented to inform you about the job positions in Rimac group for the purposes set out in Appendix 1 *[reference to [Appendix 1](#)]*.

We share your information with external service providers. We ensure that such external providers protect your personal data with appropriate security measures and prohibit them from using your data other than as instructed by us. We use external service providers for managing our Careers portal, for IT support, and for employee assessments which might be conducted in relation to your job application (e.g. for assessing leadership potential).

We may share your information with third parties, such as referrers from your previous jobs.

Where we store your personal data *[reference to [Where we store your personal data](#)]*

We store your personal data in European Economic Area ("EEA") countries. In case of processing your personal data outside EEA we would rely on so-called Standard Contractual Clauses of the European Commission, and supplementary measures in case necessary, to ensure the same level of data protection as if data was processed in the European Union

Data Retention *[reference to [6. The security of your personal data](#) [Where we store your personal data](#)]*

We will retain your Candidate profile with your personal data for 2 years from your last log-in into your Candidate profile, unless you require us to keep your Candidate profile longer. We will retain personal data you have provided in relation to a particular job application for 18 months after job application has been closed. After that your personal data will be anonymized. Even prior to the end of these retention periods you have a right to anonymize your Candidate profile any time by clicking the revoke button. Anonymizing your Candidate profile will anonymize all other personal data relating to any job application within 48 hours. After anonymization the remaining information can not be linked to you anymore.

Your Rights *[reference to [8. Your rights](#)]*

You will have certain rights in relation to the personal data we hold about you. Some will apply only in certain circumstances. Broadly speaking, these rights pertain to a right of access, portability, correction, erasure, restriction of processing, objection, withdrawal of consent, and to complain to the relevant supervisory authority. If you wish to make a complaint about how we process your personal data, please contact the Data Protection Officer ("DPO"). For exercising other rights in relation to your personal data, please contact DPO.

Contact

We will post any future changes to this policy on this page. Please check back frequently to see any updates or changes to this policy. Questions, comments and requests regarding this policy are welcomed and should be addressed to DPO at the following email address: dpo@rimac-group.com

CANDIDATE PRIVACY POLICY

(Careers portal)

Last updated: July 2024

Version: v1, public document

1. Introduction

This Candidate Privacy Policy relates to collection and processing of your personal data when you register your profile or apply to job positions at Rimac Group d.o.o., Rimac Technology d.o.o. and Bugatti-Rimac d.o.o., all registered at Ljubljanska 7, 10431 Sveta Nedelja, Croatia (“**we**”, “**us**”, “**our**”, “**Rimac group**”). For the purposes of the General Data Protection Regulation (“**GDPR**”), Rimac Group d.o.o., as the parent company, is the data controller with respect to processing of personal data from your candidate profile. In addition, depending on which company you apply for a job position, that company is a data controller with respect to processing of personal data from your candidate application. We are committed to protecting and respecting your privacy. This policy sets out the basis on which we will process your personal data when you apply to our open job positions posted at <https://www.rimac-group.com/careers/rimac-technology/> (the “**Careers portal**”).

In principle you will apply via our Careers portal, but even in case you send as a job application via e-mail or in another way this policy shall apply accordingly. Please read the following carefully to understand our views and practices regarding your personal data and how we will treat it. By applying to our open job positions, you acknowledge and agree to the practices described in this policy.

If you have any questions or concerns about this policy, please contact our DPO at:

E-mail: dpo@rimac-group.com, dpo@rimac-technology.com, dpo@bugatti-rimac.com

Post: Rimac Group d.o.o., or Rimac Technology d.o.o., or Bugatti-Rimac d.o.o., all at Ljubljanska 7, 10431, Sveta Nedelja, Croatia, for DPO

2. The types of personal data we receive

We will receive and process the following information about you:

- **Information you provide as part of your application.** You will provide us information about you by using our Careers portal to apply for a job or by corresponding with us by phone, e-

mail or otherwise. This includes information you provide when you register for and use the Careers portal, such as your name, contact information, work experience, educational qualifications, ability to work in the country for which you are applying for employment and any information you choose to submit on or upload to the Careers portal (such as information from a CV). When you want to apply to a job via Careers portal for a first time you will be asked to open a Candidate profile. Candidate profile will require information about your name, last name, e-mail address, CV, country of origin etc.

- **Sensitive information you can provide:** You have the option of providing certain sensitive information (so-called special categories of personal data from GDPR) with your consent, such as, whether you have a disability for the purposes of acquiring some additional benefits. If you decide not to provide this data, your application will not be prejudiced.
- **Information we collect about your usage of the Careers portal.** We automatically collect certain data from you when you use our Careers portal, including IP address or other unique device identifiers, information collected by cookies on your usage of the Careers portal, mobile carrier (if applicable), time zone setting, operating system and platform and information regarding your use of the Careers portal ("**Usage Information**").
- **Information from third parties.** We may receive information from third parties in connection with your application, such as referees, including former employer, and/or recruiters.

We use cookies to enhance your experience using the Careers portal. Cookies are small files which, when placed on your device, enable us to provide certain features and functionality. The Careers portal will detect and use your IP address or domain name for internal traffic monitoring and capacity purposes or to otherwise administer the Careers portal. For cookies, please see our *Cookie Policy*.

3. How we use your personal data

The table in Appendix 1 sets out how we use your personal data and the legal basis for processing relied upon by us to process your personal data. We use it to:

- identify and evaluate you for employment positions;
- determine and validate your qualifications for employment;
- conduct background checks including, to the extent permitted under applicable law (including checking references, qualifications);
- if you are a successful candidate, create an employment record;
- provide you with user support of the Careers portal;
- communicate with you;
- send you notifications about new positions that match your profile;
- improve the Career portal and to ensure content from the Career portal is presented in the most effective manner for you and your device;

- administer the Career portal and for internal operations, including troubleshooting, data analysis, testing, research, statistical and survey purposes; or
- keep the Career portal safe and secure; or
- develop the Career portal and improve our recruitment processes.

4. How we share your personal data

In case you have applied for the job position, Rimac Group d.o.o. will share information about your Candidate profile with the Rimac group company to which you have applied for the job position.

We may share your personal data within Rimac group of companies in case you have consented to inform you about the job positions in Rimac group which might be interesting to you.

We share your information with external service providers. We ensure that such external providers protect your personal data with appropriate security measures and prohibit them from using your data other than as instructed by us. In case such external service provider is located outside of the European Economic Area ("EEA"), appropriate safeguards such as Standard Contractual Clauses will be implemented to ensure the same level of data protection as if data was processed in the European Union. We use external service providers for managing our Careers portal, for IT support, and for employee assessments which might be conducted in relation to your job application (e.g. for assessing leadership potential). For the information about our external service providers, you may contact DPO. We may share your personal data with third parties such as referees to verify the information that you provided to as part of your job application and/or reference.

5. Where we store your personal data

Personal data that we collect about you will be stored in our database, i.e., recruitment platform provided to us by our external service provider SAP. Your personal data are collected and stored on servers maintained by SAP in data centres located in the EEA. Your personal data will be processed by our recruitment team and hiring managers. However, in case of a problem with a platform, SAP support team and/or our IT may also have access to your personal data. For more information about SAP privacy practice, see [Data Protection and Privacy | SAP Trust Center](#).

If we would need to transfer personal data outside the European Economic Area ("EEA") we would do so only subject to the so-called Standard Contractual Clauses, and supplementary measures in case necessary to ensure the same level of data protection as if data was processed in the European Union, i.e. under the European Commission's model contracts for the transfer of personal data to third countries.

6. The security of your personal data

Unfortunately, the transmission of information via the internet is not completely secure. Although we will do our best to protect your personal data, we cannot guarantee the security of your information transmitted through the Careers portal any transmission is at your own risk. Once we have received your personal data, we will take appropriate technical and organisational measures to safeguard your personal data against loss, theft and unauthorised use, access or modification.

7. **Data retention**

We will retain your Candidate profile for 2 years from your last log-in into your Candidate profile, whereas the personal data you have provided in relation to a particular job application we will retain for 18 months after job application has been closed. After that your personal data will be anonymized. Even prior to the end of these retention periods you have a right to anonymize your Candidate profile any time by clicking the Revoke button. Anonymizing your Candidate profile will anonymize all other personal data relating to any job application within 48 hours. After anonymization the remaining information can not be linked to you anymore.

Your information will be retained for longer if required by law or a court order and/or as needed to defend or pursue legal claims.

8. **Your rights**

You have certain rights in relation to the personal data we hold about you. Some of these only apply in certain circumstances as set out in more detail below. We also set out how to exercise those rights. To exercise any of your rights, please contact DPO. We shall require from you to verify your identity before responding to any requests by providing e.g., your name, last name, and personal identification number (e.g. OIB for Croatian citizens), at least.

You have the following rights in relation to your personal data:

- (a) **Access**: You have the right to know whether we process personal data about you, and if we do, to access data we hold about you and certain information about how we use it and who we share it with;
- (b) **Portability**: in certain circumstances, you have the right to receive or ask us to provide your personal data to a third party in a structured, commonly used and machine-readable format. We are not responsible for the security of the personal data or its processing once received by the third party. We will not provide you with certain personal data if to do so would interfere with another's individual's rights (e.g., where providing the personal data we hold about you would reveal information about another person) or where another exemption applies (we can only do so where it is technically feasible);

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- (c) Correction: to correct any personal data held about you that is inaccurate and have incomplete data completed (including by the provision of a supplementary statement) directly in the Career portal. Where you request correction from us please explain in detail why you believe the personal data we hold about you to be inaccurate or incomplete so that we can assess whether a correction is required. Please note that while we assess whether the personal data we hold about you is inaccurate or incomplete, you may exercise your right to restrict our processing of the applicable data as described below;
- (d) Erasure: to erase the personal data we hold about you directly on the Careers portal by anonymizing your account ("Revoke button") at any time. Also, you have a right to require from us to anonymize personal data in certain circumstances explained here:
- i. you believe that it is no longer necessary for us to hold the personal data we hold about you;
 - ii. we are processing the personal data we hold about you on the basis of your consent (please see Appendix 1 for the types of personal data we process on the basis of your consent), and you wish to withdraw your consent;
 - iii. we are processing the personal data we hold about you on the basis of our legitimate interest and you object to such processing (please see Appendix 1 for the types of personal data we process on that basis). Please provide us with detail as to your reasoning so that we can assess whether there is an overriding interest for us to retain such personal data; or
 - iv. you believe the personal data we hold about you is being unlawfully processed by us.

Also note that you may exercise your right to restrict processing of your personal data whilst we consider your request as described below. Please provide as much detail as possible on your reasons for the request to assist us in determining whether you have a valid basis for erasure. We will retain the personal data if there are valid grounds under law for us to do so (e.g., for the defence of legal claims or freedom of expression) but we will let you know if that is the case.]

- (e) Restriction of Processing to Storage Only: to require us to stop processing the personal data we hold about you other than for storage purposes in certain circumstances. Please note, however, that if we stop processing the personal data, we may use it again if there are valid grounds under data protection law for us to do so (e.g. for the defence of legal claims or for another's protection). You may request that we stop processing and just store the personal data we hold about you where:

- v. you believe the personal data is not accurate for the period it takes for us to verify whether the data is accurate;
- vi. we wish to erase the personal data as the processing we are doing is unlawful but you want us to simply restrict the use of that data;
- vii. we no longer need the personal data for the purposes of the processing but you require us to retain the data for the establishment, exercise or defence of legal claims; or
- viii. you have objected to us processing personal data we hold about you on the basis of our legitimate interest and you wish us to stop processing the personal data whilst we determine whether there is an overriding interest in us retaining such personal data.

- (f) Objection: in certain circumstances, the right to restrict or object to our processing of your personal data (e.g. where you request correction or erasure, you also have a right to restrict processing of your applicable data while your request is considered);
- (g) where you have consented to use of personal data, the right to withdraw your consent; and
- (h) the right to complain to the relevant supervisory authority.

You may exercise the rights set out at items (a) through (g) above by contacting hrops@rimac-technology.com or DPO. We must respond to a request by you to exercise those rights without undue delay and at least within one (1) month (although this may be extended by a further two (2) months in certain circumstances).

In the event that you wish to make a complaint about how we process your personal data, please contact DPO and we will endeavour to deal with your request as soon as possible. This is without prejudice to your right to launch a claim with the relevant data protection authority as stated above.

9. Contact

For all data privacy inquiries and any questions or concerns you have about this Policy, please contact our DPO at dpo@rimac-group.com, door postal address: Ljubljanska ulica 7, Sveta Nedelja, Croatia.

10. Changes

This Policy may be amended from time to time at our discretion. You will be notified of any such changes.

Appendix 1

Purposes for Processing personal data of job candidates

Purpose of Use	Categories of Personal Data processed for each purpose	Legal Basis for Processing
To identify and evaluate candidates for employment positions.	Identity information such as full name, citizenship, and proof of eligibility to work. Contact details such as address, phone numbers, email addresses. Data with respect to education, professional training and previous career performance including qualifications, references or curriculum vitae information.	Necessary for deciding on concluding an employment contract with you.
To conduct background checks including, to the extent permitted under applicable law (including checking references, qualifications).	Identity and contact information and references from previous employers or professional contacts.	Necessary for deciding on conclusion of an employment contract with you.
To provide you with user support of the Careers portal.	Login details such as username and password.	Necessary for performance of a contract with you.
To communicate with you.	Identity information such as name. Contact details such as home and work addresses, phone numbers and email addresses.	Necessary for deciding on concluding an employment contract with you.
Send you notifications about new positions in Rimac group of companies that match your profile.	Contact details, such as e-mail and phone numbers.	Consent.
To improve the Careers portal and to ensure content from the Careers portal is presented	Usage Information	Necessary for our legitimate interests.

in the most effective manner for you and your device.		Access to data from terminal equipment is allowed only based on your consent (cookies, except for necessary cookies).
To administer the Career portal and for internal operations, including troubleshooting, data analysis, testing, research, statistical and survey purposes.	Usage Information	Necessary for our legitimate interests. Access to data from terminal equipment is allowed only based on your consent (cookies, except for necessary cookies).
To keep the Careers portal safe and secure.	Usage Information	Necessary for our legitimate interests. Access to data from terminal equipment is allowed only based on your consent (cookies, except for necessary cookies).