

## APPLICANT PRIVACY NOTICE

### Information regarding the processing of your personal data

The purpose of this privacy notice is to inform you about the processing of your personal data that we collect from you when you apply for a job via our website.

Formel D commits itself to complying with the legal regulations of the EU's General Data Protection Regulation (GDPR) as well as other relevant data privacy laws and regulations, as amended and updated from time to time.

At all times your data will be treated in accordance with this Privacy Notice.

#### 1. Responsible Person

Formel D Group (Formel D GmbH, including all of its subsidiaries and affiliates "Formel D") are responsible for the content included on this notice. You can contact us [here](#) or you can contact our Data Privacy Staff on [DPS@formeld.com](mailto:DPS@formeld.com).

#### 2. What personal data is collected from you?

The categories of personal data to be processed include in particular:

- Your contact data (first name, last name, country of residence, phone number, e-mail address)
- Career and background data (curriculum vitae, qualifications and degrees, professional experience and certificates)
- Other personal data you provide (e.g. cover letter, career interests). This may also include special categories of personal data (e.g. health status).
- Information regarding your professional instincts (e.g. if you complete our development assessment for the role).

Your personal data are usually collected from you directly when you upload your data to our online platform or send us an email application.

In addition to the data provided by you in context of your application, we process personal data that we permissibly acquired from publicly accessible sources (e.g. professional networks).

If you have successfully completed the application process and signed your employment contract, Formel D may request additional personal data that is necessary to start your employment relationship with us, such as:

- Your date of birth
- Place of birth
- Nationality
- Work permit status
- Residency permit

Additional personal data may be collected depending on any local requirements.

#### 3. What is the purpose of processing my personal data?

Your personal data is collected for the purpose of applying for a job at Formel D GmbH or a company affiliated and for the purpose of establishing an employment relationship with Formel D.

For the creation of the application of job postings, we create a candidate profile for when you submit an application for the first time, this profile can then be used to apply to all positions within the relevant country. Applications are also made via email.

If we intend to process your data for any other purposes other than the ones described above, we will inform you in advance.

#### 4. What are the legal grounds for processing my personal data?

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Any consent you provide to the processing of your personal data. You shall be entitled to revoke this consent with effect from the date of revocation.

By executing a contract for the provision of employment services, Formel D shall process your Personal Data. Formel D will collect and process your Personal Data provided to us by yourself to enable us to fulfil our legal and contractual obligations, or in order to take steps at your request prior to entering into a contract for services.

Personal Data may also be used based on the legitimate interests pursued by Formel D except where such interests are overridden by your interests or fundamental rights and freedoms which require protection of Personal Data.

### 5. Who gets access to your personal data?

Your data will be passed on to the following categories of recipients, insofar as this is necessary for the fulfilment of the purpose.

These recipients are:

- The individuals responsible for the recruitment process.
- Subsidiaries and affiliates of Formel D GmbH, as and when required.
- Suppliers / service providers (e.g. application platforms).
- In the event you permit future storage of your CV for other job postings, other internal individuals whose field of responsibility the advertised position is assigned.

### 6. How long will your personal data be stored?

Your personal data will be deleted or blocked as soon as the purpose for which it was stored no longer applies. In addition, storage may take place if this has been provided for by the European or national legislator in EU regulations, laws or other regulations to which Formel D or an affiliated company within the meaning of Sections 15 et seq. of the German Stock Corporation Act (the "Affiliated Company") is subject. In the event of a rejection, the personal data will be automatically deleted after six months.

### 7. Will my data be transferred internationally?

Formel D may transfer your data outside of your home country, as indicated above. International transfers of data shall be made in accordance with applicable laws and regulations, including, without limitation, the GDPR. When transferring data we will ensure adequate safeguards are in place, such as including standard contractual clauses issued by the European Commission, where applicable.

### 8. What are your rights in relation to your personal data subjects

As a Data Subject, you have a number of rights, subject to certain conditions and exceptions contained in applicable laws.

You may have the right to:

- Access and obtain a copy of your data on request;
- Require Formel D to change incorrect or incomplete data;
- Require Formel D to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing;
- Object to the processing of your data where Formel D is relying on its legitimate interests as the legal ground for processing;
- Ask Formel D to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override Formel D's legitimate grounds for processing data;
- Receive your Personal Data and have the right to transmit that data to another company;
- Withdraw your consent to the processing of your data, where data processing is based on consent.

Some of the abovementioned rights may be limited depending on the legal basis used for processing and the applicable laws. If you would like to exercise any of these rights, please contact the external Data Protection Officer listed above or Formel D's Data Privacy Staff ([DPS@formeld.com](mailto:DPS@formeld.com)).

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Without prejudice to any other administrative or judicial remedy, you have the right to lodge a complaint with a supervisory authority, in particular in the Member State of your habitual residence, place of work or place of the alleged infringement, if you believe that the processing of your personal data infringes the GDPR or other relevant requirements with data protection relevance.