



Privacy Statement for Your Application to Continental

Below, we wish to inform you about the processing of your personal data as part of the application process and the rights you have under the provisions of the European Union's General Data Protection Regulation (GDPR) or each country's national regulations. If a particular country has special statutory regulations governing the processing of personal data, they take precedence over the provisions mentioned above. Any such special statutory regulations are found here.

Personal data that you send to us will be processed by Continental AG and its associated affiliates, subsidiaries, and related "controllers" set forth below (collectively hereinafter referred to as "Continental") for the purposes stated below. If required to fulfill those purposes, the data may be shared with affiliated companies as defined by Sections 15 et seq. of the *Aktiengesetz* (AktG – German Stock Corporation Act) and in accordance with Continental's Binding Corporate Rules.

Definitions

Data protection laws require personal data to be processed lawfully, fairly, and in a transparent manner for the data subject ("lawfulness, fairness, and transparency"). To ensure that, we are providing you with definitions of the individual terms that are also used in this Privacy Statement:

Applicable Data Protection Laws

"Applicable Data Protection Laws" means any law applicable to the collection, processing, sharing or use of Personal data, including but not limited to the following:

- The European General Data Protection Regulation 2016/679 ("GDPR");
- The Canadian Personal Information Protection and Electronic Documents Act and substantially similar provincial legislation, as well as any federal or provincial law or regulation related to data privacy and/or the protection of personal data in Canada, as amended from time-to-time (collectively, "Canadian Privacy Laws"); and
- All United States federal, state, provincial and local laws, rules, regulations, directives, and government requirements and guidance currently in effect and as they become effective relating in any way to privacy, confidentiality, security, consumer protection, or breach notification that are applicable to Personal data, and (ii) any applicable industry standards as may be agreed upon concerning privacy, data protection, confidentiality or information security applicable to personal data. US Data Protection Laws includes, but is not limited to, California Consumer Privacy Act of 2018, the California Privacy Rights Act of 2020, the Colorado Privacy Act, Virginia Consumer Data Protection Act, Utah Consumer Privacy Act, Connecticut S.B. 6, Session 2022 (as approved and chaptered) and any other applicable U.S. state data protection or breach notification laws (collectively, "US Data Protection Laws").

Controller

"Controller" means the natural or legal person, public authority, agency, or other body which, alone or jointly with others, determines the purposes and means of the processing of personal data. Where the purposes and means of such processing are determined by Union or Member

State law, the controller or the specific criteria for the controller's appointment may be provided for by Union or Member State law.

Consent

"Consent" of the data subject means any freely given, specific, informed, and unambiguous indication of the data subject's wishes by which he or she, by a statement or by a clear affirmative action, signifies agreement to the processing of personal data relating to him or her.

Filing system

A "filing system" means any structured set of personal data that is accessible according to specific criteria, whether centralized, decentralized or dispersed on a functional or geographical basis.

Recipient

"Recipient" means a natural or legal person, public authority, agency, or another body to which the personal data is disclosed, whether a third party or not. However, public authorities, which may receive personal data in the framework of a particular inquiry in accordance with Union or Member State law, shall not be regarded as recipients. The processing of that data by those public authorities shall be in compliance with the applicable data protection rules according to the purposes of the processing.

Restriction of processing

"Restriction of processing" means the marking of stored personal data with the aim of limiting its processing in the future.

Personal data

"Personal data" means any information relating to an identified or identifiable natural person or, as applicable, household (hereinafter: "data subject"), and includes but is not limited to "personal data", "personal information", and such other substantially equivalent terms defined in applicable laws that apply to us. An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location, online identifier, or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural, or social identity of that natural person. As used in this Privacy Statement, the term "Sensitive personal data" shall have the meaning set forth in Applicable Data Protection Laws.

Processing

"Processing" means any operation or set of operations which is performed on personal data or on sets of personal data, whether or not by automated means, such as collection, recording, organization, structuring, storage, adaptation, or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure, or destruction.

Processors

"Processor" means a natural or legal person, public authority, agency, or other body that processes personal data on behalf of the controller.

Profiling

"Profiling" means any form of automated processing of personal data consisting of the use of personal data to evaluate certain personal aspects relating to a natural person, in particular to

analyze or predict aspects concerning that natural person's performance at work, economic situation, health, personal preferences, interests, reliability, behavior, location, or movements.

Pseudonymization

"Pseudonymization" means the processing of personal data in such a manner that the personal data can no longer be attributed to a specific data subject without the use of additional information, provided that such additional information is kept separately and is subject to technical and organizational measures to ensure that the personal data is not attributed to an identified or identifiable natural person.

Third party

"Third party" means a natural or legal person, public authority, agency, or body other than the data subject, controller, processor, and persons who, under the direct authority of the controller or processor, are authorized to process personal data.

Controller

The controller as defined by the GDPR – i.e., the person or entity responsible for processing your personal data – is named below:

Best Drive, LLC

1061 Red Ventures Dr., Suite 145, Fort Mill, SC 29707

Continental Automotive Systems, Inc.

1 Continental Drive, Auburn Hills, MI 48326

Continental Autonomous Mobility US, LLC

1 Continental Drive, Auburn Hills, MI 48326

Continental Intelligent Transportation Systems, LLC

2360-2368 Walsh Avenue, Suite 2368, Santa Clara, California 95051

Continental Tire the Americas, LLC

1830 MacMillan Park Drive, Fort Mill, SC 29707

ContiTech North America, Inc.

703 S. Cleveland Massillon Road, Fairlawn, OH 44333-3023

ContiTech Oil & Marine Corp.

11535 Brittmore Park Drive, Houston, TX 77041

ContiTech Thermopol LLC

9 Interstate Drive, Somersworth, NH 03878

ContiTech USA, Inc.

703 S. Cleveland Massillon Road, Fairlawn, OH 44333-3023

Customer Machining Services, Inc.

326 N 400 E Valparaiso, IN 46383

Hoosier Racing Tire Corp.

65465 SR 931, Lakeville, Indiana 46536

Legg Company, Inc.

325 East 10th Street, Halstead, KS 67056

O'Sullivan Films, Inc.

1944 Valley Ave, Winchester, VA 22602

Contacting Us

If you have questions regarding this Privacy Notice or how the Company uses your Personal data, please contact us by phone at (833) 656-0555 or by e-mail privacy@continental.com. You may also contact our data protection officer at dataprotection@conti.de.

Sources of Personal Data

We collect your Personal data from the following sources:

- **Directly from you.** We may collect Personal data you provide to us directly, such as when you apply for employment with us, when you register for benefits, and through your daily interactions with us during your employment, such as when you sign up for events or provide feedback.
- **Data collected automatically through your interactions with the platform.** We may automatically collect information or inferences about you. This may include information about how you use and interact with the application platform or otherwise interact with us, and information from and about your device.

Types of Personal Data We Collect and Process

As part of the application process, we may collect and process the following categories of Personal data:

- **Identifiers**, such as last name, first name, home address, date of birth, employee identification number (for internal applicants), e-mail address, and phone number.
- **Records about you**, such as financial and bank account information and your signature.
- **Protected class and demographic information**, such as age (including birthdates) and gender.
- **Commercial information**, such as credit-related information, salary and wage information, payroll and benefits data.
- **Internet or other electronic network activity information**, such as log data from using the portal (e.g., IP address)
- **Non-precise geolocation data**, such as your location as derived from your IP address.
- **Professional or employment-related information**, such as performance assessments (e.g., letters of reference), prior employment history, and documents that you may submit.
- **Education information**
- **Audio, electronic, visual, or other sensory information**, such as visual and audio recordings (e.g. resume photo).
- **Inferences** drawn from any of the information we collect to create a profile about you reflecting your preferences.
- **Sensitive Personal data**, including the following:
 - Social Security number, driver's license number, or passport number.
 - Racial or ethnic origin, political opinions, religious or philosophical beliefs, or union membership.
 - Information about your health.

This list is not exhaustive and may vary depending on the job requirements and the documents submitted by the applicant.

Purposes and Legal Bases for Processing as Part of the Application Process

We rely on the following legal grounds for the collection, processing, and use of your Personal data:

- The processing is necessary for the performance of our employment contract with you or to take steps at your request prior to entering into an employment contract. This includes instances when we need process your Personal data to provide benefits and compensation to you, as well as when we need to facilitate business relationships with companies acting as our service providers.
- The processing is necessary for compliance with a legal or statutory obligation to which we are subject. This includes instances when we are required by law to carry out various compliance checks (such as determining legal eligibility to work) related to our you or our investors, suppliers, and other business partners. It may also include various local compliance obligations and licenses we have to comply with regarding the operation of our service.
- The processing is necessary for the purposes of the legitimate interests pursued by us or by a third party. This includes instances when we process your Personal data for our own internal business purposes, such as making staffing decisions and project management.
- Where you provided us with your consent to the processing of your data for one or more specific purposes, but only in exceptional circumstances. This includes situations where Applicable Data Protection Laws or other laws require your consent prior to collection and processing.
- The processing is necessary for the establishment, exercise or defense of legal claims, whether in court proceedings or in an administrative or out-of-court procedure.

Notification Feature

The application platform affords you the option of activating the notification feature regarding your application(s) so that you may be informed of their current status, via text message, for instance, and/or reminded of scheduled appointments. By activating the service, you declare your consent to processing. You may withdraw your consent at any time. In particular, the feature can be deactivated anytime.

Talent Pool

As part of the application process, you may also decide to allow your application to be considered for future positions as well as permit us to contact you in the event of vacancies in the future. The legal basis for processing in those cases is your consent. You may withdraw your consent at any time.

Duration of Storage

We delete your Personal data automatically, including the applicant profile, after 4 years following your completion of the application process.

If you are registered for the talent pool, we keep your Personal data until the withdrawal of your consent. You can delete your profile at any time.

How We Use Personal Data

We may use your Personal data for the following purposes:

- **To enable the application process, administer the application platform, and enable interactions between Continental and you.**
- **Human resources management**, such as evaluating qualifications for open positions' making pre-employment and employment decisions; workforce management and administration; logistics; planning and managing corporate travel and other reimbursable expenses; development and training; administration of commencement or termination of employment; career planning; and administration of relocation.
- **For our internal business purposes**, such as for enforcing our policies and rules; organizational analysis; management reporting; managing Continental assets and global workforce; work planning, both administratively and organizationally; project management; auditing; maintaining records on business activities, such as accounting, commercial, procurement, document management and other similar activities; budgeting; IT administration of our technologies, network, and intranet; and IT security management and tasks.
- **For our internal research and application process/platform improvement purposes**, such as sending you surveys and requesting your feedback regarding the application process and application platform; verifying or maintaining the quality or safety of our services; improving our services; designing new services; and debugging and repairing errors with our systems, networks, and equipment. All survey responses will be anonymized, and cannot be associated with or attributed to specific respondents.
- **For legal, safety or security reasons**, such as complying with legal requirements; complying with reporting and similar requirements; conducting compliance training; investigating and responding to claims against Continental; completing due diligence (such as in connection with a corporate transaction); keeping emergency contacts; behavioral safety purposes; protecting our, your, our customers', and other individuals' safety, property or rights; and detecting, preventing, and responding to security incidents; protecting against malicious, deceptive, fraudulent, or illegal activity.
- **In connection with a corporate transaction**, such as if we acquire, or some or all of our assets are acquired by, another entity, including through a sale in connection with bankruptcy and other forms of corporate change.

We may use anonymized, de-identified, or aggregated information for any purpose.

Recipients of Your Personal Data

We may disclose your Personal data to third parties, including the categories of recipients described below:

1. **Affiliates and subsidiaries**, including parent entities, corporate affiliates, subsidiaries, business units, and other companies that share common ownership.
2. **Service providers** and processors that work on our behalf to provide products and services, such as IT providers.
3. **Professional consultants**, such as accountants, lawyers, and financial advisors.
4. **For legal, security, or safety purposes**, such as when we share information with law enforcement or other government agencies to comply with law or legal requirements; to

enforce or apply our policies; and to protect ours, our customers', or third parties' safety, property, or rights.

5. **In connection with a corporate transaction**, such as if we, or some or all of our assets, are acquired by another entity, including through a sale in connection with bankruptcy or other forms of corporate change.

6. **Entities to which you have consented to the disclosure.**

European Data Transfers

With respect to data originating in the European Union (EU) and European Economic Area (EEA), we transfer Personal data exclusively to those third countries for which the European Commission has verified an adequate level of protection or for which other appropriate data protection guarantees (e.g. binding corporate data protection rules or EU standard contractual clauses) are in place or legal facts permit transmission. Furthermore – to the extent permitted by applicable data protection laws – other precautions (e.g., encryption and additional contractual provisions) will be taken to ensure an appropriate level of protection for your Personal data.

Additional information about the Continental Corporation's binding internal data protection rules can be found by following the [link](#).

You can access the EU standard contractual clauses in the EU's languages at the following URL:

<https://eur-lex.europa.eu/legal-content/de/TXT/?uri=CELEX%3A32021D0914>

For EU and EEA Residents: If your Personal data is transferred to servers in the US, that will happen only on the basis of your consent. If you accept the cookie, you declare your express consent in accordance with Art. 49 (1) sentence 1a of the GDPR to allow your Personal data to be transferred to the US.

We wish to inform you that the Court of Justice of the European Union (CJEU) has classified the United States as a third country for which an adequacy decision has not been made and that does not provide guarantees for the enforcement of your rights. In particular, it cannot be ruled out that government (surveillance) authorities may access your data and process it, potentially without judicial redress or the right to an effective remedy. The legal basis for processing is your consent in accordance with Art. 6 (1) sentence 1a, of the GDPR and Art. 49 (1) sentence 1a of the GDPR.

You can permanently reject tracking by Google Analytics by downloading and installing the Google Analytics opt-out browser add-on for your current Web browser (to do so, click here <https://tools.google.com/dlpage/gaoptout?hl=en-GB>). You can also withdraw your consent at any time from that point forward by adjusting your cookie settings here or rejecting all cookies.

Your Rights Concerning Your Personal Data

Please note that under Applicable Data Protection Laws you may have the following rights in connection with Continental's collection, processing and use of your Personal data as a controller of such Personal data:

Right to withdraw consent

If processing of Personal data is based on consent that has been given, you have the right to withdraw that consent at any time. The withdrawal of consent will not affect the lawfulness of processing based on consent prior to its withdrawal.

You may contact us any time to exercise your right to withdraw consent.

Right to information

You can request information about whether your Personal data is being processed. If you do so, you may request further information – in particular, regarding the purposes of processing, the categories of Personal data being processed, the recipients, the period of storage, or, if that is not possible, the criteria for determining the period of storage, as well as additional details. You can request a copy of your Personal data. If your request is submitted by e-mail, a copy will be provided to you in a commonly used electronic format unless doing so violates the rights of freedoms of other individuals.

You may contact us at any time to make such a request using the contact information provided above.

Right to rectification

You may request that we rectify inaccurate Personal data concerning you or that we complete incomplete Personal data without undue delay. However, please note that we are unable to subsequently correct recordings; we can only delete them.

Right to erasure

You may request the erasure (deletion) of your Personal data without undue delay. We will store your Personal data only as long as required by the purpose indicated or as long as statutory retention periods apply. Once the purpose is fulfilled or your Personal data is no longer required for data processing, we will delete it.

Aside from that, we are permitted to process your Personal data for a different purpose, provided we comply with statutory regulations. Examples include the establishment, exercise, or defense of legal claims. This purpose applies only as long as the periods of limitations allow the establishment of legal claims.

Right to restrict processing

You may restrict processing of your Personal data, particularly in the following circumstances:

- You contest the accuracy thereof, and the accuracy of the data is to be verified.
- The processing is unlawful, and you oppose erasure of the data.

- The data is no longer needed by us, but you require the data for the establishment, exercise, or defense of legal claims.
- You have objected to processing.

If you restrict processing, your Personal data may only be stored and, in particular, processed only with your consent or for the establishment, exercise, or defense of legal claims.

Right to data portability

Upon receiving your request, we will transfer your data to a different controller – if technically feasible. However, you have this right only if data processing is based on your consent or is necessary for the performance of a contract. Instead of receiving a copy of your data, you may request that we transfer the data directly to a different controller specified by you.

Right to object

You may object to the processing of your Personal data concerning you if the processing is based on a legitimate interest (Article 6 (1), sentence 1f, of the GDPR). The data will then no longer be processed unless compelling grounds can be demonstrated for processing. Please address your objection to our data protection officer; the contact details can be found above.

You may contact us at any time to make such a request using the contact information provided above.

Right to lodge a complaint with a data protection authority

Without prejudice to any other administrative or judicial remedy, you also have the right to lodge a complaint with a supervisory authority – in particular, in the Member State of their habitual residence, place of work, or place of the alleged infringement if the data subject considers that the processing of Personal data relating to them infringes the GDPR.

Right to effective judicial remedy

Without prejudice to any other administrative or judicial remedy, you have the right to lodge a complaint with a supervisory authority pursuant to Article 77 of the GDPR if you consider that your rights under the GDPR have been infringed as a result of the processing of your Personal data in non-compliance with the GDPR.

Annex: Sub-Processors

1. SmartRecruiters Inc (SPOLKA AKCYJNA) Oddzial w Polsce, Poland
2. SmartRecruiters EURL, France
3. SmartRecruiters Ltd. , UK
4. Amazon Web Services EMEA Sàrl, Luxembourg (hosting location AWS Germany)
5. Textkernel BV, Netherlands
6. MailJet SAS, France (exchange of e-mail messages with candidates)

SUPPLEMENTAL INFORMATION FOR CALIFORNIA RESIDENTS

If you are a California resident, this section applies. Pursuant to the California Consumer Privacy Act of 2018 and the California Privacy Rights Act of 2020 (collectively, “California Privacy Laws”), in the sections above Continental has provided a summary of the Personal data that Continental has collected about you, the sources from which Continental has collected the Personal data, the business or commercial purpose for which the Personal data was collected, and the categories of third parties with whom Continental shares your Personal data. Under California Privacy Laws, you may have specific rights.

WITH RESPECT TO YOUR APPLICATION AND SUBMISSION OF MATERIALS TO THE APPLICATION PLATFORM, CONTINENTAL DOES NOT “SELL” OR “SHARE” YOUR PERSONAL DATA, AS THOSE TERMS ARE DEFINED UNDER CALIFORNIA PRIVACY LAWS.

Your Rights and Exercising Such Rights

California residents have certain rights, subject to legal limitations, regarding the collection, use, and sharing of Personal data. California residents may exercise the following rights via emailing Continental at privacy@continental.com, or by calling (833) 656-0555.

- **Right to Know.** You have the right to request information about the categories of Personal data Continental has collected about you, the categories of sources from which Continental has collected the Personal data, the purposes for collecting the Personal data, the categories of third parties with whom Continental has shared your Personal data, and the purpose for which Continental has shared your Personal data (“Categories Report”). You may also request information about the specific pieces of Personal data Continental has collected about you (“Specific Pieces Report”).
- **Right to Correct.** You may have the right to request that Continental correct inaccurate Personal data that Continental maintains about you.
- **Right to Delete.** You have the right to request that Continental delete your Personal data.

We will not discriminate against You, in any manner prohibited by applicable law, for exercising these rights. Notwithstanding the foregoing, the foregoing rights may not apply in all instances, and Continental may deny your request where we have a legitimate basis to do so.

Verification

In order to exercise your rights, Continental will need to obtain information to locate you in Continental’s records and/or verify your identity depending on the nature of the request. If you are submitting a request on behalf of a household, Continental will need to verify each member of the household in the manner set forth above. Continental will use commercially reasonable verification techniques, designed to balance the need to ensure that Continental does not provide your data to someone pretending to be you, while at the same time not making it too difficult for you to exercise your rights.

Authorized Agents

You may use an authorized agent to exercise your rights on your behalf. If you are making any of the requests above through an authorized agent, We will request written authorization from you and will seek to verify you as described above or Continental will accept a legal Power of Attorney under the California Probate Code to the authorized agent.

Timing

We will respond to Requests to Delete and Requests to Know within 45 days, unless Continental needs more time, in which case Continental will notify you and may take up to 90 days total to respond to your request.

Appeal

If Continental denies your rights request, you may have the right to appeal. To submit an appeal, privacy@continental.com. Continental will inform you in writing our response to your appeal.

How We Disclose Your Personal Data

In the main body of the Notice above, Continental disclosed the types and categories of Personal data that Continental collects, how it is used, with whom it is shared, and from what sources we receive it. The chart below provides supplemental information whom Continental has shared certain categories of Personal data during the preceding 12 months for a business or commercial purpose related to the application process and platform.

Categories of Personal Data We Collect	Categories of Third Parties With Whom We Disclose Personal Data for a Business or Commercial Purpose	Categories of Third Parties to Whom Personal Data is Sold or Shared
Identifiers	<ul style="list-style-type: none">• Affiliates and Subsidiaries• Service Providers• Professional Consultants• For legal, security, and safety purposes• In connection with a corporate transaction• Entities to which you have consented to the disclosure	<ul style="list-style-type: none">• Not sold or shared
Records about you and financial information (Personal data subject to the California Customer Records Act)	<ul style="list-style-type: none">• Affiliates and Subsidiaries• Service Providers• Professional Consultants• For legal, security, and safety purposes• In connection with a corporate transaction• Entities to which you have consented to the disclosure	<ul style="list-style-type: none">• Not sold or shared
Protected class and demographic information	<ul style="list-style-type: none">• Affiliates and Subsidiaries• Service Providers• Professional Consultants• For legal, security, and safety purposes• In connection with a corporate transaction• Entities to which you have consented to the disclosure	<ul style="list-style-type: none">• Not sold or shared

<p>Commercial information</p>	<ul style="list-style-type: none"> • Affiliates and Subsidiaries • Service Providers • Professional Consultants • For legal, security, and safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure 	<ul style="list-style-type: none"> • Not sold or shared
<p>Internet or other electronic network activity information</p>	<ul style="list-style-type: none"> • Affiliates and Subsidiaries • Service Providers • Professional Consultants • For legal, security, and safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure 	<ul style="list-style-type: none"> • Not sold or shared
<p>Professional and employment information</p>	<ul style="list-style-type: none"> • Affiliates and Subsidiaries • Service Providers • Professional Consultants • For legal, security, and safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure 	<ul style="list-style-type: none"> • Not sold or shared
<p>Education information</p>	<ul style="list-style-type: none"> • Affiliates and Subsidiaries • Service Providers • Professional Consultants • For legal, security, and safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure 	<ul style="list-style-type: none"> • Not sold or shared
<p>Audio, electronic, visual, or other sensory information</p>	<ul style="list-style-type: none"> • Affiliates and Subsidiaries • Service Providers • Professional Consultants • For legal, security, and safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure 	<ul style="list-style-type: none"> • Not sold or shared
<p>Inferences</p>	<ul style="list-style-type: none"> • Affiliates and Subsidiaries • Service Providers • Professional Consultants • For legal, security, and safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure 	<ul style="list-style-type: none"> • Not sold or shared

<p>Sensitive Personal Data</p>	<ul style="list-style-type: none"> • Affiliates and Subsidiaries • Service Providers • Contractors and Business Partners • For legal, security, and safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure 	<ul style="list-style-type: none"> • Not sold or shared
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Special Note Regarding Sensitive Personal Data

We only use and disclose your “sensitive” Personal data (as the term “sensitive personal information” is defined under California Privacy Laws) for the following purposes: (i) performing services related to the application process; (ii) detecting security incidents; (iii) resisting malicious, deceptive, or illegal actions; (iv) ensuring the physical safety of individuals; (v) for short-term, transient use; (vi) performing or providing internal business services; or (vii) verifying or maintaining the quality or safety of a service. Where required by applicable law, we will obtain your consent prior to collecting or processing your sensitive Personal data.