

Introduction

This notice (Privacy Notice) describes how Arabelle Solutions and its subsidiaries and related companies (collectively, Arabelle Solutions) handle and protect data to which Arabelle Solutions is provided access in connection with the recruiting process.

By making available your Arabelle Solutions Candidate Data, as defined below, you confirm that:

- You have reviewed this Privacy Notice and agree that Arabelle Solutions may process your Arabelle Solutions Candidate Data in accordance with this Privacy Notice;
- You have provided any notices and obtained any consents needed to provide information concerning others (e.g., information about employment references); and
- Your Arabelle Solutions Candidate Data may be transferred and processed worldwide, including countries that may not be deemed to provide the same level of data protection as your home country, for the purposes and in the manner specified in this Privacy Notice. See the sections on 'Sharing with Arabelle Solutions entities and Third Parties' and 'International Data Transfers' for more information.

Arabelle Solutions will process Arabelle Solutions Candidate Data in accordance with this Privacy Notice, unless in conflict with requirements of applicable law, in which case applicable law will prevail.

Your consent to the provisions of this Privacy Notice is required in order to submit or make available Arabelle Solutions Candidate Data. If you decline to submit or make available your Arabelle Solutions Candidate Data, it may affect your ability to apply for or receive an offer of employment.

This Privacy Notice does not form part of any contract of employment offered to candidates hired by Arabelle Solutions.

Definitions

Arabelle Solutions Candidate Data is identifiable information that an individual makes available to Arabelle Solutions either directly or indirectly in connection with the recruiting process, or sharing your work experience or interests. Arabelle Solutions may collect Arabelle Solutions Candidate Data directly from a job candidate or from third parties, for example, in connection with a background or employment check or employment reference, subject to your consent where required by law. Arabelle Solutions Candidate Data may include a variety of information, such as candidate status, work history/job data, education,

compensation, employer feedback, questionnaire results, contact information, previous addresses or names, additional information provided by the candidate (e.g., a cover letter), expertise or project work publicly shared, driver's license number as required for certain positions, references, and criminal history where permitted by law.

Processing refers to any action performed on Arabelle Solutions Candidate Data, such as collecting, recording, organizing, storing, transferring, modifying, using, disclosing, or deleting.

Sensitive Arabelle Solutions Candidate Data is Arabelle Solutions Candidate Data that may concern nationality or citizenship, race or ethnic origin, health information, criminal history, or trade union membership. Arabelle Solutions does not request or consider information concerning religion, sex life or political opinions in connection with recruiting.

Collection

You may use various electronic and paper methods to submit Arabelle Solutions Candidate Data to Arabelle Solutions. You agree that, in addition to collecting Arabelle Solutions Candidate Data directly from you, Arabelle Solutions may collect Arabelle Solutions Candidate Data from third parties, for example, from recruiters, in connection with a background or employment check or an employment reference (subject to your consent where required by law) or, to the extent permitted by law, from a recruiting or other web site where you may have provided information about your work experience or interests.

Where legally required, Arabelle Solutions may ask for additional information concerning instances where you, or someone close to you including certain family members or business partners, works or has worked with a government in a specified manner. In these circumstances, additional instructions will be provided to you in the course of your application. You should inform and seek agreement from any family member or business partner about whom Arabelle Solutions has asked you to provide information in relation to this government work requirement prior to disclosing any such information to Arabelle Solutions for these purposes.

Processing and Retention

Arabelle Solutions processes Arabelle Solutions Candidate Data for legitimate human resources and business management purposes. These include identifying and evaluating candidates for Arabelle Solutions positions; record-keeping related to hiring processes; analyzing the hiring process and outcomes; and conducting background checks, where permitted by law. In addition, Arabelle Solutions Candidate Data may be used to comply with Arabelle Solutions' legal, regulatory and corporate governance requirements. If a candidate is hired, Arabelle Solutions

Candidate Data may be used in connection with his/her employment consistent with Arabelle Solutions' employment data protection policies.

In addition to using Arabelle Solutions Candidate Data for the position for which you have applied, Arabelle Solutions may retain and use your Arabelle Solutions Candidate Data to consider you for other positions. If you do not want to be considered for other positions or would like to have your Arabelle Solutions Candidate Data removed, you may contact Arabelle Solutions as specified under Inquiries, Complaints, Objections and Restrictions below. Unless required for tax or other legal purposes or in connection with employment as specified above, Arabelle Solutions Candidate Data will be retained for a maximum of two years.

Sharing with Arabelle Solutions entities and Third Parties

Arabelle Solutions may transfer Arabelle Solutions Candidate Data to external third-party providers performing certain services for Arabelle Solutions. Such third-party providers have access to Arabelle Solutions Candidate Data solely for the purposes of performing the services specified in the applicable service contract, and Arabelle Solutions requires the providers to undertake security measures consistent with the protections specified in this Privacy Notice.

Arabelle Solutions may be required to disclose certain Arabelle Solutions Candidate Data to other third parties (1) as required by law; (2) to protect Arabelle Solutions' legal rights to the extent authorized or permitted by law; or (3) in an emergency where the health or safety of a candidate or other individual may be endangered. In addition, in the event of a re-organization, merger, sale, joint venture, assignment, or other transfer or disposition of all or any portion of Arabelle Solutions' business, Arabelle Solutions may transfer Arabelle Solutions Candidate Data to successor entities or parties.

International Data Transfers

Arabelle Solutions operates globally in over 160 countries. Accordingly, Arabelle Solutions Candidate Data may be transferred to and processed in countries that may not be deemed to provide the same level of data protection as your home country. Arabelle Solutions maintains and applies employment data protection standards consistent with those specified in this Privacy Notice to its operations globally.

Sensitive Arabelle Solutions Candidate Data

Arabelle Solutions may perform background and criminal checks where permitted by law, and may process other Sensitive Arabelle Solutions Candidate Data, such as citizenship or nationality information or health information, when relevant for a position and permitted by law. If Arabelle Solutions intends to collect Sensitive

Arabelle Solutions Candidate Data from third parties, you will be provided notice and the opportunity to consent. If you have a disability and would like Arabelle Solutions to consider an accommodation, you may provide that information during the recruiting process. To the extent you make Sensitive Arabelle Solutions Candidate Data available to Arabelle Solutions, you consent to Arabelle Solutions processing such Data in accordance with this Privacy Notice.

Security and Confidentiality

Arabelle Solutions employs technical and organizational measures designed to protect the integrity, confidentiality, security and availability of Arabelle Solutions Candidate Data, and to comply with applicable legal requirements for information security. Arabelle Solutions limits access to internal systems that hold Arabelle Solutions Candidate Data to individuals who need access for a legitimate business purpose.

Arabelle Solutions Candidate Rights

You may exercise the following rights in relation to your Arabelle Solutions Candidate Data:

- **Access, Correction, Deletion and Portability:** Arabelle Solutions will provide you access to your Arabelle Solutions Candidate Data that Arabelle Solutions processes, as well as a means to make that data portable, to the extent required by law in your home country, regardless of the location of the Arabelle Solutions Candidate Data processing. You may request correction or deletion of that Arabelle Solutions Candidate Data, except where retention is required by your contractual relationship with Arabelle Solutions, in the context of a legal dispute, or as otherwise required by law. If access, correction, deletion or portability is denied, the reason for the denial will be communicated to you. This may include the review of a decision made solely using automated processing.
- **Automated Decisions:** Arabelle Solutions generally does not make recruiting or hiring decisions based solely on automated decision-making within the meaning of the EU General Data Protection Regulation. In the event that Arabelle Solutions relies solely on automated decision-making that could have a significant impact on you, Arabelle Solutions will provide you an opportunity to express your views and will provide any other safeguards required by law.
- **Enquiries, Complaints, Objections and Restrictions:** You may withdraw consent to the processing of your Arabelle Solutions Candidate Data or submit inquiries, complaints, objections and/or requests to restrict processing to the processing of your Arabelle Solutions Candidate Data by sending a request to dataprotection@arabellesolutions.com. You are also entitled to make a complaint to a data protection authority such as the

Commission Nationale de l'Informatique et des Libertés (CNIL) at <https://www.cnil.fr/fr> (France) or the Information Commissioner's Office (ICO) at <https://ico.org.uk/> (UK)

Direct Marketing

Arabelle Solutions will not use Arabelle Solutions Candidate Data to offer you any products or services for personal or family consumption ("direct marketing") or provide Arabelle Solutions Candidate Data to third parties for their direct marketing. These restrictions do not apply to contact or other personal data obtained in the context of a customer, consumer or other non-employment relationship with Arabelle Solutions.

Changes to this Notice

Arabelle Solutions reserves the right to modify this Privacy Notice by posting changes to relevant Arabelle Solutions websites. If you submit additional Arabelle Solutions Candidate Data or request to be considered for a Arabelle Solutions position following the effective date of a modified Privacy Notice, your Arabelle Solutions Candidate Data will be handled in accordance with the Privacy Notice in effect at that time.

Effective Date: 1st May 2025