



PRIVACY

MOTORTECH appreciates your visit to our careers page and your interest in our company. We take the protection of your private data very seriously and want you to feel comfortable when visiting our website. The protection of your privacy when processing personal data is an important concern for us, which we take into account in our business processes. We process data that is collected when you visit our website in accordance with the GDPR. If you have any further questions about the handling of your personal data, please do not hesitate to contact our data protection officer.

Data Protection Information for Applicants

As part of the application process, we will process your personal data to initiate an employment relationship. Due to the General Data Protection Regulation (GDPR), we are obliged to inform you in accordance with Art. 12 et seq. GDPR of the following:

1. Data controller

The controller responsible for the processing of your personal data is

MOTORTECH GmbH
Managing Director: Jonathan Whitehead
Hunaeusstrasse 5
29227 Celle
Germany
Phone: +49 5141 9399 0
E-Mail: motortech@motortech.de

If you have any questions concerning data protection, please do not hesitate to contact our data protection officer:

Marked private/confidential to the data protection officer of:

Projekt 29 GmbH & Co. KG
Ostengasse 14
93047 Regensburg
Germany
E-Mail: anfrage@projekt29.de
Web: www.projekt29.de

2. Provision of the website

a) Description and scope of data processing

When using the website for information purposes only, i.e. if you do not register or otherwise provide us with information (e.g. via a contact form), we collect the following technical information (log file data):

- Operating system of the device you use to visit our website
- Browser (type, version & language settings)
- the amount of data retrieved
- the current IP address of the device you are using to visit our website
- the date and time of access
- the URL of the previously visited website (referrer)
- the URL of the (sub)page that you access on the website
- the internet service provider of the accessing system



The collection of this data is technically necessary in order to display our website to you and to ensure stability and security. We (and our service provider) regularly do not know who is behind an IP address. We do not combine the data listed above with other data.

b) Legal basis for data processing

The legal basis for the storage of the aforementioned log files is Art. 6 (1) (f) GDPR.

We have a legitimate interest in storing log files to ensure the proper functioning of the website and to improve and secure our systems. No further analysis of this data (e.g. for marketing purposes) takes place in this context. The data stored by MOTORTECH is deleted as soon as it is no longer required for the purpose for which it was collected. For the log files, this in general is the case after six weeks at the latest. Storage beyond this period is possible. In this case, the IP addresses of the users are deleted or anonymized so that it is no longer possible to identify the accessing client, except if there was an incident whose investigation requires further storage of the log files (e.g., for legal prosecution). In the latter case, the log files are deleted as soon as the investigation has been completed and all related proceedings have been brought to a legally binding conclusion.

3. Application procedure

For applications, we use the services of providers of digital solutions for the processing of applicant data and employee data ('HR information systems providers'). These providers process data on behalf of MOTORTECH GmbH. We will of course use your data exclusively for processing your application. Your personal data will be processed in the application process; this may vary depending on the vacancy. This may include the following data:

First name, surname

Date of birth

Your address

Curriculum vitae

Certificates

If no contract is concluded, your personal data will be deleted at the latest 6 months after we have informed you that you will not be considered for the position you applied for. The legal basis for storing your data for this time period is our legitimate interest in being able to defend ourselves in legal proceedings (Art. 6 (1) (f) GDPR).

4. Cookies

This website uses so-called 'cookies', which serve to make Internet usage more user-friendly, effective and secure overall. Cookies are small text files that are stored on your computer system.

We would like to point out that most of these cookies are so-called session cookies. 'Session cookies' are characterised by the fact that they are automatically deleted from your device at the end of the browser session. Other cookies remain on your device and enable us to recognise your device on your next visit (so-called persistent cookies). When accessing the website, the user is informed about the use of cookies in our consent management platform ("CMP") and his or her consent is obtained unless the cookie is strictly necessary for the operation of the [website \('necessary cookies'\)](#).

For such necessary cookies, no consent is required. We process personal data that that we collect with the help of necessary cookies based on our legitimate interests (Art. 6 (1) (f) GDPR). We have a legitimate interest in ensuring the functionality and security of our websites.

Additionally, we use an analytics tool which uses 'web statistic cookies' for the purpose of improving the quality of our website and its content. With the help of these cookies, we collect information on how



the website is used, thus allowing us to continuously optimise our website and its content. We place and access such cookies on your device based on your consent (Section 25 (1) Telecommunications Digital Services Data Protection Act (TDDDG), Art. 6 (1) (a) GDPR). The processing of personal data collected with the help of these cookies is also based on your consent (Art. 6 (1) (a) GDPR).

Information about the individual cookies and the cookie settings you have selected can be viewed and changed in our CMP at any time. You can also withdraw your consent at any time.

5. General purposes of processing

We may also process your data for the following general purposes:

- **To safeguard our rights.** We have a legitimate interest in the establishment, exercise and defence of legal claims (Art. 6 (1) (f) GDPR).
- **To comply with legal obligations to which we are subject** (e.g. deriving from tax law, foreign trade law or sanctions regulations) (Art. 6 (1) (c) GDPR).
- **For any of the purposes described in this notice it might be necessary to transfer data to the following affiliates** (We have a legitimate interest in transferring your personal data within the group for internal administrative purposes (Art. 6 (1) (f) GDPR).:
 - Pramac GmbH, Merowinger Str. 7-9 70736 Fellbach Stuttgart, Germany;
Phone: +49 711 517 4290
 - Pramac Storage Systems GmbH, Marktstraße 185 D-72793 Pfullingen, Germany;
Phone: +49 (0)7121 15977 0

6. Where we collect your data

We collect your data primarily directly from you. You may enter it directly in our system or it may be fed from LinkedIn or Indeed. However, in certain circumstances we may also collect your data from external agents or recruiters which support us in finding the right person for a vacancy.

7. Disclosure of personal data/recipient data

Your data will typically only be passed on to affiliated companies and service partners if they work on our behalf and support MOTORTECH in the provision of their services. Your personal data is processed by such contracted service providers as part of order processing in accordance with Art. 28 GDPR. The aforementioned service providers only receive access to such personal information as is necessary to fulfill the respective activity. These service providers are prohibited from passing on your personal information or using it for other purposes, in particular for their own advertising purposes. Where external service providers come into contact with your personal data, we have taken legal, technical and organizational measures and carried out regular checks to ensure that they also comply with the applicable data protection regulations.

In detail, these are the following categories of recipients:

- HR information systems providers, Workday "USA"

We may also share your data with the following third parties:

- Tax, immigration and other state authorities (including law enforcement) and for the purpose of compliance with laws and regulations applicable to us and for legal defense purposes
- Consultants (lawyers and auditors) for the purpose of compliance with legal obligations and for safeguarding our rights
- Courts for the purpose of safeguarding our rights



- Affiliates for internal administrative purposes and for international recruitment (i.e., hiring of talent located in other places than the prospective future employer Pramac GmbH or Pramac Storage Systems GmbH,)

Your personal data will not be passed on to other companies for commercial purposes.

8. International transfers

We attach great importance to processing your data within the EU/EEA. However, we may use service providers, including our affiliated company, Generac Power Systems, Inc., that process data outside the EU/EEA including in the USA, a country that the European Commission has determined does not offer adequate protection to personal data except when the specific recipient is certified under the EU-U.S. Data Privacy Framework (“DPF”). In these cases, we ensure that an appropriate level of data protection comparable to the standards within the EU/EEA is established at the recipient before your personal data is transferred. This can be achieved, for example, by means of EU standard contracts or binding corporate rules or special agreements to which the company may be subject. You may obtain a copy of the safeguards by contacting personal@motortech.de.

9. Your rights

Under certain circumstances and subject to applicable laws (namely the requirements and exceptions established by the GDPR and the BDSG), you have various rights regarding your personal data:

- Right of access (Art. 15 GDPR). You have the right to request information about out and access to any of your data that we may hold.
- Right to Correct (Art. 16 GDPR). You have the right to request that we correct inaccuracies in your data.
- Right to Delete (Art. 17 GDPR). You have the right to request deletion of irrelevant data that we hold about you. Please note that we are not required to delete data that is necessary to process your application (unless you have withdrawn your application) or that we need for legal defense purposes.
- Right to Request the Restriction of Processing (Art. 18 GDPR). You have the right to restrict our processing of your data. This enables you to ask us to suspend the processing of data about you; for example, if you want us to establish its accuracy or the reason for processing it.
- Right to data portability (Art. 20 GDPR). You have the right to obtain from us and re-use your data for your own purposes. This only applies, however, where the processing is carried out by automated means, to personal data that you have provided to us yourself (not any other information) and where the processing is based on your consent or for the performance of a contract; in these cases, you may also request to have the personal data transmitted directly to another controller where this is technically feasible.
- Right to lodge a complaint. You also have the right to lodge a complaint with the competent data protection supervisory authority about the processing of your personal data by MOTORTECH but we kindly ask you to contact us or our data protection officer first so we can directly address your concerns.

Right to withdraw of consent. In accordance with Art. 7 (3) GDPR, you have the right to withdraw your consent to our processing of personal data concerning you. If you withdraw your consent to processing for specific purposes, we will no longer process your personal data for these purposes. Please note that the withdrawal will only take effect for the future. Processing that took place before the withdrawal is not affected and remains lawful.



Right to object on personal grounds (for processing based on legitimate interests)

Insofar as we base the processing of your personal data on legitimate interests (a balancing of interests), you can object to the processing in accordance with Art. 21 (1) GDPR. When exercising such an objection, we ask you to explain the reasons and the grounds particular to your situation why we should not process your personal data as described by us. In the event of your justified objection, we will examine the situation and either discontinue or adapt the data processing or explain to you our compelling reasons for continuing our processing. We will also continue to process your personal data if necessary for the establishment, exercise or defence of legal claims.

Please exercise your rights (except for the right to lodge a complaint with a supervisory authority) by contacting us at personal@motortech.de.

10. No obligation to provide personal data

There is no obligation to provide your personal data. The provision of your personal data is voluntary ; however, if you do not provide information required for the application process, we might not be able to consider your application.

11. Information on automated decision-making and profiling

Automated decision-making, in particular an automated decision on your application or profiling, does not take place.

12. Changes to the privacy policy

We reserve the right to amend or adapt this policy at any time in strict compliance with the applicable data protection laws and regulations.

Last updated: 12.5.2024.