

JOB APPLICANT PRIVACY NOTICE

I. INTRODUCTION

Elliott Company, a Delaware corporation, and its subsidiaries, (collectively, “**Company**”) provides this Job Applicant Privacy Notice (“**Privacy Notice**”) to explain our practices regarding the collection, use, and other processing of certain individually identifiable information about job applicants of the Company (“**Personal Data**”), and your rights in relation to that Personal Data, as described in more detail below.

II. CATEGORIES OF PERSONAL DATA

The Company collects and processes the following categories of Personal Data:

- **Contact information**, such as personal and business address, and personal and business phone/fax numbers and email addresses;
- **Personal identification information**, such as name, gender, and country of birth; and
- **Employment qualification information**, such as certificates and degrees obtained, languages spoken and skills, relevant experience, professional memberships, summaries of strengths and technical areas of expertise, work history information (previous employers and positions held, dates, locations, supervisors, responsibilities), the existence of any non-compete agreements with a former or current employer, veteran status, resume and cover letter information, and references and information obtained from them.

Personal Data will be collected either directly from job applicants through their activities in the course of the application process, or from third parties (including references, former employees, former employers and recruitment agencies), subject to the requirements of applicable law. In limited cases, the Company may also collect and process race, veteran status, gender, and disability data you choose to provide for purposes of Company’s equal employment opportunity reporting obligations. Provision of this information is voluntary.

The provision of the Personal Data is partly a statutory requirement, partly a contractual requirement under the terms of our career website or required for a potential employment relationship with you, and partly a requirement to carry out the recruitment and hiring process with you. In general, you are required to provide Personal Data in order for Company to evaluate your candidacy for a position with the Company, except in limited instances when the Company indicates that the provision of certain information is voluntary. Not providing your Personal Data may prevent the Company from carrying out recruiting and hiring activities that impact your potential employment with the Company.

III. PURPOSES AND BASIS FOR PROCESSING PERSONAL DATA

The Company will process Personal Data for the following purposes (“**Processing Purposes**”):

Processing Purposes	Categories of Personal Data Involved
Recruiting and hiring activities , including carrying out interviews, assessing qualifications and tracking candidates during the application process, and completing the hiring process in case you should be offered and accept a position with the Company (including activities related to on-boarding and the new hire process)	Contact information, Personal identification information, Employment qualifications information
Complying with statutory requirements and Company policies related to recruitment and hiring activities , such as background checks	Contact information, Personal identification information, Employment qualifications information, and Race, veteran status, gender and disability information

The Company relies on the following legal grounds for the collection, processing, and use of Personal Data:

Personal Data

- Processing is necessary in order to take steps at the request of the data subject prior to entering into an employment relationship;
- Legitimate interest of Company, Company's affiliates or other third parties (such as governmental bodies, or courts) where the legitimate interest could be in particular:
 - the recruitment of relevant talents and skill sets;
 - the provision of recruitment services;
 - to improve the recruitment process;
 - prevention of fraud, misuse of Company systems, or handling of data security breaches, and
 - conducting internal investigations;
- Consent, as permitted by applicable law;
- Compliance with legal obligations, in particular in the area of labor and employment law, social security and protection law, data protection law, tax law, corporate compliance laws and immigration laws;
- Necessary for the establishment, exercise or defense of legal claims or whenever courts are acting in their judicial capacity; or
- Performance of a task carried out in the public interest or in the exercise of official authority vested in Company.

IV. DISCLOSURE OF PERSONAL DATA

The Company may transfer your Personal Data as necessary to third parties for the Processing Purposes as follows:

- **Within the Elliott Group:** As part of our global structure, compliance operations or certain regional or global departments may be located at other companies in the Elliott Group of companies (details can be found at <https://www.elliott-turbo.com/contacts>). Therefore, our ultimate parent entity in the United States and other Company entities within the global Elliott Group of companies may receive Personal Data as necessary for the Processing Purposes set out in Section III above, in particular to conduct recruiting and hiring activities, and respond to and comply with requests and legal demands.
- **With certain third parties:** The Company may share your Personal Data with service providers, such as business administration enterprise software providers to manage your recruitment profile and present potential employment opportunities with Company based on your qualifications.
- **With certain acquiring or acquired entities:** If the Elliott Group business for which you submitted your Personal Data, in relation to your interest for an employment position is sold or transferred in whole or in part or if the Elliott Group acquires or integrates another entity into the Elliott Group business for which you applied for an employment position, your Personal Data may be transferred to the other entity prior to the transaction (e.g., during the diligence phase) or after the transaction, subject to any rights provided by applicable law, including jurisdictions where the other entity is located.
- **With data processors:** Certain third parties, including those described above, whether affiliated or unaffiliated, may receive your Personal Data to process such data under appropriate instructions ("**Data Processors**") as necessary for the Processing Purposes, in particular to conduct recruiting and hiring activities, comply with applicable laws such as labour law-related requirements, and other activities. The Data Processors will be subject to contractual obligations to implement appropriate technical and organizational security measures to safeguard the Personal Data, and to process the Personal Data only as instructed.

V. INTERNATIONAL TRANSFERS OF PERSONAL DATA

The Company may transfer Personal Data, in connection with the Processing Purposes identified in Section III and disclosures identified in Section IV above, to the Elliott Group, service providers, suppliers and external advisers in a territory, such as the United States, that may not provide a level of protection to Personal Data equivalent to that provided by your home country. The Company has implemented appropriate safeguards to secure any such disclosures of Personal Data. Applicants with questions regarding how we handle Personal Data should contact us via the contact information set out in Section IX below.

VI. OTHER PROCESSING REQUIRED BY LAW

In addition to the activities described above, the Company may also process, disclose, and transfer Personal Data to governmental agencies and regulators, courts and other tribunals, and government authorities to the extent necessary or where required by applicable law.

VII. ACCESS TO PERSONAL DATA

Pursuant to applicable data protection law you may also have the right to: (i) request access to your Personal Data; (ii) request rectification of your Personal Data; (iii) request erasure of your Personal Data; (iv) request restriction of processing of your Personal Data; (v) request data portability of your Personal Data; and/or (vi) object to the processing of your Personal Data. Please note that these aforementioned rights might be limited under the applicable national data protection law.

- (i) Right of access: You may have the right to obtain from the Company confirmation as to whether or not Personal Data concerning you is processed, and, where that is the case, to request access to such Personal Data. The access information includes—inter alia—the purposes of the processing, the categories of Personal Data concerned, the recipients or categories of recipients to whom the Personal Data have been or will be disclosed, the sources of the Personal Data, the duration of retention, and the technical security measures put in place to safeguard the Personal Data in case of transfer outside the EEA. However, this is not an absolute right and the interests of other individuals may restrict your right of access.

You may have the right to obtain a copy of the Personal Data. For additional copies requested by you, the Company may charge a reasonable fee based on administrative costs.

- (ii) Right to rectification: You may have the right to obtain from the Company the rectification (*i.e.*, correction) of inaccurate Personal Data concerning you. Depending on the purposes of the processing, you may have the right to have incomplete Personal Data completed, including by means of providing a supplementary statement.
- (iii) Right to erasure (right to be forgotten): Under certain circumstances, you may have the right to obtain from the Company the erasure of Personal Data concerning you. In such cases, the Company will erase, or render permanently unintelligible, such Personal Data.
- (iv) Right to restriction of processing: Under certain circumstances, you may have the right to obtain from the Company restriction of processing of your Personal Data. In this case, the respective data will be marked and may only be processed by the Company for certain purposes. However, as the Company processes and uses your Personal Data primarily for purposes of carrying out the contractual relationship with you to evaluate your potential employment with the Company, the Company will in principle have a legitimate interest for the processing which will override your restriction request, unless the restriction request relates to marketing activities (which generally do not apply in the job application context).
- (v) Right to data portability: Under certain circumstances, you may have the right to receive the Personal Data about you that you have provided to the Company, in a structured, commonly used and machine-readable format so you can transmit this Personal Data to another entity.
- (vi) Right to object: Under certain circumstances, you may have the right to object, on grounds relating to your particular situation, at any time to the processing of your Personal Data by Company. Where such right applies, the Company will no longer process the relevant Personal Data. This is not an absolute right and does not apply in certain situations, such as when processing is necessary to perform the employment relationship, to comply with applicable EU or member state law, or to defend legal claims.

You also have the right to lodge a complaint with the competent data protection supervisory authority. If you have declared your consent regarding certain types of processing activities, you can withdraw this consent at

any time with future effect. Such a withdrawal will not affect the lawfulness of the processing prior to the consent withdrawal.

If you would like to exercise your rights, please access your job applicant dashboard or contact the Company as stated in Section IX.

VIII. RETENTION PERIOD

Your Personal Data is stored by the Company and/or our service providers, strictly to the extent necessary for the performance of our obligations and strictly for the time necessary to achieve the purposes for which the Personal Data is collected, in accordance with applicable data protection laws. When the Company no longer needs to use your Personal Data, the Company will remove it from its systems and records and/or take steps to properly render it unintelligible so that you can no longer be identified from it (unless the Company needs to keep your Personal Data to comply with legal or regulatory obligations to which the Company is subject, such as to address tax, corporate, compliance, employment, litigation, and other legal rights and obligations).

IX. QUESTIONS

If you have any questions about this Privacy Notice or wish to (i) access, review, or, where required, correct or request the deletion of your Personal Data or learn more about who has access to such information, (ii) make any other type of request, or (iii) report a concern related to Personal Data, you should contact recruiting@elliott-turbo.com.

EFFECTIVE DATE: May 25, 2018