



## Tesla Talent Privacy Notice

At Tesla, we're changing the world. To make this possible, we use data in a variety of different ways to build and maintain a team of exceptional talent like you. That said, your privacy and the security of your personal data is, and will always be, enormously important to us. So, we want to transparently explain how and why we gather, store, disclose and otherwise process your personal data.

**By submitting your application, you acknowledge that you have read and understood the Tesla Talent Privacy Notice, and hereby consent to the collection, processing, use, and internal transfer of your personal data as described herein.**

### 1. What personal data do we collect and process?

Personal data may be collected and processed by Tesla Inc. and, outside the United States, by Tesla International B.V. and Tesla Financial Services Holdings B.V. and their respective affiliates (collectively "Tesla") when you apply for a role with us.

Personal data means any information relating to you that identifies you, or could reasonably be used to identify you, and that is recorded in any form, including the following categories:

Categories	Examples
Contact Information	Name, address, email address, phone number, and emergency contact information.
Education and Training Information	Schools attended, degrees and certificates obtained, academic results, and extracurricular activities.
Government Identification Details	National ID number, driving license, ID card, passport and visa data, as authorized or required by applicable law.
Personal Characteristics	Date of birth, age, nationality, details of residency and work permit, marital or civil partnership status, gender, language(s) spoken, disability status or other health-related accommodations, photo, hobbies and interests.
Talent Management Information	Your job application form and other details of your application, cover letters, resume/CV information, previous employment, tasks and responsibilities, professional qualifications and other relevant skills, references, background information and/or credit report if permitted under applicable law, employee evaluations and other performance analysis, work and compensation history, career development.

Note: Subject to applicable local law, and for certain limited roles, Tesla may also receive information such as your education and work experience, contact information, demographics,

and credit report information, from third-party data providers who have the rights to provide us with your information.

## **2. What do we use your personal data for?**

Any personal data you provide to Tesla (i) will be used to process your application for the specific position you have applied for, and (ii) will be used to process your application for other current and future open positions within Tesla which may be suitable to you if you choose to be considered beyond the role you have applied for.

Tesla processes your personal data when there is a legal basis to do so, in particular when:

- It is necessary to process your application, and to enter into an employment agreement.
- You consent to the processing.
- The processing is required by applicable law (e.g., for compliance with tax, social security laws, court or executive orders).
- We, or a third party, have a legitimate interest in using your personal data, such as to provide a safe work environment, or to protect Tesla against theft or fraud.

As a result, we may use your personal data for purposes such as:

- Identifying candidates, communicating with them and scheduling interviews, including making travel arrangements.
- Evaluating applications and checking references.
- Allowing Tesla employees to refer candidates, and enabling Tesla employees to track status of submitted referrals.
- Performing background checks and prior work and education verification, as permitted by applicable law.
- Improving recruitment processes.
- Contacting third parties in the event of an emergency.
- Protecting Tesla's legal rights to the extent authorized or permitted by law.

## **3. Transfer of personal data**

Tesla is a global business and we recruit internationally. By submitting your personal data online you acknowledge that your information may be transferred to Tesla in the United States and countries other than your place of residence or in which the information was originally collected.

We will only transfer personal data from the European Economic Area and Switzerland to the United States or other third countries in accordance with applicable law, and have implemented the EU Commission's Standard Contractual Clauses for the transfer of personal data to third countries to protect them with adequate safeguards.

## **4. Security for your personal data**

Tesla uses security measures to protect your personal data from loss, misuse and unauthorized access, disclosure, alteration and destruction. The security measures are implemented and maintained in accordance with legal, organizational, and technological developments.

## **5. Use of third-party service providers**

Tesla may use third-party service providers with whom Tesla contracts as part of its normal business operations to carry out certain human resources-related functions or IT functions (e.g., hosting services). Tesla will (i) diligently choose such third-party service providers, and (ii) ensure that such third-party service providers adopt adequate technical and organizational security measures to safeguard your personal data and that such third-party service providers are instructed to use your personal data as directed by Tesla and for no other purposes. Additionally, we may disclose your personal data as required or permitted by applicable law, for example in connection with requests from governmental authorities.

## **6. Data retention and deletion**

Tesla will retain personal data for as long as is required in order to comply with our legal obligations, to resolve disputes and to enforce our contractual agreements, or as necessary for our legitimate interests, such as to consider you for other current and future employment opportunities at Tesla. Additionally, if you are successful in your application for a position at Tesla, we retain the information you provide during the application process, as part of your employee records.

## **7. Correctness of personal data**

By consenting to the Tesla Talent Privacy Notice, you confirm that all information you provide is complete and accurate.

## **8. How to contact us with questions**

In certain jurisdictions, you may have the right to access, transfer, rectify and update your personal data. To exercise this right, retract your consent, or for other questions regarding this Notice, please contact [privacy@tesla.com](mailto:privacy@tesla.com). Withdrawal of your consent may result in Tesla not being able to process your application. Please note withdrawal will not affect the lawfulness of the processing of your data before you withdrew your consent.

You also have the right to lodge a complaint with the relevant authority responsible for data privacy in your country of residence, place of work, or where the alleged data protection violation occurred.