

INFORMATION NOTICE
CONCERNING THE PROCESSING OF PERSONAL DATA
BY Garmin Nederland B.V.

Effective Date: 26-05-2018

This Information Notice concerning the processing of personal data is to inform you, as a candidate at Garmin Nederland B.V., about the processing of your personal data. The data controller is Garmin Nederland B.V., Bramenberg 9-3, 3755 BT Eemnes.

Categories of Personal Data

Candidates

- Full name, date of birth, country of birth, citizenship, nationality, gender, telephone number, residential address, email address
- employment history, education and training history, qualifications, certifications, professional skills, experience (including any information provided to us in your résumé, curriculum vitae, job application, or during an interview), and psychometric profiling assessments

Legal Grounds for Processing

The legal grounds for processing personal data of candidates are legitimate interests, which include evaluating whether the candidate is qualified for the position and verifying the candidate's experience and work history.

Purposes of Processing

Candidates

We use personal data of candidates for the following purposes:

- Evaluating whether you are qualified and a good fit for the position you are seeking
- Background checks to and verification of references and qualifications for potential new hires, to the extent permissible under applicable law

Transfer of Personal Data to Other Garmin Companies

Garmin will take appropriate technical and organizational actions to protect the processing of the transferred personal data against accidental or unlawful destruction, loss, alteration, disclosure or unauthorized access, and any other form of illegal processing.

Candidates

Garmin may transfer personal data of candidates to the following Garmin entities:

Garmin International, Inc. in Olathe, Kansas, USA under the Data Transfer Contract containing Standard Contractual Clauses; and Garmin affiliate offices in Europe for the following purposes:

- Recruitment and selection

Only the personal data that is necessary to accomplish these purposes will be transferred to Garmin International, Inc. and Garmin affiliate offices in Europe:

This personal data includes:

- Full name, date of birth, country of birth, citizenship, nationality, gender, telephone number, residential address, email address
- employment history, education and training history, qualifications, certifications, professional skills, and experience (including any information provided to us in your résumé, curriculum vitae, job application, or during an interview)

Retention of Personal Data

Candidates

We will retain personal data of unsuccessful candidates for a period of 3 months after the recruitment process has ended.

In the event that a candidate is unsuccessful but Garmin feel that the candidate has the potential to be suitable for a future opportunity with the company, we will retain the candidate's personal data for a maximum of two years following consent from the candidate.

In the event that a candidate rejects an offer of employment with the company, the company will retain the candidate personal data for a maximum of two years following consent from the candidate.

In case that the candidate becomes a Garmin employee the candidate personal data may be included with the employee personal data.

Your Rights

You have the following rights in relation to the processing of your personal data:

- (i) the right to be informed about the processing of your personal data;
- (ii) the right to request access your personal data;
- (iii) the right to request the rectification or erasure of your personal data;
- (iv) the right to object to the processing of your personal data;
- (v) the right to request the portability of your personal data; and
- (vi) the right to lodge a complaint with a supervisory authority.

If you wish to exercise these rights or request access to the Data Transfer Agreement containing Standard Contractual Clauses, you may send a request to:

Garmin Nederland B.V.

Attention: Human Resource Manager

Address: Bramenberg 9-3

Telephone number: 035- 53 93 700