

BLUE RIVER TECHNOLOGY RECRUITING AND ONBOARDING PRIVACY STATEMENT

This Blue River Technology Global Recruiting and Onboarding Statement (“Statement”) applies to the Blue River Technology Recruiting and Onboarding systems and explains how Blue River Technology collects, uses, and/or discloses personal data in connection with the Blue River Technology Recruiting and Onboarding systems. We refer to individuals whose personal data is processed as ‘you’ in this Statement.

Additionally, this Statement applies to an individual Blue River Technology entity (referred to as the “Company”) when advertising a specific position. In considering you for the specific position, the Company will collect information directly from you, infer or observe data, and, in certain cases, collect information from other sources in considering your application.

You may receive additional information about Blue River Technology’s collection, processing and/or disclosure of personal data in the course of Blue River Technology’s recruiting efforts or as needed to comply with local laws and regulations. If there is a difference between such additional information and this Statement, the additional information will apply first.

1. Personal Data Processed:

The categories of personal data that Processed about you, for the Purposes described in Section 2, are:

Information You Provide: We generally collect personal data from you (electronically, in writing, or verbally). When you accept an offer, you may be asked to provide us with information, or you may voluntarily provide us with information. You may also provide new, or updated or corrected data to us from time-to-time.

This information may include:

1. User Identity and Contact Information, such as first and last name, email address, residential/street address, telephone number (landline or mobile), country of residence, and other contact details; National identity and marital status may be collected during onboarding if you are hired;
2. Work Experience Information, such as a CV or resume, cover letter, references, current or former employer, positions, country, start and end dates);
3. Educational Information, such as degree type, area of study, educational institution(s) attended, country, date of graduation, and/or dates of attendance;
4. Qualification Information, such as competencies, skills, experiences, professional qualifications or designations, and languages spoken and proficiency;
5. Eligibility Information, such as nationality, visa data, details of residency, work permits, or other information necessary to verify eligibility for the job; and
6. Preference Information, such as preferred country of employment, career preferences, areas of interest, interest level in Blue River Technology, desired compensation, desired functional area at Blue River Technology, and preferred methods of contact by Blue River Technology.

Mandatory fields are indicated by an asterisk. You are not required to provide information to us, but if you do not provide the information indicated by an asterisk (*) we cannot complete your application, the onboarding process or your employee record, if applicable.

Information Blue River Technology Observes or Infers: We may learn or observe information about you, which may be combined with other information. This information may include:

1. Assessment Information, such as information collected during interviews (face to face, telephone or video interviews), behavioral assessments, or technical assessments.
2. Technical Information, such as information collected when you access the Blue River Technology online recruiting systems. For example, web servers automatically collect information of a general nature. This includes the type of web browser, operating system being used, domain name of your internet service provider, IP address of the computer you are using, web page you visit before coming to the Blue River Technology recruiting system, web pages you visit on the recruiting system, and the date and duration of your visit. Blue River Technology may also collect such information using cookies and other similar technologies.

Information from Third Parties; Public Sources: We may receive personal data from third parties. For example, we may receive information from recruitment agencies who submit an application for employment on your behalf (e.g., User Identity and Contact Information, Work Experience Information, Educational Information, Qualification Information, and Preference Information). If you apply to a posting on a third-party career website, we will receive the information forwarded from such site. If you interact with us on a social media site (e.g., indicate an interest in Blue River Technology on LinkedIn) or apply for a job using a social media site (e.g., apply via LinkedIn) we will receive information from such sites. We may also collect additional personal data that is publicly available. We may, in certain circumstances, request information from third parties for purposes of verification, such as educational institutions or references. Where relevant to the position and permitted or otherwise authorized by law, we may engage a third party to obtain information about a job applicant's background and circumstances, such as conducting pre-employment screenings. This may include, for example, credit history or criminal records checks.

Sensitive Personal Data: Some of the personal data that is collected in connection with the Purposes may be sensitive personal data under applicable privacy and data protection laws. Sensitive personal data (as defined under applicable privacy and data protection laws) includes, for example, gender, ethnic origin (i.e., monitoring equal opportunity), religious beliefs, trade union membership, criminal history, such as information about convictions or offenses (i.e., suitability for employment), or information about medical information (i.e., pre-employment medical questionnaire, examination, or drug or alcohol test results), and disabilities (i.e., monitoring equal opportunity, facilitate accommodations). This information is collected where required by law or where relevant to the position and permitted by law in the country with the job vacancy.

2. **Purposes for Blue River Technology's Processing of Personal Data:**

Personal Data is Processed for the following purposes:

- Establishing and maintaining an account and profile in the Blue River Technology Talent Community. Processing includes:
 - ✓ Registering and establishing an account for you in the Blue River Technology Talent Community.
 - ✓ Informing you about vacancies and future job openings at Blue River Technology.
 - ✓ Considering you for other positions at Blue River Technology that could be of interest to you. If you create a profile in Blue River Technology's Talent Community, recruiters from Blue River Technology may use this data to contact you or to send you information about suitable job vacancies. Recruiters within Blue River Technology will have access to information in your profile and, if there is a job opening for which you may be a suitable match, you may be contacted. You may select whether you wish to be contacted.
- Processing your job application when applying for a job or other engagement. By applying for a specific job or other engagement (directly or through a third party) or contacting or communicating with the Company about a specific job, personal data is submitted to the Company. If you apply

for a specific position, personal data is provided to the individual(s) in HR who have responsibility for HR processes related to the job recruitment process. As the application progresses, personal data is provided to individuals with authority to make a hiring decision in the relevant department so that your suitability for the position is assessed. Processing of personal data includes:

- ✓ Communicating with you, in context of recruitment activities such as obtaining additional information where necessary and to provide you with information relating to your application and to fulfill your requests.
 - ✓ Managing job recruitment activities, such as assessing qualifications and personal experience to determine if you meet specific job requirements, to set up and conduct interviews and assessments, to conduct background checks as required or permitted by applicable local law, contacting third parties (such as educational institutions or references provided by you to evaluate your previous performances), or as otherwise necessary in context of recruitment activities;
 - ✓ If selected for a position, taking steps necessary to start your employment or other engagement.
- Processing personal data for other recruiting activities, including managing recruiting events and fairs; and identifying, evaluating, selecting, and recruiting individuals (e.g., such as contacting individuals who have expressed an interest in being contacted on social media sites, such as LinkedIn).
 - Complying with legal and regulatory obligations imposed on Blue River Technology, including fulfilling reporting requirements as permitted or required by law, diversity and inclusion requirements, and obtaining and releasing personal data as required by law to comply with legal obligations imposed on Blue River Technology.
 - Processing for internal business purposes including preparing, developing, and assessing recruitment strategies and campaigns. This also includes analyzing Blue River Technology's hiring processes (typically in statistical or aggregate form) to develop and improve Blue River Technology's recruiting processes, websites and other related services.
 - Processing for website administration; administering IT systems; enforcing Blue River Technology rights; protecting Blue River Technology's property; protecting the rights, property, or safety of others; ensuring information security; preventing and detecting fraud; enforcing compliance and corporate governance; and completing internal and external audit activities. For example, internal and external information technology resources may access data when needed to trouble-shoot issues. In addition, we will process personal data in the event of any reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business or assets.

If you are hired, your personal data is used consistent with our HR data practices and governance for internal employment purposes in connection with employment and corporate management. Blue River Technology human resources personnel will assist in moving a candidate through the hiring and onboarding process once selected to complete any pre-employment screenings or other requirements.

3. Data Retention:

If there has not been any recent activity on your account and/or profile in the Blue River Technology Talent Community, we may delete your account and/or profile after a reasonable time. If you apply for a job and you are not hired, or if you withdraw your application, data will be deleted in accordance with the applicable statutory record-keeping requirements and Blue River Technology's record retention schedule. We may keep personal data for a longer period of time (such as in the event of litigation or if we receive a subpoena, search warrant, court order, or are subject to other legal process requiring us to keep the personal data, or if you are hired). You may delete your profile in the Blue River Technology Talent Community by sending a request using the contact information below.

4. Recipients of Personal Data:

To achieve the purposes in Section 2, Blue River Technology shares or discloses personal data within the Blue River Technology organization. Blue River Technology leverages the competence and knowledge of the Blue River Technology organization, such as centralized HR, accounting, risk management, corporate governance, information technology, and security functions, and members of the Blue River Technology organization process Personal Data in accordance with this Statement unless they have informed you otherwise.

As outlined in Section 2, if you grant permission, Blue River Technology's recruiters may contact you if they believe you may be a suitable candidate for an open position. If you apply for a specific position, personal data is provided to the individual(s) in HR who have responsibility for HR processes related to the job recruitment process. As the application progresses, personal data is provided individuals with authority to make a hiring decision in the relevant department so that your suitability for the position is assessed as well as third parties for purposes of verification (such as educational institutions or references). If you have applied for a position through a third-party recruiting agency or website, data may be shared with the recruiting agency or website concerning the status of the application.

We also share personal data with service providers (including other members of the Blue River Technology organization) in connection with the purposes described in this Statement. For example, technology companies such as companies who provide software and computing services (e.g., data management and storage services and web-hosting companies such as the third-party service provider that provides the Talent Community). Other service providers include support services such as companies that provide business support services (e.g., mailing vendors), companies that provide financial administration (e.g., payroll providers who assist in calculating salary and wages, bill payment and employee benefit services); analytics providers; and other companies that provide outsourced human resources functions (such as the company that supports our human resources information system). In some cases, these companies collect data directly from you on Blue River Technology's behalf.

We may also share or disclose data with other companies who perform specialized or professional functions for Blue River Technology. Examples include legal and regulatory authorities, credit reference agencies, background check providers, drug testing companies, health and medical providers, support service providers such as business support companies and business training & employment agencies who provide business or management training courses and employment services (e.g., third party recruiting agencies who identify candidates for employment and/or who provide contingent and leased employees); financial institutions such as banks involved in processing payments (i.e., expense reimbursement); and other parties (such as accountants, auditors, lawyers, and other outside professional advisors).

Finally, we will also disclose personal data: where needed to affect the sale or transfer of business assets or stock (including a reorganization, merger, sale, joint venture, dissolution, liquidation, or bankruptcy), including to buyers, their lawyers or professional advisors; to courts, tribunals, regulators, law enforcement agencies, opposing or other related parties to the proceedings and their professional advisors (including relevant parties for the establishment, exercise or defense of legal rights); to enforce our rights, safety or property (or that of members of the Blue River Technology organization), or protect the rights, property or safety of others (including relevant parties for the prevention, investigation, detection or prosecution of criminal offenses); to governmental or other authorities; and when required to do so by law (which may include laws outside the country in which you are located), such as in response to a subpoena or for sanction screening, including to law enforcement agencies, tribunals and courts in the United States and other countries where Blue River Technology operates.

As noted in Section 2 above, Blue River Technology may disclose information and data that is not personal data. For example, Blue River Technology may provide aggregate information for purposes of benchmarking.

5. International Transfer of Personal Data:

Blue River Technology is wholly-owned by Deere & Company. Deere & Company is headquartered in the United States of America and its controlled affiliates and subsidiaries are located in various countries throughout the world. Personal Data may be accessed by or transferred to our controlled affiliates, or third parties (including service providers) elsewhere in the world in order to provide services for you, including countries that have different, and perhaps less protective, privacy and data protection laws and regulations than where the data originated. Personal data is subject to access requests from governments, courts, law enforcement, or national security agencies of the country where the data is accessed or transferred. To the extent members of the Blue River Technology group receive information subject to EU/EEA law, it treats the data in accordance with this Statement (as supplemented, below) unless they have informed you otherwise.

6. Your Rights:

With respect to the processing of personal data during recruiting and onboarding, you may have rights under local law, such as the right to access or know the personal data Blue River Technology holds about you; to request incomplete, incorrect, unnecessary or outdated personal data be updated or erased; and to object to processing of personal data. You can delete your account at any time by sending a request via email to recruiting@bluerivertech.com to exercise rights that may be available to you under applicable law. If we are unable to comply with such a request, the reason for the denial will be communicated to you.

If you have any questions or concerns about this Statement or Blue River Technology's handling of your personal data, please contact us at the following: recruiting@bluerivertech.com.

If you are a California resident, you may have additional rights under the California Consumer Privacy Act.

I certify the information I am submitting is complete and accurate. I am aware that providing false information during the application process will lead to my rejection or termination.