GE Vernova Candidate Privacy Notice

Introduction

This notice (GE Vernova Notice) describes how GE Vernova and its subsidiaries and related companies (collectively, GE Vernova) handle and protect data to which GE Vernova is provided access in connection with the recruiting process.

By making available your GE Vernova Candidate Data, as defined below, you confirm that:

• You have reviewed this GE Vernova Notice and agree that GE Vernova may process your GE Vernova Candidate Data in accordance with this GE Vernova Notice;

• You have provided any notices and obtained any consents needed to provide information concerning others (e.g., information about employment references); and

• Your GE Vernova Candidate Data may be transferred and processed worldwide, including the U.S. and other countries that may not be deemed to provide the same level of data protection as your home country, for the purposes and in the manner specified in this GE Vernova Notice.

GE Vernova will process GE Vernova Candidate Data in accordance with this GE Vernova Notice, unless in conflict with requirements of applicable law, in which case applicable law will prevail.

Your consent to the provisions of this GE Vernova Notice is required in order to submit or make available GE Vernova Candidate Data. If you decline to submit or make available your GE Vernova Candidate Data, it may affect your ability to apply for or receive an offer of employment.

This GE Vernova Notice does not form part of any contract of employment offered to candidates hired by GE Vernova.
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Definitions

GE Vernova Candidate Data is identifiable information that an individual makes available to GE Vernova either directly or indirectly in connection with the recruiting process, or sharing your work experience or interests. GE Vernova may collect GE Vernova Candidate Data directly from a job candidate or from third parties, for example, in connection with a background or employment check or employment reference, subject to your consent where required by law. GE Vernova Candidate Data may include a variety of information, such as candidate status, work history/job data, education, compensation, employer feedback, questionnaire results, contact information, previous addresses or names, additional information provided by the candidate (e.g., a cover letter), expertise or project work publicly shared, driver’s license number as required for certain positions, references, and criminal history where permitted by law.

Processing refers to any action performed on GE Vernova Candidate Data, such as collecting, recording, organizing, storing, transferring, modifying, using, disclosing, or deleting.

Sensitive GE Vernova Candidate Data is GE Vernova Candidate Data that may concern nationality or citizenship, race or ethnic origin, health information, criminal history, or trade union membership. GE Vernova does not request or consider information concerning religion, sex life or political opinions in connection with recruiting.

Collection

You may use various electronic and paper methods to submit GE Vernova Candidate Data to GE Vernova. You agree that, in addition to collecting GE Vernova Candidate Data directly from you, GE Vernova may collect GE Vernova Candidate Data from third parties, for example, from recruiters, in connection with a
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background or employment check or an employment reference (subject to your consent where required by law) or, to the extent permitted by law, from a recruiting or other web site where you may have provided information about your work experience or interests.

Where legally required, GE Vernova may ask for additional information concerning instances where you, or someone close to you including certain family members or business partners, works or has worked with a government in a specified manner. In these circumstances, additional instructions will be provided to you in the course of your application. You should inform and seek agreement from any family member or business partner about whom GE Vernova has asked you to provide information in relation to this government work requirement prior to disclosing any such information to GE Vernova for these purposes.

Processing and Retention

GE Vernova processes GE Vernova Candidate Data for legitimate human resources and business management purposes. These include identifying and evaluating candidates for GE Vernova positions; record-keeping related to hiring processes; analyzing the hiring process and outcomes; and conducting background checks, where permitted by law. In addition, GE Vernova Candidate Data may be used to comply with GE Vernova’s legal, regulatory and corporate governance requirements. If a candidate is hired, GE Vernova Candidate Data may be used in connection with his/her employment consistent with GE Vernova’s employment data protection policies.

In addition to using GE Vernova Candidate Data for the position for which you have applied, GE Vernova may retain and use your GE Vernova Candidate Data to consider you for other positions. If you do not want to be considered for other positions or would like to have your GE Vernova Candidate Data
removed, you may contact GE Vernova as specified under Inquiries, Complaints, Objections and Restrictions below. Unless required for tax or other legal purposes or in connection with employment as specified above, GE Vernova Candidate Data will be retained for a maximum of three years.

**Sharing with GE entities and Third Parties**

GE may process GE Vernova Candidate Data jointly within the General Electric Company group of remaining and separated GE business entities when the candidate applies during a separation-related transition period. During any such separation-related transition period, all remaining and separated GE business entities remain responsible for compliance with the data protection requirements described in the General Electric Company Notice.

GE Vernova may transfer GE Vernova Candidate Data to external third-party providers performing certain services for GE Vernova. Such third-party providers have access to GE Vernova Candidate Data solely for the purposes of performing the services specified in the applicable service contract, and GE Vernova requires the providers to undertake security measures consistent with the protections specified in this GE Vernova Notice.

GE Vernova may be required to disclose certain GE Vernova Candidate Data to other third parties (1) as required by law; (2) to protect GE Vernova’s legal rights to the extent authorized or permitted by law; or (3) in an emergency where the health or safety of a candidate or other individual may be endangered. In addition, in the event of a re-organization, merger, sale, joint venture, assignment, or other transfer or disposition of all or any portion of GE Versova’s business, GE Vernova may transfer GE Vernova Candidate Data to successor entities or parties.

**International Data Transfers**
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GE Vernova operates globally in over 160 countries. Accordingly, GE Vernova Candidate Data may be transferred to and processed in the U.S. and other countries that may not be deemed to provide the same level of data protection as your home country. GE Vernova maintains and applies employment data protection standards consistent with those specified in this GE Vernova Notice to its operations globally. Additionally, GE Vernova has entered into Binding Corporate Rules governing its treatment of personal information of European Union residents. Further information about GE Vernova’s Binding Corporate Rules is available here. GE Vernova’s privacy practices, described in this GE Vernova Candidate Privacy Notice, comply with the APEC Cross Border Privacy Rules (CBPR) system. The APEC CBPR system provides a framework for organizations to ensure protection of personal information transferred among participating APEC economies. More information about the APEC framework can be found here.

Sensitive GE Vernova Candidate Data

GE Vernova may perform background and criminal checks where permitted by law, and may process other Sensitive GE Vernova Candidate Data, such as citizenship or nationality information or health information, when relevant for a position and permitted by law. If GE Vernova intends to collect Sensitive GE Vernova Candidate Data from third parties, you will be provided notice and the opportunity to consent. If you have a disability and would like GE Vernova to consider an accommodation, you may provide that information during the recruiting process. To the extent you make Sensitive GE Vernova Candidate Data available to GE Vernova, you consent to GE Vernova processing such Data in accordance with this GE Vernova Notice.

Security and Confidentiality
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GE Vernova employs technical and organizational measures designed to protect the integrity, confidentiality, security and availability of GE Vernova Candidate Data, and to comply with applicable legal requirements for information security. GE Vernova limits access to internal systems that hold GE Vernova Candidate Data to individuals who need access for a legitimate business purpose.

GE Vernova Candidate Rights

You may exercise the following rights in relation to your GE Vernova Candidate Data:

**Access, Correction, Deletion and Portability:** GE Vernova will provide you access to your GE Vernova Candidate Data that GE Vernova processes, as well as a means to make that data portable, to the extent required by law in your home country, regardless of the location of the GE Vernova Candidate Data processing. You may request correction or deletion of that GE Vernova Candidate Data, except where retention is required by your contractual relationship with GE Vernova, in the context of a legal dispute, or as otherwise required by law. If access, correction, deletion or portability is denied, the reason for the denial will be communicated to you. This may include the review of a decision made solely using automated processing.

**Automated Decisions:** GE Vernova generally does not make recruiting or hiring decisions based solely on automated decision-making within the meaning of the EU General Data Protection Regulation. In the event that GE Vernova relies solely on automated decision-making that could have a significant impact on you, GE Vernova will provide you an opportunity to express your views and will provide any other safeguards required by law.

**Inquiries, Complaints, Objections and Restrictions:** You may withdraw consent to the processing of your GE Vernova
Candidate Data or submit inquiries, complaints, objections and/or requests to restrict processing to the processing of your GE Vernova Candidate Data by sending a request in writing to:

Human Resources Data Protection Administrator
58 Charles St.
Cambridge, MA 02141

Email at GEVernova.DataPrivacy@ge.com

The processes described in this GE Vernova Notice supplement any other remedies and dispute resolution processes provided by GE Vernova and/or available under applicable law.

If you have an unresolved privacy or data use concern that we have not addressed satisfactorily, please contact our U.S.-based third party dispute resolution provider (free of charge) at https://feedback-form.truste.com/watchdog/request.

Direct Marketing

GE Vernova will not use GE Vernova Candidate Data to offer you any products or services for personal or family consumption ("direct marketing") or provide GE Vernova Candidate Data to third parties for their direct marketing. These restrictions do not apply to contact or other personal data obtained in the context of a customer, consumer or other non-employment relationship with GE Vernova.

Changes to this Notice

GE Vernova reserves the right to modify this GE Vernova Notice by posting changes to relevant GE Vernova websites. If you submit additional GE Vernova Candidate Data or request to be considered for a GE Vernova position following the effective date of a modified GE Vernova Notice, your GE Vernova Candidate Data will be handled in accordance with the GE Vernova Notice in effect at that time.
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Effective Date: April 2, 2024