

## Global Privacy Policy for Job Applicants

Last Updated: May 13, 2024

At BRP, we recognize the value of privacy. That's why we protect the personal information entrusted to us. It's our job to handle it with extreme care and do everything we can to protect it.

This Privacy Policy is to inform you about what we do with your personal information when you apply for a position at BRP. We invite you to read this Privacy Policy. If you reside in the United States, the province of Québec, the European Union, the United Kingdom, Switzerland, Brazil, or China, please also read country-specific additional privacy policies in the dedicated section at the end of this Privacy Policy.

### **OUR PRIVACY POLICY IN A NUTSHELL**

#### **Who We Are**

Bombardier Recreational Products Inc. is a global leader in the world of powersports vehicles and propulsion systems. As part of the recruitment process, your personal information is managed by Bombardier Recreational Products Inc. together with its affiliates and subsidiaries ("BRP", "we", "us"):

- BRP-Rotax GmbH & Co KG
- BRP European Distribution SA
- BRP Finland Oy
- BRP Europe NV
- Bombardier Recreational Products Inc, 726 St-Joseph Valcourt, Quebec, J0E 2L0
- BRP Australia Pty Ltd, Level 26 477 Pitt Street Sydney, NSW, 2000 Australia
- BRP US Inc.
- BRP Mexico, S.A. de C.V. Avenida de las Industrias No. 2250 Parque Industrial Antonio J. Bermudez Ciudad Juárez, Chihuahua México C.P. 32649
- BRP Mexican Distribution, S.A. de C.V. Av. Ferrocarril 202 esq. Av. Industria de la Construcción Lote 2, Manzana 4 Segunda Sección Parque Industrial Querétaro Querétaro Querétaro 76220 Mexico
- BRP Querétaro, S.A. de C.V. Av. Ferrocarril 202 esq. Av. Industria de la Construcción Lote 2, Manzana 4 Segunda Sección Parque Industrial Querétaro Querétaro Querétaro 76220 Mexico
- RP Brasil Motorsports Ltda, Rua Odila Maia Rocha Brito, n. 25, bairro Nova Campinas, in Campinas

#### **What is Personal Information**

Personal information is any information that identifies you directly (for example, your first and last names), or indirectly by combining or associating several information about you (for example, your phone number and your home address).

#### **What We Collect About You**

- Information you provide us with, for example when you are applying online or inquire about BRP with our chatbot on <https://careers.brp.com/>;

- Information you've shared with third parties such as:
  - Recruitment agencies, for example when you apply to a position at BRP via a recruitment agency or head-hunter platform;
  - Background checks service providers, for example when you're requested during the hiring process to confirm your professional credentials and references;
  - Your school;
- Information publicly available, for example your profile on professional social networks;
- Information automatically collected, for example via cookies when you are browsing on <https://careers.brp.com/>.

**What We Do with Your Personal Information** – We use your personal information during the hiring and onboarding process for various reasons, mostly to:

- Manage your application and make the most suitable hiring decisions, including set up job interview, assess your eligibility to work, organize psychometric tests where needed, verify your references and qualifications;
- Organize your onboarding at BRP once you've accepted BRP job offer;
- Inquire about your experience with the application process to measure and improve the quality with BRP hiring experience;
- Personalize your experience when browsing on <https://careers.brp.com/>;
- Perform aggregated analytics to have insights on who is applying to BRP positions and how to improve our hiring process and employer branding;
- Promote your profile with other BRP group companies for open or future job opportunity beyond the scope of your original application;
- Send you communications about job alerts or BRP news and updates on recruitment.

**Who Do We Share Your Personal Information With** – Your personal information can be shared where necessary on a need-to-know basis with the following categories of recipients:

- Within BRP
  - BRP Talent Acquisition teams in charge of managing your hiring process;
  - Manager(s)/supervisor(s)/hiring manager/administrator of the position you're applying to and your future teams members or internal stakeholders;
  - BRP Human Resources teams if you're hired to manage your onboarding, including BRP Total Rewards teams to provide you with a salary offer, and if applicable to you, BRP Immigration and relocation teams to support you in your administrative formalities.
- Outside BRP
  - Services providers e.g. HR software solution providers, survey providers, background checks providers, psychometric tests providers, etc.;
  - Recruitment or staffing agencies;
  - Social media platforms;
  - Law enforcement and other regulatory authorities when we are required by law to disclose your personal information to them.

When disclosing your personal information results in its transfer outside of your country of residence, we implement specific safeguards which are explained in the following sections of this Policy: **COUNTRY-SPECIFIC ADDITIONAL PRIVACY POLICIES** and **HOW DO WE PROTECT YOUR PERSONAL INFORMATION**.

### Your Privacy Rights

The rights you have depend on your country of residence and on which laws or regulations apply to your situation, but in most cases, you have the right to:

- Request that we confirm if we hold personal information about you and give you access to it;
- Rectify your personal information when inaccurate or no longer up to date;
- Ask a question about how we handle your personal information;
- Make a complaint in relation with our handling of your personal information;
- Ask us to no longer send you our communications.

To know about any additional privacy rights you may have, please read the following sections: **YOUR RIGHTS OVER YOUR PERSONAL INFORMATION** and **COUNTRY-SPECIFIC ADDITIONAL PRIVACY POLICIES**.

### How To Contact Us

To exercise your privacy rights or ask us anything about this Policy or how we handle your personal information, you can reach the BRP Privacy Officer in any of the following ways:

- **Online:** Directly in the 'Personal Information' section at the right end bottom of <https://careers.brp.com/>
- **Email:** [hrdataprivacy@brp.com](mailto:hrdataprivacy@brp.com)
- **Postal mail:**  
Bombardier Recreational Products Inc.  
Attention: Legal Services  
726, St-Joseph Street  
Valcourt, Quebec  
J0E 2L0  
Canada
- **Phone:** at 1-888-272-9222.
- **Online Privacy Rights Portal** (upcoming)

### WHAT PERSONAL INFORMATION WE HOLD ABOUT YOU AND HOW WE COLLECT IT

How We Collect Personal Information	Type of Personal Information We Collect
<b>Information you provide:</b> <ul style="list-style-type: none"><li>● When you submit your application on <a href="https://careers.brp.com/">https://careers.brp.com/</a></li></ul>	<ul style="list-style-type: none"><li>● Your identification information, such as your full name or picture on your résumé</li><li>● Your contact information, such as your phone number, your postal address, or your email address</li></ul>

<ul style="list-style-type: none"> <li>● When you are interviewed as part of the recruitment process</li> <li>● When a recruiter reaches out to you on professional social media platforms, such as LinkedIn</li>   <li>● When you have accepted BRP hiring proposal at the end of the recruitment process</li> <li>● When you subscribe to BRP’s Talent newsletters</li> <li>● When you join BRP Talent community</li> <li>● When you start a conversation with our chatbot</li>   <li>● When you participate in our application experience survey</li> <li>● When you send us a request for information or a privacy request</li>   <li>● When you refer a candidate as part of our referral program</li> </ul>	<ul style="list-style-type: none"> <li>● Your application information, such as your résumé, your cover letter, your professional experience and your professional training and education background</li> <li>● Your job interview information, such as your salary expectations, our interview notes, etc.</li> <li>● Other professional information about you, such as your membership in professional organizations or licensing or your grades, if you apply for an internship</li> <li>● Your application history with BRP</li>   <li>● Your preference settings, such as your language</li> <li>● Your job preferences, such as your job opportunities and countries you’re interested in</li> <li>● Your answers to BRP survey, including your comments, opinions and reviews of our application process</li> <li>● Content or information you provide in connection with your application or privacy request</li> <li>● Once you accept BRP job offer: <ul style="list-style-type: none"> <li>○ Your payroll information such as a void cheque</li> <li>○ Your social security number (SIN) and other insurance information</li> <li>○ Your picture</li> <li>○ Information about your family relatives such as your emergency contact or your healthcare/pension beneficiaries</li> </ul> </li> <li>● In the United States, as required by applicable laws, your gender, disability information, veteran status and your race if you choose to provide it.</li> </ul>
<p><b>Information provided to us by third parties including:</b></p> <ul style="list-style-type: none"> <li>● Job posting platforms, recruitment and staffing agencies or our internship program partners when we receive your application through them</li> <li>● Background check or psychometric tests services providers when they share your</li> </ul>	<ul style="list-style-type: none"> <li>● Your application information and other professional information</li> <li>● Results of your psychometric tests from our service provider</li> <li>● References from your former employers/colleagues</li> <li>● Your professional social media information</li> <li>● Depending on your country of residence and applicable laws, your personal health information</li> </ul>

<p>results with us, depending on your country of residence</p> <ul style="list-style-type: none"> <li>● Your former employers or colleagues when we receive references about you</li> <li>● When you are referred internally</li> <li>● Social media platforms such as LinkedIn when we receive information on your professional social media profile</li> <li>● Other BRP Group entities sharing and keeping your profile within the Group for other current or future job opportunities</li> </ul>	<p>such as disabilities (where applicable and only if this is deemed necessary to facilitate adaptation at an interview or in the workplace), medical examination or results of pre-employment drug screenings as detailed below, based on your country of residence and if permitted by applicable law *:</p> <ul style="list-style-type: none"> <li>○ Canada - Drug testing for plant workers only</li> <li>○ USA - Drug testing for plant and office workers</li> <li>○ Mexico - Drug testing for plant workers only</li> <li>○ Europe - No drug testing</li> </ul> <ul style="list-style-type: none"> <li>● Depending on your country of residence and applicable laws, other information relating to you, including background (reference) checks and any former criminal or disciplinary measure against you *:</li> </ul> <ul style="list-style-type: none"> <li>○ Canada - Reference and criminal checks</li> <li>○ Mexico - Reference and criminal checks</li> <li>○ USA - Reference and criminal checks (criminal checks are carried out only if you are hired and on a voluntary basis)</li> <li>○ Asia-Pacific - Background and criminal checks</li> <li>○ Europe, the Middle East and Africa - Reference checks (with your consent) and copy of diploma.</li> </ul> <p>* Collection of this personal information and completion of these tests are only done if you progress further in the recruitment process with a reasonable possibility of receiving a job offer by BRP.</p>
<p><b>Information publicly available about you including:</b></p> <ul style="list-style-type: none"> <li>● On professional social media platforms</li> <li>● Other social media platforms if relevant to the recruitment process</li> </ul>	<ul style="list-style-type: none"> <li>● Your professional social media information</li> <li>● Other professional information about you and relevant to the job you apply to</li> </ul>

subject to applicable laws and regulations	
<p><b>Information collected automatically when you allow cookies and other tracking technologies on <a href="https://careers.brp.com/">https://careers.brp.com/</a></b></p> <p>Please see the <u><a href="#">HOW DO WE USE COOKIES AND SIMILAR TECHNOLOGIES</a></u> section to know more</p>	<ul style="list-style-type: none"> <li>● Your information about the type of device you use to access our websites</li> <li>● Your device’s operating system and version;</li> <li>● Your IP or MAC address</li> <li>● Your general geographical location as indicated by your IP address</li> <li>● Your browser type</li> <li>● Your browsing behaviour, such as webpages you view</li> <li>● Your interaction with our content</li> </ul>

### **WHAT DO WE DO WITH YOUR PERSONAL INFORMATION**

BRP handles your personal information for the following reasons:

<b>Our Reasons</b>	<b>In Detail</b>
<p><b>Manage your application throughout the recruitment process</b></p>	<ul style="list-style-type: none"> <li>● Contact you to set up job interviews and keep you informed about the outcome of your application</li> <li>● Verify your references and qualifications</li> <li>● Organize psychometric tests where needed based on the position you apply for</li> <li>● Make the most suitable hiring decisions, including assessing your eligibility to work, providing you with a salary offer, sending you BRP job offer etc.</li> <li>● Depending on your country of residence, where applicable, reimburse you for activities related to the application process, such as reimbursing you for travel related to your interview</li> </ul>
<p><b>Organise your onboarding once you’ve accepted BRP job offer</b></p>	<ul style="list-style-type: none"> <li>● Set up and manage your onboarding at BRP</li> <li>● Determine the terms and conditions of your employment, including drafting your employment contract</li> <li>● Support you in your relocation and immigration administrative formalities (if applicable to your situation)</li> <li>● Determine and set up your healthcare and other pension plan benefits with BRP</li> <li>● If applicable to your situation, send you a welcome kit</li> <li>● Send you information about our security practices, where applicable</li> </ul>

<p><b>Share and promote your profile with other BRP group companies</b></p>	<ul style="list-style-type: none"> <li>● Promote your profile with other BRP group companies for open or future job opportunity beyond the scope of your original application</li> <li>● Create our internal pool of talents</li> <li>● Contact you when your profile matches a job opportunity at BRP</li> </ul>
<p><b>Send you our general or personalized talent communications</b></p>	<ul style="list-style-type: none"> <li>● Send you general communications about our job opportunities and keep you posted on BRP Talent news and updates</li> <li>● Personalize our communications based on your job interest</li> <li>● Contact you when your profile matches a current or future job opportunity at BRP</li> <li>● Perform aggregated analytics to have insights on how to improve our communications</li> </ul>
<p><b>Measure and improve BRP recruitment process</b></p>	<ul style="list-style-type: none"> <li>● Contact you to inquire about your experience with the application process to measure and improve the quality with BRP hiring experience</li> <li>● Perform aggregated analytics to have insights on who is applying to BRP positions and how to improve our hiring process and employer branding</li> <li>● Support and measure the progress of BRP diversity, equity and inclusion goals</li> <li>● Ensure that our recruitment process does not discriminate against particular groups and ensure equality of opportunity</li> <li>● Where applicable, comply with government recordkeeping, reporting and other legal requirements including non discriminatory reporting</li> </ul>
<p><b>Personalize your experience and your interactions with us</b></p>	<ul style="list-style-type: none"> <li>● Using cookies and similar technologies to <ul style="list-style-type: none"> <li>○ Remember and display your saved job</li> <li>○ Generate job alerts tailored to your job preferences</li> <li>○ Remember your choice of preferred language</li> </ul> </li> <li>● Send you job alerts based on your job interests</li> <li>● Perform aggregated analytics to have insights how users interact when browsing <a href="https://careers.brp.com/">https://careers.brp.com/</a> to improve user experience</li> </ul>
<p><b>Respond to your information or privacy requests</b></p>	<ul style="list-style-type: none"> <li>● Manage your request, including asking additional information where needed</li> <li>● Follow up with you on your request</li> </ul>
<p><b>Prevent, detect, and control fraud and any unauthorized or illegal activities</b></p>	<ul style="list-style-type: none"> <li>● Detect and control fraud in relation to our website and services</li> <li>● Manage illegal or unauthorized activities and cyberthreats</li> </ul>

## **WHO DO WE SHARE YOUR PERSONAL INFORMATION WITH AND HOW**

Your personal information will be shared to BRP employees who have a need to know to perform their duties, as well as authorized third parties. Therefore, the following categories of recipients access your personal information where necessary for the justifications below:

<b>Categories of Recipients</b>	<b>Why They Need to Access</b>
<b>Within BRP</b> <ul style="list-style-type: none"><li>○ Talent and Acquisition teams in charge for your recruitment process</li><li>○ Manager(s)/supervisor(s) concerned by the open or future job opportunity</li><li>○ Future teams members or internal stakeholders where applicable</li><li>○ Total Reward teams in charge of determining your salary as part of a job offer</li></ul>	<ul style="list-style-type: none"><li>● To manage your recruitment</li><li>● To manage your onboarding including determining your salary offer</li></ul>
<ul style="list-style-type: none"><li>○ Human Resource team</li><li>○ Relocation and Immigration team</li></ul>	<ul style="list-style-type: none"><li>● To organize your onboarding</li><li>● If applicable to your situation, to support you in your relocation and immigration formalities</li><li>● To support and measure the progress of BRP diversity, equity, and inclusion goals</li></ul> <p>These teams would only access your personal information once you're selected at the end of the hiring process and have accepted a BRP job offer.</p>
Data analytics teams	<ul style="list-style-type: none"><li>● To perform aggregated analytics to get insights and improve BRP hiring processes and employer branding</li></ul>
Internal audit teams	<ul style="list-style-type: none"><li>● To control and improve BRP recruitment process and practices</li></ul>



<p>Other BRP group entities</p>	<ul style="list-style-type: none"> <li>● To assess and engage with you if your profile fits their needs for an open or future position</li> <li>● To manage your recruitment and organise your onboarding if you accept their hiring proposal</li> <li>● Other uses described above or communicated to you before or at the time your personal information is shared with BRP affiliates and subsidiaries</li> </ul>
<p><b>Outside BRP</b></p> <ul style="list-style-type: none"> <li>○ Application platform providers</li> <li>○ IT and hosting service providers</li> <li>○ Survey platform provider</li> <li>○ Web analytics companies</li> </ul>	<ul style="list-style-type: none"> <li>● To help us operate and improve our recruitment process and application platform</li> </ul> <p>BRP gives them access only if needed to carry out support or maintenance operations</p>
<ul style="list-style-type: none"> <li>○ Recruitment or staffing agencies</li> <li>○ Job posting platforms</li> <li>○ Professional social media platforms such as LinkedIn</li> <li>○ Consultants, agents or contractors, such as HR or IT consultants</li> </ul>	<ul style="list-style-type: none"> <li>● To help us search for and identify the right talents for our open or future job opportunities</li> </ul>
<ul style="list-style-type: none"> <li>○ Background checks providers</li> <li>○ Psychometric test service providers</li> </ul>	<ul style="list-style-type: none"> <li>● To help us confirm your suitability for an open job opportunity for which you've been selected</li> <li>● To help us assess your cognitive ability and personality for an open job opportunity personality</li> </ul>
<ul style="list-style-type: none"> <li>○ Relocation service providers</li> <li>○ Healthcare benefit providers</li> <li>○ Law firms and other consulting providers</li> <li>○ Transportation and shipment companies</li> </ul>	<ul style="list-style-type: none"> <li>● To help us in supporting you with your onboarding, including sending you a welcome kit or supporting with your relocation, healthcare benefit enrollment and other administrative formalities when relevant to your situation</li> </ul>
<ul style="list-style-type: none"> <li>○ Law enforcement</li> <li>○ Governmental agencies</li> <li>○ External auditors</li> <li>○ Other regulatory authorities</li> </ul>	<ul style="list-style-type: none"> <li>● To respect a law, regulation, search warrant, subpoena, or court order</li> <li>● For internal audit purposes to control and improve how we operate</li> </ul>

<p>Social media platforms:</p> <ul style="list-style-type: none"> <li>▪ LinkedIn</li> <li>▪ Facebook (only for manufacturing positions)</li> </ul>	<ul style="list-style-type: none"> <li>● To enable you to apply by connecting through your social media account</li> <li>● Publish and show our job posts to users who match the information we provide to these platforms</li> <li>● Show job posts to users who share similar characteristics</li> <li>● Measure and improve the performance of our job posts on these platforms.</li> </ul> <p>BRP provides your email in a secure manner. The information shared with LinkedIn will be used to measure the effectiveness of BRP's recruitment campaigns and will be used by the social media platform for their own purposes. You can limit these disclosures by opting out of online behavioural advertising. You may do so by modifying or adjusting your ad settings on LinkedIn to be removed from custom audience lists.</p>
<p>Other third parties</p>	<p>Sole purpose of a proposed or actual purchase, sale (including a liquidation, realization, foreclosure, or repossession), lease, merger, amalgamation, joint venture, strategic partnership or any other type of acquisition, disposal, transfer, conveyance, or financing of all or any portion of BRP, or of any of the business or assets or shares of BRP or a division thereof.</p>

**We take the following measures when sharing your personal information with recipients:**

- We provide access to your personal information within BRP only to teams directly in charge of your recruitment and only if they need to access your personal information in that context
- Our teams are subject to confidentiality commitments when dealing with your personal information
- We also limit access to your personal information to our authorized third party or service provider personnel only if they need to access it
- We use a consistent security protocol with them and actively work with our providers to enhance security measures;
- We require them to have privacy and security standards that are comparable to ours;
- We implement through our agreements with them, contractual protections and other measures to maintain the confidentiality and security of your personal information and to prevent it from being used for any other purpose. For example, we generally require our service providers to limit their use and retention of personal information to what is necessary to provide their services and to notify us in case of any actual or suspected confidentiality incident involving personal information;

- When your personal information is made accessible or is transferred to a third party located outside your country of residence, we implement additional contractual safeguards to ensure that your personal information remains protected. Please read the **COUNTRY-SPECIFIC ADDITIONAL PRIVACY POLICIES** to know more about the safeguards we implement as they can vary from a country to another.

## **HOW LONG DO WE KEEP YOUR PERSONAL INFORMATION**

During the active phase of the recruitment process, your personal information will be securely retained solely for the purposes of managing your application. If you are not hired or when your application becomes inactive, your personal information will be deleted in accordance with our retention policies and applicable laws. Depending on your country of residence, this retention period may vary. Periods may also be extended in the event of a litigation or a dispute in which you are involved with. In short, your personal information is only retained as long as necessary to achieve the purposes for which it was collected or used or as otherwise permitted or required under applicable laws.

We retain your personal information for:

- the purposes described in this Privacy Policy;
- the purposes communicated to you before or at the time your personal information is collected;
- our own legitimate business needs;
- complying with our legal or regulatory obligations;
- establishing, exercising or defending our legal rights;
- preventing, detecting, and investigating fraud.

If your personal information is needed for more than one purpose, we will retain it until the end date of the purpose with the longest duration. In any case, we will discontinue any use of information for purposes with earlier end dates as soon as such dates are reached.

Personal information that is no longer needed is either irreversibly anonymized or securely destroyed in accordance with applicable laws.

To learn more about our retention and destruction policies and practices, including the period of time that your personal information will be kept, you can contact our Privacy Officer as described in the **HOW TO CONTACT US** section at the beginning of this Policy.

## **HOW DO WE PROTECT YOUR PERSONAL INFORMATION**

In addition to the protective measures detailed in the **WHO WE SHARE YOUR PERSONAL INFORMATION WITH** section, BRP ensures that your personal information is protected against loss and unauthorized access, use or disclosure throughout its life cycle. Your personal information is kept secured and access is strictly limited to only those persons who need to use it for the relevant purpose. BRP employs physical, technical, and organizational measures to ensure your personal information receives an adequate level of protection while it is under our care, including when your personal information is transferred to one of our recipients located outside of your country of residence.

## **LINKS TO THIRD-PARTY SITES**

Our websites or mobile applications may offer links to third-party websites. The operators of linked websites may also collect your personal information (including information generated through the use of cookies) when you use their websites. To the extent permitted by applicable law, BRP is not responsible for how such third parties collect, use, or disclose your personal information. It is important to familiarize yourself with their privacy policies before providing them with your personal information.

## **HOW DO WE MANAGE PRIVACY OF CHILDREN UNDER 16 YEARS OLD**

BRP's websites, applications, web apps, products, and services are not targeted to or intended for use by children. We do not knowingly collect personal information from children under the age of 16. Children under this age should not register nor provide BRP with any personal information without the consent of a parent or legal guardian.

If you think we have received personal information from children under the age of 16, please contact us as described in the **HOW TO CONTACT US** section at the beginning of this Policy.

## **YOUR RIGHTS OVER YOUR PERSONAL INFORMATION**

The rights you have depend on your country of residence and on the laws or regulations that apply to your situation, but in most cases, you have the right to:

- Request that we confirm if we hold personal information about you and give you access to it;
- Rectify your personal information when inaccurate or no longer up to date;
- Ask a question about how we handle your personal information;
- Make a complaint in relation with our handling of your personal information;
- Ask us to no longer send you our commercial communications.

When you browse on <https://careers.brp.com/> you can request online in the 'Personal Information section' to view, download or delete your personal information.

Please read the dedicated section in the **COUNTRY-SPECIFIC ADDITIONAL PRIVACY POLICIES** to know more about other privacy rights you may have.

## **Commercial Communications**

We use your contact information to communicate with you by email or other means of electronic communication, such as text messages or phone. You can always ask us to stop sending you commercial communications. The simplest way to do so is to withdraw your consent, which you can do at any time, either by clicking the unsubscribe link at the end of any newsletter or commercial communication or by contacting our Privacy Officer as described in the **HOW TO CONTACT US** section at the beginning of this Policy.

## **How You Can Exercise Your Rights**

If you wish to exercise any rights listed above or in the dedicated section in the **COUNTRY-SPECIFIC ADDITIONAL PRIVACY POLICIES**, you may make a request by contacting our Privacy Officer as described in the **HOW TO CONTACT US** section at the beginning of this Policy. BRP may require relevant information or details in order to properly authenticate you. Once available, you will also be able to directly submit your privacy requests online through our Online Privacy Rights Portal (upcoming).

Please note that applicable laws may restrict or limit your rights, which means that in some situations as permitted by applicable laws, we are entitled to deny your request. In any case we will explain to you the reason why we cannot fulfill your request as permitted by law.

Only you or an authorized representative may make a verifiable consumer request related to your personal information. You may be required to submit proof of your identity to make a privacy right request and we may not be able to comply with your request if we are unable to confirm your identity or to connect the information you submit in your request with personal information in our possession.

We do not charge a fee to process or respond to your request unless it is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

### **Complaint Resolution**

We are committed to working with you to resolve any concern you may have about our use of your personal information or to obtain a fair resolution to any complaint. If, however, you believe that we have not been able to assist with your complaint or concern, you may have the right to lodge a complaint with the data protection authority in your country or supervisory authority. Please refer to the dedicated section in the **COUNTRY-SPECIFIC ADDITIONAL PRIVACY POLICIES** for more details.

### **CHANGES TO THIS PRIVACY POLICY**

This Privacy Policy will be modified from time to time. In this case, we will keep you informed by updating the "Last Updated" date at the top of this Privacy Policy or by any other means of communication where appropriate. We recommend that you check occasionally this website to inform yourself of any changes.

### **HOW DO WE USE COOKIES AND SIMILAR TECHNOLOGIES**

#### **What Is a Cookie?**

A cookie is a small text file placed on your computer or device when you visit a website. It is usually created when a new webpage is loaded.

Cookies store information on your computer or device in order to manage your website experience. They are designed to hold a small amount of data specific to a particular user and website to allow web pages delivered to be tailored to a particular user. Some pages contain a script which takes into consideration the data in the cookie, and so is able to carry information from one visit to the website (or related website)

to the next. Cookies also store preference information to customize your website experience. Most web browsers allow you to control cookies through their settings preferences.

### **Cookies and Other Tracking Technologies Used by BRP**

<u>Strictly Necessary Cookies</u>	<p>These cookies are always active as they are necessary for the functioning of the website/mobile application. They cannot be deactivated in our systems. They are generally set as a response to actions you have taken that constitute a request for services, such as setting your privacy preferences, logging in or filling in forms. You can configure your browser to block or be informed of the existence of these cookies, but some parts of the website may be affected. These cookies do not store any personal information.</p>
<u>Functionality Cookies</u>	<p>These cookies are used to improve and personalize the functionality of the website. They may be activated by our teams, or by third parties whose services are used on our website pages. If you do not accept these cookies, some or all of these services may not function properly.</p>
<u>Targeted Advertising Cookies (Marketing Cookies)</u>	<p>These cookies may be set on our website by our advertising partners. They may be used by these companies to profile your interests and offer you relevant advertising on other websites. They do not directly store personal information, but are based on the unique identification of your browser and Internet device. If you do not authorize these cookies, your advertising will be less targeted. These cookies are also used to create audiences that include lists of users who have interacted with the BRP website/mobile application in a particular fashion.</p> <p>These include Facebook/Meta cookies, as these cookies are provided by Facebook/Meta and help us measure the effectiveness of our advertisements by understanding what actions visitors take when they visit our websites or mobile applications. This allows us to create custom audiences on the social media platform and serve advertisements to users who match the characteristics of these audiences. You can manage</p>

	<p>your privacy and ads preferences through your account settings on Facebook/Meta.</p>
<p><u>Performance and Analytics Cookies</u></p>	<p>These cookies enable us to determine the number of visits and sources of traffic, in order to measure and improve the performance of our website. They also help us to identify the most and least visited pages and to evaluate how visitors navigate the website.</p> <p>These include the use of analytics service providers, such as Google Analytics to obtain aggregated or statistical data about the actions taken by visitors to our websites or mobile applications. This helps us understand how our websites and mobile applications are used and improve our services. You can opt out of Google Analytics by using a browser add-on.</p> <p>We also use services that enable us to better understand our users' needs and optimize our platform and users' experience. These services use cookies and other technologies to collect data on:</p> <ul style="list-style-type: none"> <li>● Our users' behaviour, by tracking how much time users spend on which pages, which links users chose to click on, what users like or not;</li> <li>● On user's devices, in particular IP address (captured and stored only in anonymized form), screen size, type (unique device identifiers), browser information, geographical location (country only), preferred language used to display on our website/mobile application.</li> </ul> <p>This information is stored in a pseudonymized user profile, and it will not be used to identify individual users or to match it with further data on an individual user.</p>
<p><u>Clear GIFs</u></p>	<p>Clear GIFs (a.k.a. web beacons, web bugs or pixel tags) are tiny graphics with a unique identifier, similar in function to cookies. In contrast to cookies, though, clear GIFs are embedded invisibly on web pages, not stored on your hard drive. These "images" are automatically loaded to your browser/device when you visit our website or open an HTML-format email message from us,</p>

	<p>thereby letting us know if a certain page was visited or an email message was opened. Clear GIFs allow us to record simple user actions related to our websites and to email communications received from us, to help us determine the usage and effectiveness of our site and communications. We might use clear GIFs to track the activities of our visitors, help us manage content, and compile statistics about usage.</p> <p>We and our third-party service providers also might use clear GIFs in HTML emails to our customers, to help us track email response rates, identify when our emails are viewed, and track whether our emails are forwarded. These can be blocked either by using a third-party applications or in the case of emails, by changing your settings to prevent images from being downloaded (where your email client supports this functionality).</p>
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**Your Cookie Settings**

You can completely disable some or all cookies in the advanced settings of your browser at any time. To learn more on BRP’s use of cookies, you may refer to our [Cookie Policy](#).

**ADDITIONAL PRIVACY POLICY FOR CALIFORNIA**

This section supplements the information contained in our Privacy Policy and applies solely to job applicants who reside in the state of California (“applicants” or “you”).

**Information We Collect and Handle**

BRP US Inc., as the controller of your personal information, together with Bombardier Recreational Products Inc., handles the following categories of personal information as indicated with a “Yes” below:

<b>Category</b>	<b>Collected by BRP?</b>	<b>Disclosed by BRP to third parties in the last 12 months, including for a business purpose?</b>	<b>Examples</b>
<b>Category A – Identifiers</b>	Yes	Yes	Full name, address, email address.



<b>Category B – Personal information, including as defined in the California Civil Code Section 1798.80(e)</b>	Yes	Yes	Name, signature, address, telephone number, driver’s license or state identification card number, employment, other financial information.
<b>Category C – Characteristics of protected classification under states laws (including federal)</b>	Yes	Yes	Age, gender. We have access to age brackets and gender information on an aggregated basis through Google Analytics, which we use for statistical purposes.
<b>Category D - Commercial</b>	No	No	Transaction information, purchase history, product or services purchased, purchase tendencies, payment information.
<b>Category E - Biometric Information</b>	No	No	Hair color, eye color, fingerprints, height, retina scans, facial recognition, voice, and other biometric data
<b>Category F - Internet or other electronic network activity</b>	No	No	Browsing history, search history, online behaviour, interest data, and interactions with our and other websites, applications, systems, and advertisements.
<b>Category G - Geolocation</b>	No	No	Device or vehicle location.
<b>Category H - Audio, electronic, visual, and similar</b>	No	No	Service call recordings, images and 3D models created in connection with our business activities.
<b>Category I – Professional or employment-related information</b>	Yes	Yes	Your resume, your cover letter, your professional experience and your professional training and education background
<b>Category J - Education information, defined as information that is not publicly available</b>	Yes	Yes	Your resume, your cover letter, your professional experience and your professional training and education background

<p><b>personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99)</b></p>			
<p><b>Category K - Inferences drawn from any of the personal information listed above</b></p>	<p>No</p>	<p>No</p>	<p>To create a summary about, for example, a candidate's preferences</p>

Categories A, B, C, D, E, F, G, I, J and K could constitute sensitive personal information, depending on the nature of the services and the context.

**Sale of Personal Information**

We do not sell your personal information to third parties for their commercial purposes, except when you specifically allow us to do so.

**In the last twelve (12) months, we have not sold any personal information.** Please also note that any third parties who would purchase the personal information we hold, would be prohibited from reselling it unless you have received explicit notice and an opportunity to opt out of further sales.

**Your Rights and Choices**

**CALIFORNIA**

The following rights are in addition to those described in the **YOUR RIGHTS OVER YOUR PERSONAL INFORMATION** section:

- **Right to be informed.** You have the right to know how your personal information is being handled by BRP and ask us any questions you may have about it.
- **Right to request that we disclose to you:**
  - if we process your personal information and, where applicable, the categories of personal information we collected about you and the categories of sources from which we collected such information;
  - the specific pieces of personal information we collected about you;
  - the business or commercial purpose for collecting personal information about you; and
  - the categories of personal information about you that we shared or disclosed and the categories of third parties with whom we shared or to whom we disclosed such information in the preceding 12 months.
- **Right to request that we delete personal information** we collected from you, subject to certain exceptions.
- **Right to not be discriminated against because you exercise any of your rights,** by denying you a good or service, by charging you with a different price or rate for a good or service or by providing you with a different level of quality of a good or service.

- **Right to direct us not to sell or share your personal information at any time (the “right to opt out”).**
- **Right to direct us to limit our use and disclosure of sensitive personal information at any time, to that use which is necessary to perform the services or provide the goods.**
- **Right to request that we correct inaccurate personal information about you,** taking into account the nature and the purposes of processing of the personal information.
- **Right to not be retaliated against for exercising your rights.**
- **Right to obtain a copy of your personal information that you have previously provided us in a portable and, to the extent technically feasible, readily usable format.**

### **Exercising Your Rights**

You can exercise these rights by contacting our Privacy Officer and as described in the **HOW TO CONTACT US** section at the beginning of this Policy.

To exercise the right to opt out and limit the use and disclosure of sensitive personal information, you may also submit a request to us by clicking here: [Do Not Sell or Share My Personal Information](#) or here: [Limit Use and Disclosure of Sensitive Personal Information](#).

### **Appeal**

You may appeal our refusal to take action on a request within the legal timeframe provided for in the applicable law after you have been notified of our decision. To exercise your right of appeal, you may do so by contacting our Privacy Officer as described in the **HOW TO CONTACT US** section at the beginning of this Policy or call us at 1-888-272-9222.

### **ADDITIONAL PRIVACY POLICY FOR PROVINCE OF QUÉBEC RESIDENTS**

This section supplements the information contained in our Privacy Policy and applies solely to job applicants who reside in the Province of Québec (Canada).

### **Data Governance and Security**

BRP maintains governance policies and practices, which ensure the protection of your personal information. In addition to the measures detailed in the **WHO WE SHARE YOUR PERSONAL INFORMATION WITH** section, depending on the volume and sensitivity of the information, the purposes for which it is used, and the format in which it is stored, we implement a combination of measures to protect your personal information, including:

- Internal policies and procedures defining the roles and responsibilities of our employees throughout the information life cycle;
- Employee privacy and data security training;
- Designating a Privacy Officer to monitor and manage BRP’s compliance with applicable privacy laws. The Privacy Officer’s role and responsibilities include:
  - approving internal policies and practices regarding the protection of personal information;
  - assisting in conducting privacy impact assessments (when required by law); and
  - responding to privacy rights requests in accordance with this Privacy Policy and applicable laws;

- Procedures for receiving, investigating, and responding to complaints or inquiries regarding BRP's personal information handling practices, including any confidentiality incident involving personal information and any request from an individual to exercise their privacy rights;
- Access controls that restrict access to your personal information to employees or service providers who have a business need consistent with the reason the information was provided;
- Generally accepted information security techniques, such as firewalls, data encryption, antivirus software and access control procedures;
- Framework limiting our retention of personal information to what is necessary to achieve the purposes described in this Privacy Policy, including providing you with the products or services requested. This framework also governs the disposal of your personal information and is more fully described in the **HOW LONG DO WE KEEP YOUR PERSONAL INFORMATION** above.

### **Transfer of Personal Information Outside of the Province of Québec**

For personal information involving Québec residents, transfers of personal information outside the province will be carefully reviewed prior to the transfer and an assessment will be done to ensure that they fall within the limits of applicable law and that the jurisdiction where the personal information is received offers adequate safeguards.

### **Privacy Rights**

As a Québec resident, in addition to the privacy rights described in the **YOUR RIGHTS OVER YOUR PERSONAL INFORMATION** section, you have other rights in relation to your personal information, such as:

- **Right to be informed.** When your personal information is collected and subsequently on request, BRP must inform you of:
  - the purposes for which your information is collected;
  - the means by which the information is collected;
  - your right of access and rectification;
  - your right to withdraw consent to the communication or use of the information collected;
  - the third parties for whom the information is being collected (if applicable);
  - the category of third parties to whom it is necessary to communicate your information (if applicable);
  - the possibility that the information could be communicated outside Québec (if applicable);
  - the personal information that is collected from you (on request);
  - the categories of persons who have access to the information within BRP (on request);
  - the period of time the information will be kept (on request);
  - the contact information of the person in charge of the protection of personal information (on request);
  - the source of the information if BRP collects your personal information from another third party (on request).

- **Right to request to cease dissemination or to de-index your personal information.** You may require BRP to cease disseminating that information or to de-index any hyperlink attached to your name that provides access to the information by a technological means, if the dissemination of the information contravenes applicable law or a court order.
- **Right not to be subject to automated decision making.** If BRP renders a decision based exclusively on an automated processing of your personal information, you have the right to be informed no later than at the time we inform you of the decision. You also have the right to be informed on request of the personal information used to render the decision, the reasons and the principal factors and parameters that led to the decision and to have the personal information used to render the decision corrected. You also have the opportunity to submit observations to a member of the personnel of BRP who is in a position to review the decision.
- **Right to portability (as of September 22, 2024).** You may request that BRP provide you with computerized personal information collected from you in a structured and commonly used technological format.

You can exercise these rights by contacting our Privacy Officer as described in the **HOW TO CONTACT US** section at the beginning of this Policy.

You may also lodge a complaint with the data protection authority in Québec, the *Commission d'accès à l'information du Québec*.

#### **ADDITIONAL PRIVACY POLICY FOR EUROPE**

This section supplements the information contained in our Privacy Policy and applies solely to job applicants who reside in the European Union, Iceland, Norway, Lichtenstein, United Kingdom or Switzerland ("**Europe**").

Bombardier Recreational Products Inc., having its corporate headquarters at 26 Saint-Joseph St., Valcourt, Québec JOE 2L0, Canada and the following BRP entities are considered "data controllers" under applicable laws because BRP determines how and why it handles your personal information:

- BRP-Rotax GmbH & Co KG Rotaxstrasse 1 A-4623 Gunskirchen Austria
- BRP European Distribution SA Avenue d'Ouchy 4-6 1006 Lausanne Switzerland
- BRP Finland Oy Isoaavantie 7 8040 Rovaniemi Lappi 96320 Finland
- BRP Europe NV Quantum Building Oktrooiplein 1/402, 9000 Gent, Belgium

BRP handles your personal information as described below:

Our Reasons	Our Legal Justifications
<b>Manage your application throughout the recruitment process</b>	

<ul style="list-style-type: none"> <li>● Contact you to set up job interviews and keep you informed about the outcome of your application</li> <li>● With your consent, verify your references and qualifications</li> <li>● Organize psychometric tests where needed based on the position you apply for</li> <li>● Make the most suitable hiring decisions, including assessing your eligibility to work, providing you with a salary offer, sending you BRP hiring proposal etc.</li> </ul>	<p>Depending on the circumstances either</p> <ul style="list-style-type: none"> <li>● Necessary to take steps prior to enter into an employment contract with you; or</li> <li>● Our legitimate interest to assess your suitability for the job or</li> <li>● To comply with our legal obligation to verify your eligibility to work where applicable</li> </ul>
<p><b>Organise your onboarding once you've accepted BRP hiring proposal</b></p>	
<ul style="list-style-type: none"> <li>● Set up and manage your onboarding at BRP</li> <li>● Determine the terms and conditions of your employment, including drafting your employment contract</li> <li>● Support you in your relocation and immigration administrative formalities (if applicable to your situation)</li> <li>● Determine and set up your healthcare and other pension plan benefits with BRP</li> </ul>	<p>Depending on the circumstances either</p> <ul style="list-style-type: none"> <li>● Necessary to take steps prior to enter into an employment contract with you or</li> <li>● To comply with our legal obligations as employer to set up your health and pension plan benefits where applicable</li> </ul>
<ul style="list-style-type: none"> <li>● If applicable to your situation, send you a welcome kit</li> </ul>	<p>Our legitimate interest to ensure your smooth arrival at BRP by providing you material and information on BRP, your first day, our employees services and policies etc.</p>
<p><b>Share and promote your profile with other BRP group companies</b></p>	
<ul style="list-style-type: none"> <li>● Promote your profile with other BRP group companies for open or future job opportunity beyond the scope of your original application</li> <li>● Create our internal pool of talents</li> <li>● Contact you when your profile matches a job opportunity at BRP</li> </ul>	<p>Our legitimate interest to facilitate recruitment within BRP group with the most relevant and suitable candidates for any open or future position</p>
<p><b>Send you our general or personalized Talent communications</b></p>	
<ul style="list-style-type: none"> <li>● Send you general communications about our job opportunities and keep you posted on BRP Talent news and updates</li> <li>● Personalize our communications based on your job interest</li> </ul>	<p>Depending on the circumstances, either:</p> <ul style="list-style-type: none"> <li>● With your consent to receive our commercial communications or</li> <li>● Our legitimate interest to personalize your experience, our products, services, and interactions with you, understand how users interact with our website to improve user experience and measure our audience and the effectiveness of our marketing strategies and content</li> </ul>

<ul style="list-style-type: none"> <li>• Perform aggregated analytics to have insights on how to improve our communications</li> </ul>	<p>Our legitimate interest in creating aggregated data reports to measure and improve the effectiveness of our communications for example in terms of content and strategies</p>
<p><b>Measure and improve BRP recruitment process</b></p>	
<ul style="list-style-type: none"> <li>• Contact you to inquire about your experience with the application process to measure and improve the quality with BRP hiring experience</li> </ul>	<p>Depending on the circumstances either:</p> <ul style="list-style-type: none"> <li>• With your consent or</li> <li>• Our legitimate interest to continuously improve and develop our products and services</li> </ul>
<ul style="list-style-type: none"> <li>• Perform aggregated analytics to have insights on who is applying to BRP positions and how to improve our hiring process and employer branding</li> </ul>	<p>Our legitimate interest in creating aggregated data reports to measure and improve the effectiveness of our communications for example in terms of content and strategies</p>
<ul style="list-style-type: none"> <li>• To support and measure the progress of BRP diversity, equity and inclusion goals</li> </ul>	<p>With your consent</p>
<p><b>Personalize your experience and our interactions with us</b></p>	
<p>Using cookies and similar technologies to</p> <ul style="list-style-type: none"> <li>○ Remember and display your saved job</li> <li>○ Show you job alerts tailored to your job preferences</li> <li>○ Remember your choice of preferred language</li> <li>○ Understand how you interact with our website</li> <li>○ Measure the effectiveness of our job posting on third party websites such as LinkedIn</li> <li>○ Serve job announcements via these third party platforms that are relevant to your interests or to individuals that these platforms have identified as sharing similar interests</li> </ul>	<p>With your consent to cookies</p>
<p>Send you job alerts communications based on your job interests</p>	<p>With your consent</p>
<p>Perform aggregated analytics to have insights how users interact when browsing <a href="https://careers.brp.com/">https://careers.brp.com/</a> to improve user experience</p>	<p>Depending on the circumstances, either</p> <ul style="list-style-type: none"> <li>• With your consent to cookies or</li> <li>• Our legitimate interest in creating aggregate data reports to measure and improve the effectiveness of our content, or to keep our websites, apps and IT systems safe and secure.</li> </ul>
<p><b>Respond to your information or privacy requests</b></p>	

<ul style="list-style-type: none"> <li>• Manage your request, including asking additional information where needed</li> <li>• Follow up with you on your request</li> </ul>	<p>Depending on the circumstances:</p> <ul style="list-style-type: none"> <li>• Our legitimate interest to continuously improve and develop our products and services or</li> <li>• To comply with our legal obligations to manage and respond to privacy rights requests</li> </ul>
<p><b>Prevent, detect, and control fraud and any unauthorized or illegal activities</b></p>	
<ul style="list-style-type: none"> <li>• Detect and control fraud in relation to our website and services</li> <li>• Manage illegal or unauthorized activities and cyberthreats</li> </ul>	<p>Depending on the circumstances, either:</p> <ul style="list-style-type: none"> <li>• To comply with our obligations under laws and regulations applicable to us, for example anti-fraud laws</li> <li>• Our legitimate interest to protect our brand and image against fraud losses and impacts.</li> </ul>

### International Transfers of Personal Information

If your personal information is transferred outside Europe, the following measures apply:

- Your personal information is transferred to a country considered as providing adequate protection by the European Commission, such as Andorra, Argentina, Canada, Faroe Islands, Guernsey, Israel, Isle of Man, Japan, Jersey, New Zealand, Republic of Korea, Switzerland, the United Kingdom, or Uruguay;
- The European Standard Contractual Clauses (SCCs) under the General Data Protection Regulation 2016/679 (GDPR) have been signed with third parties as the SCCs provide appropriate data protection safeguards. BRP incorporates the SCCs that are annexed to the European Commission’s Implementing Decision 2021/914 of 4 June 2021 for the transfer of personal information to third countries pursuant to GDPR, as well as the SCCs as amended by the International Data Transfer Addendum as issued by the UK Information Commissioner’s Office under S119A (1) Data Protection Act 2018. SCCs are incorporated into the contracts between BRP and third parties who manage personal information on its behalf.

### Privacy Rights

In addition to the privacy rights described in the **YOUR RIGHTS OVER YOUR PERSONAL INFORMATION** section, you have other rights over your personal information, such as:

- **Right to be informed.** You have the right to know how your personal information is being handled by BRP and ask us any questions you may have about it.
- **Right to object to the processing of your personal information.** You can ask BRP to stop processing your personal information including to profiling, and you can opt out at any time from receiving our commercial communications.



- **Right to withdraw your consent.** Where you formerly gave us your consent, you can withdraw your consent at any time.
- **Right to request the restriction of processing of your personal information.** You can ask BRP to temporarily freeze or limit the handling of your personal information, for example, if you believe your personal information is inaccurate.
- **Right to request the erasure of your personal information ("right to be forgotten").**
- **Right to request portability of your personal information.** You may request to receive your personal information in a structured, commonly used, and machine-readable format or request that your personal information be transferred by BRP to a third party.
- **Right not to be subject to automated decision making.** You have the right not to be subject to a decision based solely on automated processing, which includes profiling, when that decision produces legal effects concerning you or significantly affects you. In that case, you can ask us to involve someone to review the automated decision, to express your point of view, and to contest the decision.
- **Right to define instructions regarding your personal information for its management after your passing.** You have the right to designate someone who will give us instructions in relation to your personal information, including a deletion request, in the event of your passing.

You also have the right to lodge a complaint with the data protection authority in your country of residence. You can [find your data protection authority online](#) on the institutional website of the European Commission.

You can exercise these rights by contacting our Privacy Officer as described in the **HOW TO CONTACT US** section at the beginning of this Policy. Please note that any request to stop the processing of your personal information or to have it erased will not be applicable when BRP has the obligation to communicate with you for health-related matters or as otherwise permitted under applicable laws.

#### **ADDITIONAL PRIVACY POLICY FOR CHINA RESIDENTS**

This section supplements the information contained in our Privacy Policy and applies solely to job applicants who reside in China.

Unless otherwise stated, the following BRP entities are considered data controllers under applicable laws because each of them determines how and why they handle your personal information:

- Bombardier Recreational Products Inc., having its corporate headquarters at 26 Saint-Joseph St., Valcourt, Québec J0E 2L0, Canada;
- BRP Commerce & Trade (Shanghai) Co Ltd. (Rm 301, Building 6, No.10 Heng Shan Rd, Xuhui District, Shanghai 200031, China).

#### **BRP'S LEGAL GROUNDS FOR PROCESSING YOUR PERSONAL INFORMATION**

BRP will process your personal information based on the following legal justifications:

- Your consent is obtained;

- The processing is necessary for the conclusion or performance of a contract with you;
- The processing is necessary for the performance of statutory duties or for compliance with a legal obligation;
- The processing is necessary for coping with public health emergencies or for the protection of the life, health, and property safety of a nature person;
- The information has been publicly disclosed by you or other legally disclosed personal information within a reasonable scope;
- Other circumstances provided by laws and administrative regulations.

## Privacy Rights

In addition to the privacy rights described in the **YOUR RIGHTS OVER YOUR PERSONAL INFORMATION** section, you have other rights over your personal information, such as:

- **Right to be informed.** You have the right to be provided with clear, transparent, and easily accessible information about how your personal information is being handled by BRP.
- **Right to ask us to limit or stop the processing of your personal information.** You can ask BRP to limit or refuse the handling of your personal information unless laws or administrative regulations stipulate otherwise.
- **Right to withdraw your consent.** Where you formerly gave us your consent, you can withdraw your consent at any time.
- **Right to request the erasure of your personal information.** You have the right to request deletion of your personal information where conditions under applicable law are met.
- **Right to request portability of your personal information.** You may request, as part of your right to obtain a copy of your personal information, that your personal information be transferred to a personal information handler you designate, where it meets the conditions of the applicable law and BRP must provide a channel to transfer it.
- **Right not to be subject to automated decision making.** Where BRP conducts information push delivery or commercial sales to you through automated decision-making, you have the right to request that we provide you with the option to not target your characteristics or provide you with a convenient method to refuse. When the use of automated decision-making produces decisions with a major influence on your rights and interests, you have the right to require BRP to explain the matter, and you have the right to refuse that BRP make decisions solely through automated decision-making methods.

## International Transfers of Personal Information

When sharing your personal information with third parties in accordance with this Privacy Policy, it may be transferred outside of China. We will always evaluate our legal justification for such transfer and deploy protective measures, as detailed in the **WHO WE SHARE YOUR PERSONAL INFORMATION WITH** section. We will transfer your personal information in compliance with applicable data protection laws and will implement suitable safeguards.

## ADDITIONAL PRIVACY POLICY FOR BRAZIL RESIDENTS

This section supplements the information contained in our Privacy Policy and applies solely to job applicants who reside in Brazil.

Bombardier Recreational Products Inc., having its corporate headquarters at 26 Saint-Joseph St., Valcourt, Québec J0E 2L0, Canada and BRP Brasil Motorsports Ltda, Rua Odila Maia Rocha Brito, n. 25, bairro Nova Campinas, in Campinas are considered "data controllers" under applicable laws because BRP determines how and why it handles your personal information.

BRP handles your personal information as described below:

Our Reasons	Our Legal Justifications
<b>Manage your application throughout the recruitment process</b>	
<ul style="list-style-type: none"> <li>● Contact you to set up job interviews and keep you informed about the outcome of your application</li> <li>● Verify your references and qualifications</li> <li>● Organize psychometric tests where needed based on the position you apply for</li> <li>● Make the most suitable hiring decisions, including assessing your eligibility to work, providing you with a salary offer, sending you BRP hiring proposal etc.</li> </ul>	Depending on the circumstances either <ul style="list-style-type: none"> <li>● Necessary to take steps prior to enter into an employment contract with you; or</li> <li>● Our legitimate interest to assess your suitability for the job or</li> <li>● To comply with our legal obligation to verify your eligibility to work where applicable</li> </ul>
<b>Organise your onboarding once you've accepted BRP hiring proposal</b>	
<ul style="list-style-type: none"> <li>● Set up and manage your onboarding at BRP</li> <li>● Determine the terms and conditions of your employment, including drafting your employment contract</li> <li>● Support you in your relocation and immigration administrative formalities (if applicable to your situation)</li> <li>● Determine and set up your healthcare and other pension plan benefits with BRP</li> </ul>	Depending on the circumstances either <ul style="list-style-type: none"> <li>● Necessary to take steps prior to enter into an employment contract with you or</li> <li>● To comply with our legal obligations as employer to set up your health and pension plan benefits where applicable</li> </ul>
<ul style="list-style-type: none"> <li>● If applicable to your situation, send you a welcome kit</li> </ul>	Our legitimate interest to ensure your smooth arrival at BRP by providing you material and information on BRP, your first day, our employees services and policies etc.
<b>Share and promote your profile with other BRP group companies</b>	

<ul style="list-style-type: none"> <li>Promote your profile with other BRP group companies for open or future job opportunity beyond the scope of your original application</li> <li>Create our internal pool of Talents</li> <li>Contact you when your profile matches a job opportunity at BRP</li> </ul>	<p>Our legitimate interest to facilitate recruitment within BRP group with the most relevant and suitable candidates for any open or future position</p>
<p><b>Send you our general or personalized Talent communications</b></p>	
<ul style="list-style-type: none"> <li>Send you general communications about our job opportunities and keep you posted on BRP Talent news and updates</li> <li>Personalize our communications based on your job interest</li> </ul>	<p>Depending on the circumstances, either:</p> <ul style="list-style-type: none"> <li>With your consent to receive our commercial communications or</li> <li>Our legitimate interest to personalize your experience, our products, services, and interactions with you, understand how users interact with our website to improve user experience and measure our audience and the effectiveness of our marketing strategies and content</li> </ul>
<ul style="list-style-type: none"> <li>Perform aggregated analytics to have insights on how to improve our communications</li> </ul>	<p>Our legitimate interest in creating aggregated data reports to measure and improve the effectiveness of our communications for example in terms of content and strategies</p>
<p><b>Measure and improve BRP recruitment process</b></p>	
<ul style="list-style-type: none"> <li>Contact you to inquire about your experience with the application process to measure and improve the quality with BRP hiring experience</li> </ul>	<p>Depending on the circumstances either:</p> <ul style="list-style-type: none"> <li>With your consent or</li> <li>Our legitimate interest to continuously improve and develop our products and services</li> </ul>
<ul style="list-style-type: none"> <li>Perform aggregated analytics to have insights on who is applying to BRP positions and how to improve our hiring process and employer branding</li> </ul>	<p>Our legitimate interest in creating aggregated data reports to measure and improve the effectiveness of our communications for example in terms of content and strategies</p>
<ul style="list-style-type: none"> <li>To support and measure the progress of BRP diversity, equity and inclusion goals</li> </ul>	<p>With your consent</p>
<p><b>Personalize your experience and our interactions with us</b></p>	
<p>Using cookies and similar technologies to</p> <ul style="list-style-type: none"> <li>Remember and display your saved job</li> </ul>	<p>With your consent to cookies</p>

<ul style="list-style-type: none"> <li>○ Show you job alerts tailored to your job preferences</li> <li>○ Remember your choice of preferred language</li> <li>○ Understand how you interact with our website</li> <li>○ Measure the effectiveness of our job posting on third party websites such as LinkedIn</li> <li>○ Serve job announcements via these third party platforms that are relevant to your interests or to individuals that these platforms have identified as sharing similar interests</li> </ul>	
Send you job alerts communications based on your job interests	With your consent
Perform aggregated analytics to have insights how users interact when browsing <a href="https://careers.brp.com/">https://careers.brp.com/</a> to improve user experience	Depending on the circumstances, either <ul style="list-style-type: none"> <li>● With your consent to cookies or</li> <li>● Our legitimate interest in creating aggregate data reports to measure and improve the effectiveness of our content, or to keep our websites, apps and IT systems safe and secure.</li> </ul>
<b>Respond to your information or privacy requests</b>	
<ul style="list-style-type: none"> <li>● Manage your request, including asking additional information where needed</li> <li>● Follow up with you on your request</li> </ul>	Depending on the circumstances: <ul style="list-style-type: none"> <li>● Our legitimate interest to continuously improve and develop our products and services or</li> <li>● To comply with our legal obligations to manage and respond to privacy rights requests</li> </ul>
<b>Prevent, detect, and control fraud and any unauthorized or illegal activities</b>	
<ul style="list-style-type: none"> <li>● Detect and control fraud in relation to our website and services</li> <li>● Manage illegal or unauthorized activities and cyberthreats</li> </ul>	Depending on the circumstances, either: <ul style="list-style-type: none"> <li>● To comply with our obligations under laws and regulations applicable to us, for example anti-fraud laws</li> <li>● Our legitimate interest to protect our brand and image against fraud losses and impacts.</li> </ul>

### International Transfers of Personal Information

If your personal information is transferred outside Brazil, the following measures apply:

- Your personal information is transferred to a country considered as providing adequate protection such as Andorra, Argentina, Canada, Faroe Islands, Guernsey, Israel, Isle of Man, Japan, Jersey, New Zealand, Republic of Korea, Switzerland, the United Kingdom, or Uruguay;

- Specific contractual clauses have been signed with third parties as they provide appropriate data protection safeguards. BRP incorporates these clauses into the contracts between BRP and third parties who manage personal information on its behalf;
- The transfer is necessary for the execution of a contract or preliminary procedures related to a contract;
- Where applicable, you have given your consent prior to the transfer.

## Privacy Rights

In addition to the privacy rights described in the **YOUR RIGHTS OVER YOUR PERSONAL INFORMATION** section, you or have other rights over your personal information, such as:

- **Right to be informed.** You have the right to know how your personal information is being handled by BRP, with whom it is shared, the possibilities to withdraw your consent and the consequences for it and ask us any questions you may have about your personal information.
- **Right to withdraw your consent.** Where you formerly gave us your consent, you can withdraw your consent at any time.
- **Right to request the restriction of processing of your personal information.** You can ask BRP to temporarily freeze or limit the handling of your personal information, for example, if you believe your personal information is not processed in a noncompliant way.
- **Right to request the erasure of your personal information** processed with your consent or of unnecessary or excessive personal information processed.
- **Right to request portability of your personal information.** You may request to receive your personal information in a structured, commonly used, and machine-readable format or request that your personal information be transferred by BRP to a third party.
- **Right not to be subject to automated decision making.** You have the right not to be subject to a decision based solely on automated processing affecting your interests.
- **Right to ask us to anonymize, block, or delete** unnecessary, excessive, or personal information processed in a noncompliant way.

You also have the right to lodge a complaint with the data protection authority in Brazil, the National Data Protection Authority (ANPD).

You can exercise these rights by contacting our Privacy Officer as described in the **HOW TO CONTACT US** section at the beginning of this Policy. Please note that any request to stop the processing of your personal information or to have it erased will not be applicable when BRP has the obligation to communicate with you for health-related matters or as otherwise permitted under applicable laws.