

CANDIDATE PRIVACY NOTICE

Last Modified Date: April 1, 2025

The purpose of this Candidate Privacy Notice (“**Notice**”) is to inform individuals who inquire about and/or apply for employment with Toyota Motor North America and its affiliated companies, including but not limited to Toyota Motor Credit Corporation, Toyota Motor Sales, U.S.A., Inc., Toyota Motor Corporation, Toyota Connected North America, Inc., Toyota Financial Savings Bank, Toyota Research Institute, Inc., AirFlite, Inc., Caltly Design Research, Inc., TABC, Inc., Toyota Logistics Services, Inc., Toyota Motor Engineering & Manufacturing North America, Inc., Toyota Battery Manufacturing, Inc., and Toyota Motor Manufacturing (collectively, “**Toyota**,” “**the Company**,” “**we**” or “**us**”) of the categories of Personal Information (as defined below) that we collect from candidates, the purposes for which we use such Personal Information, and your data privacy rights.

For purposes of this Notice, “Personal Information” is information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with an identifiable person. In addition, “Sensitive Personal Information” is Personal Information that requires special handling under applicable law. Personal Information and Sensitive Personal Information do not include deidentified or aggregated information, which includes data that is not reasonably capable of identifying you or being linked to you, and do not include certain publicly available information.

This Notice applies only to information that we collect about you in connection with your application for employment. To learn more about our metrics for how we process all California residents’ data privacy requests, please review the “Metrics for Requests by California Residents” section of our website privacy notice at <https://www.toyota.com/support/privacy-notice/>.

TABLE OF CONTENTS

1.	Collection and Use of Personal Information	2
2.	Collection and Use of Sensitive Personal Information	3
3.	Additional Purposes for Using Personal Information	4
4.	Legal Basis for Processing.....	5
5.	Disclosing Your Personal Information.....	5
6.	Selling or Sharing of Personal Information	6
7.	Opt-Out Preference Signals	6
8.	Your Duty to Ensure the Accuracy of the Information You Submit.....	6
9.	[Security and] Data Retention	6
10.	International Transfer of Personal Information.....	6
11.	Summary of Prior 12-Month Personal Information Handling Practices	7

12. **Your Privacy Rights (California Residents)**..... 19
 13. **Your Data Subject Rights (EEA, UK and Swiss Residents)** 21
 14. **Contact Us**..... 22
 15. **Updates** 22

1. Collection and Use of Personal Information

We collect and use your Personal Information as described below and consistent with applicable laws. We may collect Personal Information directly from you during the recruitment process. We may also collect Personal Information from other parties, including recruitment platforms (such as Phenom), recruitment agencies, background check providers, former employers, and government agencies. We also describe below the length of time we retain your Personal Information.

Category of Personal Information	Retention Period	How We Use the Personal Information
Contact information: such as your name, home and work address, personal and work telephone numbers, personal and work email addresses, and social media information (if you apply for a position via a social media platform).	3 years	We will use this information to open and maintain candidate records and communicate with you regarding your interest in a job opportunity with us, your application for employment, or updates on your candidacy.
Job-related information and qualifications: such as position applied for, previous job roles, education, awards, qualifications, certificates, licenses, and any other information you choose to provide in your resumes and/or applications.	3 years	We will use this information to assess your suitability for a position with us and for conflict of interest reporting.
References: such as opinions and comments of any previous employers.	3 years	We will use this to determine your suitability for certain job roles.
Information we obtain from monitoring: such as recordings from surveillance	3 years	We will use this to investigate security breaches, to protect people’s safety, and to protect

Category of Personal Information	Retention Period	How We Use the Personal Information
cameras on our business premises.		our property from theft, vandalism and damage.
Audio/photo/video information: such as video recordings taken during the screening or interview process.	6 years	If you give us your consent, we will use this information to assess your suitability for a position with us. If you don't give us your consent or withdraw your consent in the future, this will not affect your eligibility for or the consideration given to your application.

2. Collection and Use of Sensitive Personal Information

We may collect and use the following types of information about you when you inquire about and/or apply for employment with us, which may be considered Sensitive Personal Information. We may collect this Sensitive Personal Information directly from you during the recruitment process and from other parties, including recruitment platforms (such as Phenom), recruitment agencies, background check providers, former employers, and government agencies. We use Sensitive Personal Information for permitted purposes under California law (11 CCR § 7027(m)). We also describe below the length of time we retain your Sensitive Personal Information.

Category of Sensitive Personal Information	Retention Period	How We Use the Sensitive Personal Information
National identification information: such as information contained in documents necessary to complete a Form I-9 (e.g., passport information, permanent resident card information, drivers' license or ID card, social security account number, certification or report of birth, etc.), citizenship, any visa or other right to work information, and national origin.	3 years	We will use this information to determine your eligibility to work, to fulfill our obligations to relevant government authorities, and where permitted or required by law.
Demographic information: such as your age (whether	3 years	We will use this to conduct equal opportunity reviews

<p>you are 18 years of age or over), ethnicity/race, disability status, veteran status, and gender.</p>		<p>and for reporting and analysis where permitted or required by law. We will confirm you are 18 years of age or over for purposes of your eligibility for employment. We may use information about your disability status to consider whether we need to make appropriate adjustments during the recruitment process (such as building access and allowing more time for tests).</p>
<p>Results of background checks and screening: such as education verification and criminal records and driver’s license checks.</p>	<p>3 years</p>	<p>We will use this to determine your suitability for certain job roles (to the extent permitted or required by law).</p>
<p>Health and safety records: information relating to health and safety in the workplace.</p>	<p>3 years</p>	<p>We will use this information to ensure compliance with any Toyota and/or government agency health and safety protocols and determine whether you are fit to undertake tasks required by your job.</p>
<p>Biometric information: such as fingerprint.</p>	<p>3 years</p>	<p>We will use this information to conduct background checks and for other Toyota candidate hiring protocols.</p>

3. Additional Purposes for Using Personal Information

In addition to the uses set forth above, we may also use the categories of Personal Information identified above:

- To comply with applicable legal and regulatory requests and obligations (including investigations);
- To establish or defend legal claims and allegations;
- For security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, or other misconduct; and

- To seek advice from lawyers, auditors and other professional advisers.

4. Legal Basis for Processing

Our legal basis for using your Personal Information depends on the type of information collected. We will process your Personal Information when:

- It is necessary for purposes of our **legitimate interests** (as described in the [Collection and Use of Personal Information](#), [Collection and Use of Sensitive Personal Information](#), and [Additional Purposes for Using Personal Information](#) sections of this Notice);
- It is necessary for us to enter into a **contract** with you;
- It is required by **law** (e.g., to check your right to work); and/or
- You have given us your **consent**.

5. Disclosing Your Personal Information

We may disclose your Personal Information for the purposes set out in this Notice, as explicitly consented to by you, or as legally justified. We may disclose your Personal Information to:

- Service providers, contractors or other parties who provide services to us, such as talent management, data storage, candidate engagement technological services, interview calendaring, job interest platform, and IT services.
- Internal staff, including members of the HR team, payroll, directors, and IT staff, if necessary for the performance of their roles or relevant to your application for employment.
- Between and among Toyota and our affiliates, subsidiaries, and other companies under common control and ownership.
- Toyota designated first responders, if necessary to assist in the event of an emergency.
- A newly formed or acquiring organization if Toyota is involved in a merger, sale or a transfer of some or all of its business.
- Our business advisors, such as legal advisors, insurers, accountants and auditors, to the extent this is necessary for them to provide us with their professional services.
- Any recipient, if required to comply with the law or for a legitimate purpose such as to protect the rights and property of Toyota, our clients, and the public, and to detect and respond to suspected illegal activity and threats to the safety of any person or of our systems or services.
- With your consent and at your direction, as permitted by law.

6. Selling or Sharing of Personal Information

We do not sell your Personal Information or share your Personal Information with third parties for targeted advertising. We also do not knowingly share, sell or disclose the Personal Information of children under the age of 16.

7. Opt-Out Preference Signals

If you visit certain Toyota websites while logged into your account, we also honor opt-out preference signals if technically capable. An opt-out preference signal is a signal that is sent by a platform, technology, or mechanism on your behalf that communicates your choice to opt-out of sharing for targeted advertisements or sale of your Personal Information. You can learn more about implementing opt-out preference signals at <https://globalprivacycontrol.org/> or by exploring other developing technologies and services that offer this tool.

8. Your Duty to Ensure the Accuracy of the Information You Submit

We take reasonable steps to ensure that information you provide to us is maintained in an accurate manner. We provide you with the ability to review your Personal Information as part of the online application process and to make changes by editing or deleting your Personal Information. Please review your Personal Information and ensure its accuracy. For candidates that are residents of California, please also see the [Your Privacy Rights](#) section below regarding the Right to Correct under California law.

9. [Security and] Data Retention

[We take information security seriously and use certain reasonable security measures to help protect your Personal Information in line with applicable laws. However, no electronic data transmission or storage of information can be guaranteed to be 100% secure. Please note that we cannot ensure or warrant the security of any information you transmit to us, and you provide us with your information at your own risk.]

We keep your Personal Information for as long as you are under consideration for a position with the Company. Thereafter, we will retain your Personal Information for only as long as is needed to fulfill the purposes for which we have initially collected it (unless otherwise required by law), as set forth in the table above.

10. International Transfer of Personal Information

Given that we are an international business, our use of your Personal Information necessarily involves the transmission of data on an international basis. If you are located in the European Union, UK, Canada or elsewhere outside of the United States, please be aware that information we collect will be transferred to and processed in the United States. Where such transfers take place, and where required by law, we utilize valid cross-border data transfer mechanisms (such as the Standard Contractual Clauses). If you have any questions about the applicable data transfer mechanism or would like to request a copy, you can contact the Company on Office.of.Privacy@toyota.com.

11. Summary of Prior 12-Month Personal Information Handling Practices

We provide in the chart below a summary of our prior 12-month Personal Information handling practices. You can learn more about the information we collect at or before the point of collection above in the [Collection and Use of Personal Information](#), [Collection and Use of Sensitive Personal Information](#), [Additional Purposes for Using Personal Information](#), and [Disclosing Your Personal Information](#) sections.

Category of Personal Information	Sources	Business or commercial purpose of processing and disclosure and recipients of Personal Information
<p>Identifiers, such as name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver's license number, passport number, or other similar identifiers</p>	<p>You, recruiters, background check providers, your former employers, and information available about you through public sources</p>	<p><u>Sold</u></p> <p>We have not sold this category of Personal Information to third parties.</p> <p><u>Shared for Targeted Advertising</u></p> <p>We have not shared this category of Personal Information with third parties for targeted advertising.</p> <p><u>Service Providers and Contractors</u></p> <p>We may have disclosed this category of Personal Information with our service providers and contractors who provide services to us in relation to our human resources and business operations and process Personal Information on our behalf (including service providers for talent management, data storage, candidate engagement technological services, interview calendaring,</p>

Category of Personal Information	Sources	Business or commercial purpose of processing and disclosure and recipients of Personal Information
		<p>job interest platform, and IT services).</p> <p><u>Purpose of Processing</u></p> <p>We process this category of Personal Information to consider your candidacy for employment, for legal purposes, and/or to perform human resources functions. We may have used and disclosed this category of Personal Information for other reasons, as described in greater detail in the Collection and Use of Personal Information, Collection and Use of Sensitive Personal Information, Additional Purposes for Using Personal Information, and Disclosing Your Personal Information sections.</p>
<p>Any Personal Information described in the California Customer Records Act (Cal. Civ. Code § 1798.80(e)), such as name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial</p>	<p>You, recruiters, background check providers, your former employers, and information available about you through public sources</p>	<p><u>Sold</u></p> <p>We have not sold your Personal Information to third parties.</p> <p><u>Shared for Targeted Advertising</u></p> <p>We have not shared this category of Personal Information with third parties for targeted advertising.</p> <p><u>Service Providers and Contractors</u></p>

Category of Personal Information	Sources	Business or commercial purpose of processing and disclosure and recipients of Personal Information
<p>information, medical information, or health insurance information</p>		<p>We may have disclosed this category of Personal Information with our service providers or contractors who provide services to us in relation to our human resources and business operations and process Personal Information on our behalf (including service providers for talent management, data storage, candidate engagement technological services, interview calendaring, job interest platform, and IT services).</p> <p><u>Purpose of Processing</u></p> <p>We process this category of Personal Information to consider your candidacy for employment, for legal purposes, and/or to perform human resources functions. We may have used and disclosed this category of Personal Information for other reasons, as described in greater detail in the Collection and Use of Personal Information, Collection and Use of Sensitive Personal Information, Additional Purposes for Using Personal Information, and Disclosing Your Personal Information sections.</p>

Category of Personal Information	Sources	Business or commercial purpose of processing and disclosure and recipients of Personal Information
<p>Characteristics of protected classifications under California or federal law, such as race, citizenship status, age (40 or older), disability, sex (including sexual orientation or gender identity), military or veteran status (it may be optional to provide some of this information to us during the job application process)</p>	<p>You, recruiters, background check providers, your former employers, and information available about you through public sources</p>	<p><u>Sold</u></p> <p>We have not sold this category of Personal Information to third parties.</p> <p><u>Shared for Targeted Advertising</u></p> <p>We have not shared this category of Personal Information with third parties for targeted advertising.</p> <p><u>Service Providers and Contractors</u></p> <p>We may have disclosed this category of Personal Information with our service providers or contractors who provide services to us in relation to our human resources and business operations and process Personal Information on our behalf (including service providers for talent management, data storage, candidate engagement technological services, interview calendaring, job interest platform, and IT services).</p> <p><u>Purpose of Processing</u></p> <p>We process this category of Personal Information to consider your candidacy for employment, for legal purposes, and/or to</p>

Category of Personal Information	Sources	Business or commercial purpose of processing and disclosure and recipients of Personal Information
		<p>perform human resources functions. We may have used and disclosed this category of Personal Information for other reasons, as described in greater detail in the Collection and Use of Personal Information, Collection and Use of Sensitive Personal Information, Additional Purposes for Using Personal Information, and Disclosing Your Personal Information sections.</p>
<p>Biometric information, such as fingerprint</p>	<p>You</p>	<p><u>Sold</u></p> <p>We have not sold this category of Personal Information to third parties.</p> <p><u>Shared for Targeted Advertising</u></p> <p>We have not shared this category of Personal Information with third parties for targeted advertising.</p> <p><u>Service Providers and Contractors</u></p> <p>We may have disclosed this category of Personal Information with our service providers and contractors who provide services to us in relation to our human resources and business operations and process Personal Information on our behalf (including service</p>

Category of Personal Information	Sources	Business or commercial purpose of processing and disclosure and recipients of Personal Information
		<p>providers for talent management, data storage, candidate engagement technological services, interview calendaring, job interest platform, and IT services).</p> <p><u>Purpose of Processing</u></p> <p>We process this category of Personal Information to consider your candidacy for employment, for legal purposes, and/or to perform human resources functions. We may have used and disclosed this category of Personal Information for other reasons, as described in greater detail in the Collection and Use of Personal Information, Collection and Use of Sensitive Personal Information, Additional Purposes for Using Personal Information, and Disclosing Your Personal Information sections.</p>
<p>Audio, electronic, visual, or similar information, such as video recordings taken during the screening or interview process and recordings from surveillance cameras on our business premises</p>	<p>You</p>	<p><u>Sold</u></p> <p>We have not sold this category of Personal Information to third parties.</p> <p><u>Shared for Targeted Advertising</u></p>

Category of Personal Information	Sources	Business or commercial purpose of processing and disclosure and recipients of Personal Information
		<p>We have not shared this category of Personal Information with third parties for targeted advertising.</p> <p><u>Service Providers and Contractors</u></p> <p>We may have disclosed this category of Personal Information with our service providers and contractors who provide services to us in relation to our human resources and business operations and process Personal Information on our behalf (including service providers for talent management, data storage, candidate engagement technological services, interview calendaring, job interest platform, and IT services).</p> <p><u>Purpose of Processing</u></p> <p>We process this category of Personal Information to consider your candidacy for employment, for legal purposes, and/or to perform human resources functions. We may have used and disclosed this category of Personal Information for other reasons, as described in greater detail in the Collection and Use of Personal Information, Collection and Use of Sensitive Personal Information, Additional Purposes</p>

Category of Personal Information	Sources	Business or commercial purpose of processing and disclosure and recipients of Personal Information
		<p>for Using Personal Information, and Disclosing Your Personal Information sections.</p>
<p>Professional or employment-related information, such as awards, qualifications, certificates, licenses, professional memberships, compensation and salary information, and any other information you choose to provide in your resumés and/or applications</p>	<p>You, recruiters, background check providers, your former employers, and information available about you through public sources</p>	<p><u>Sold</u></p> <p>We have not sold this category of Personal Information to third parties.</p> <p><u>Shared for Targeted Advertising</u></p> <p>We have not shared this category of Personal Information with third parties for targeted advertising.</p> <p><u>Service Providers and Contractors</u></p> <p>We may have disclosed this category of Personal Information with our service providers and contractors who provide services to us in relation to our human resources and business operations and process Personal Information on our behalf (including service providers for talent management, data storage, candidate engagement technological services, interview calendaring,</p>

Category of Personal Information	Sources	Business or commercial purpose of processing and disclosure and recipients of Personal Information
		<p>job interest platform, and IT services).</p> <p><u>Purpose of Processing</u></p> <p>We process this category of Personal Information to consider your candidacy for employment, for legal purposes, and/or to perform human resources functions. We may have used and disclosed this category of Personal Information for other reasons, as described in greater detail in the Collection and Use of Personal Information, Collection and Use of Sensitive Personal Information, Additional Purposes for Using Personal Information, and Disclosing Your Personal Information sections.</p>
<p>Education information, such as degrees and school of attendance.</p>	<p>You, recruiters, background check providers, your former employers, and information available about you through public sources</p>	<p><u>Sold</u></p> <p>We have not sold this category of Personal Information to third parties.</p> <p><u>Shared for Targeted Advertising</u></p> <p>We have not shared this category of Personal Information with third parties for targeted advertising.</p>

Category of Personal Information	Sources	Business or commercial purpose of processing and disclosure and recipients of Personal Information
		<p><u>Service Providers and Contractors</u></p> <p>We may have disclosed this category of Personal Information with our service providers and contractors who provide services to us in relation to our human resources and business operations and process Personal Information on our behalf (including service providers for talent management, data storage, candidate engagement technological services, interview calendaring, job interest platform, and IT services).</p> <p><u>Purpose of Processing</u></p> <p>We process this category of Personal Information to consider your candidacy for employment, for legal purposes, and/or to perform human resources functions. We may have used and disclosed this category of Personal Information for other reasons, as described in greater detail in the Collection and Use of Personal Information, Collection and Use of Sensitive Personal Information, Additional Purposes for Using Personal Information, and Disclosing Your Personal Information sections.</p>

Category of Personal Information	Sources	Business or commercial purpose of processing and disclosure and recipients of Personal Information
<p>Sensitive Personal Information, such as Social Security, driver's license, state identification card, or passport number; racial or ethnic origin.</p>	<p>You, recruiters, background check providers, your former employers, and information available about you through public sources</p>	<p><u>Sold</u></p> <p>We have not sold this category of Personal Information to third parties.</p> <p><u>Shared for Targeted Advertising</u></p> <p>We have not shared this category of Personal Information with third parties for targeted advertising.</p> <p><u>Service Providers and Contractors</u></p> <p>We may have disclosed this category of Personal Information with our service providers and contractors who provide services to us in relation to our human resources and business operations and process Personal Information on our behalf (including service providers for talent management, data storage, candidate engagement technological services, interview calendaring, job interest platform, and IT services).</p> <p><u>Purpose of Processing</u></p> <p>We process this category of Personal Information to consider your candidacy for employment, for legal purposes, and/or to</p>

Category of Personal Information	Sources	Business or commercial purpose of processing and disclosure and recipients of Personal Information
		<p>perform human resources functions. We may have used and disclosed this category of Personal Information for other reasons, as described in greater detail in the Collection and Use of Personal Information, Collection and Use of Sensitive Personal Information, Additional Purposes for Using Personal Information, and Disclosing Your Personal Information sections.</p>
<p>Inferences drawn from any of the information above.</p>	<p>You, recruiters, background check providers, your former employers, and information available about you through public sources</p>	<p><u>Sold</u></p> <p>We have not sold this category of Personal Information to third parties.</p> <p><u>Shared for Targeted Advertising</u></p> <p>We have not shared this category of Personal Information with third parties for targeted advertising.</p> <p><u>Service Providers and Contractors</u></p> <p>We may have disclosed this category of Personal Information with our service providers and contractors who provide services to us in relation to our human resources and business operations and process Personal Information on our behalf (including service</p>

Category of Personal Information	Sources	Business or commercial purpose of processing and disclosure and recipients of Personal Information
		<p>providers for talent management, data storage, candidate engagement technological services, interview calendaring, job interest platform, and IT services).</p> <p><u>Purpose of Processing</u></p> <p>We process this category of Personal Information to consider your candidacy for employment, for legal purposes, and/or to perform human resources functions. We may have used and disclosed this category of Personal Information for other reasons, as described in greater detail in the Collection and Use of Personal Information, Collection and Use of Sensitive Personal Information, Additional Purposes for Using Personal Information, and Disclosing Your Personal Information sections.</p>

12. Your Privacy Rights (California Residents)

The California Privacy Rights Act (“CPRA”) affords California job candidates certain rights with respect to their Personal Information, subject to certain exceptions. Subject to certain limitations, California resident job candidates have the following rights:

- (1) Right to Delete. You have the right to request us to delete the Personal Information we have collected about you.

- (2) Right to Correct. You have the right to request us to correct inaccurate Personal Information we maintain about you.
- (3) Right to Know and Access. You have the right to know and access the Personal Information we have collected about you, including the categories of Personal Information, the categories of sources from which the Personal Information is collected, the business or commercial purpose for collecting, selling, or sharing Personal Information, the categories of third parties to whom we disclose Personal Information, and the specific pieces of Personal Information we have collected about you.
- (4) Right to Data Portability. You have the right to receive the information under right (3) in a format, to the extent technically feasible, that is portable, usable, and allows you to transmit the Personal Information to a person without impediment, where the processing is carried out by automated means.
- (5) Right to Opt-Out of Profiling. In the context of this Notice, we do not engage in any processing of your Personal Information for profiling in furtherance of decisions about you that produce legal or similarly significant effects. As such, there is no need to exercise your right to opt out of profiling.
- (6) Rights Related to Sharing for Cross-Context Behavioral Advertising or Sale. We do not share your Personal Information for cross-context behavioral advertising or sell your Personal Information. As such, there is no need to exercise your opt out of sale or sharing right. Please [Contact Us](#) below if you have any questions.
- (7) Rights Related to Sensitive Personal Information. As described in the [Collection and Use of Sensitive Personal Information](#) section above, we only use your sensitive Personal Information for permitted purposes. As such, there is no need to exercise your right to Limit Use and Disclosure of Sensitive Personal Information. Please [Contact Us](#) below if you have any questions.
- (9) Right to No Discrimination. You have the right not to be discriminated against for exercising any of your privacy rights. This includes us not: (a) denying you goods or services; (b) charging you different prices or rates for goods or services, including through the use of discounts or other benefits or imposing penalties; (c) providing you a different level or quality of goods or services; (d) suggesting to you that you will receive a different price or rate for goods or services or a different level or quality of goods or services; and (e) retaliating against you for exercising your privacy rights.

If you would like to exercise any of the privacy rights identified above, you may submit a request by either completing the online request form at <https://privacy.toyota.com/> or by calling us at 855-226-4048. In some instances, we will need to verify your identity before honoring your privacy rights request. We will verify your identity by asking you to provide Personal Information related to your recent interactions with us. We will honor your privacy rights request within 45 calendar days of receipt, unless we request an extension as permitted by data privacy laws.

You may exercise your privacy rights through an authorized agent. If we receive your request from an authorized agent, we may ask for evidence that you have provided such agent with a power of attorney or that the agent otherwise has valid written authority to submit requests to exercise rights on your behalf. If you are an authorized agent seeking to make a request, please contact us at 855-226-4048.

13. Your Data Subject Rights (EEA, UK and Swiss Residents)

For job candidates based in the European Economic Area, UK, or Switzerland, the applicable data protection law affords data subjects certain rights with respect to their Personal Information. Subject to certain limitations, you may have the following rights:

- **Request access** to your Personal Information. This right always applies. However, there are some exemptions which mean you may not always receive all of your Personal Information that we process.
- **Request rectification** of your Personal Information if it is inaccurate or incomplete. This right always applies.
- **Request deletion** of your Personal Information in certain circumstances if there is no legitimate reason for its continued processing.
- **Restrict the processing** of your Personal Information in certain circumstances (for example, if you want the Company to establish its accuracy or the reason for processing it).
- **Object to the processing** of your Personal Information where we rely on a legitimate interest as a legal basis for processing your Personal Information (unless we have compelling legitimate grounds for the processing).
- **Request the transfer** of your Personal Information which you have given to us to another party. This right only applies where we rely on your consent to process your Personal Information.
- **Withdraw your consent** to processing at any time, in the limited circumstances where you may have provided your consent to the collection, processing and transfer of your Personal Information for a specific purpose. Once the Company has received notification that you have withdrawn your consent, it will no longer process your information for the purpose or purposes you originally agreed to, unless it has another legitimate basis for doing so in law. Please note that the withdrawal of your consent will not affect the lawfulness of any processing of Personal Information based on your consent before its withdrawal.

If you want to exercise any of these rights, please contact the Company on Office.of.Privacy@toyota.com.

If you are dissatisfied with our handling of your Personal Information, you also have a right to lodge a complaint with the relevant data protection authority. If you are based in the UK, you can

complain to the Information Commissioner's Office (ico.org.uk). If you are based in the EEA, you can find details of the relevant data protection authority [here](#).

14. Contact Us

If you have any questions about this Notice, please contact Office.of.Privacy@toyota.com.

For job candidates in the European Economic Area, UK, or Switzerland, please note that the Toyota entity to which you are applying for a job is the data controller of your Personal Information. Questions may be directed to Office.of.Privacy@toyota.com.

15. Updates

We may update this Notice from time to time. If we make changes, we will revise the date at the top of this policy and notify you in advance.