



APPLICANT PRIVACY NOTICE

Completion of the applicant account registration process is your consent to process personal information in conjunction with your job application.

Medtronic acknowledges that you have an expectation of privacy and confidentiality regarding the personal information you provide in connection with your application for employment and will comply with all applicable data protection laws. Medtronic uses your personal information requested in this application process to evaluate your application for employment and for other customary human resources purposes. Data collected via the chatbot is used to respond to your questions and improve answers, tailor content and language, to help schedule interviews.

Data collected may include your full name, contact information, job title, company information, IP address, general location, language preference, professional and educational information, CV/resume, device and usage information, or any other personal information you may provide.

Your consent is required for Medtronic to manage your personal information throughout the application process and, if applicable, your terms of employment or engagement. Your personal information may also be used to monitor recruitment initiatives and equal opportunity policies. You may access, update and correct your information via login to your account/profile at any time.

You understand and agree that upon submission of this online application, Medtronic may use your personal information that you have voluntarily provided, to contact you for recruitment, interviewing and employment purposes, to process your employment and for other employment related purposes. You also understand and agree that Medtronic may share your personal information with its affiliates, necessary third parties that process data on Medtronic's behalf, regulatory authorities, or as required by law.

Medtronic may disclose your personal information to verify or obtain additional information about you from third parties as allowed or required, which may include, education institutions, present and past employers and, if applicable, credit reference agencies. In addition, your personal information may be disclosed to authorized Medtronic personnel in other countries. Medtronic may share personal information with Medtronic's professional advisors, who are bound to meet privacy and security standards of Medtronic.

Medtronic's application process does not use AI nor does the screening process involve AI rating, ranking or automated decision making. AI is used by the chatbot to improve the generated responses to applicant questions and to assist with interview scheduling.

By providing information to Medtronic, you understand and consent to transfer information out of the country in which it was collected to other countries or territories, including the United States. Any consent relating to a right to transfer information shall be deemed to include your consent to the transfer of the applicable personal data to a jurisdiction which may provide a different level of privacy protection than that available in your own country.

If your application is unsuccessful, your personal information will be retained by Medtronic to potentially inform you of future job opportunities that align with your skills and as required by labor laws, for up to three years.

If you have any questions about how your data will be used, or would like to remove your data from Medtronic and future employment considerations, please email RS.HRCompliance@medtronic.com.

Please note that if you do not provide consent or you cancel your application before completing it, your information will not be transmitted and Medtronic will not be able to consider and process your application.

Reasonable Accommodation Request: If you require any special, reasonable accommodation in completing this application, interviewing, completing any pre-employment testing or otherwise participating in the employee selection process, please direct all inquiries to AskHR@Medtronic.com.