

OBS/OCS RECRUITING PRIVACY POLICY

This OBS/OCS Recruitment Privacy Policy (the “**Privacy Policy**”), as updated from time to time, explains what information about you is collected and how it is processed when you apply for a position within OBS/OCS, you use our recruitment platform, or if you send us an application to work or collaborate with us or your curriculum by any available means.

By applying to one of our position vacancies, you agree to your information being collected and processed in accordance with this Privacy Policy.

SUMMARY	
DATA CONTROLLER(S)	Olympic Broadcasting Services, S.L. (“ OBS ”) and Olympic Channel Services, S.L. (“ OCS ”). We will refer to them individually as the Data Controller of your personal data, being the relevant Data Controller, the company publishing the vacancy that you are applying to.
PURPOSES	OBS/OCS as Data Controllers will collect and process your Personal Data for the general recruiting purposes, including without limitation, the evaluation of your application and obtaining referrals, which is described in section 2 of this Privacy Policy;
RECIPIENTS	Third parties, including service providers
LEGITIMATION	Performance of a contract, compliance with legal obligations (and public interest when it refers to the management of OBS/OCS Integrity Line), legitimate interest and consent.
RIGHTS	You have the right to access, rectify and erasure your data, as well as other additional rights detailed in this Privacy Policy.
ADDITIONAL INFORMATION	You may consult the additional information for more details on the processing of your Personal Data below.

1. The Data Controller of your Personal Data

1.1. The Data Controller of the Personal Data that will be collected and used in connection with your application is one of the companies indicated below, depending on the position you are applying to as indicated in the particular description of the available vacancy/position:

- **Olympic Broadcasting Services, S.L. (“OBS”)** with company registration number B83747691 and a registered address in Calle Torrelaguna 75, 28027 Madrid.

- **Olympic Channel Services, S.L. (“OCS”)** with company registration number and a registered address in Calle Torrelaguna 75, 28027 Madrid.

When we refer to “**we**”, “**our**” or “**us**”, we are referring to OBS/OCS acting as data controllers, and when we refer to “**you**” or “**your**” we refer to you as the individual from whom we process Personal Data.

- 1.2. OBS and OCS have appointed a Data Protection Officer that can be contacted at the email address dpo@obs.tv or at the postal address Calle Torrelaguna 75, 28027, Madrid.
- 1.3. OBS and OCS have implemented the appropriate technical and organisational measures to prevent the alteration, loss, misuse, unauthorized processing and access, or theft of your personal data, taking into consideration the available technology.
- 1.4. From time to time, we may change this Privacy Policy to accommodate new technologies, industry practices, regulatory requirements, or for other purposes. We will provide notice to you if these changes are material and, where required by applicable law, we will obtain your consent. We will provide you notice by sending an email, by posting notice of such changes on our corporate websites or relevant recruiting platforms, or by any other appropriate means as required in compliance with the applicable laws.

2. Legal Grounds for Processing Personal Data

- 2.1. Under the applicable data protection law, there are various legal bases or grounds on which we can rely when processing your Personal Data. In some contexts, more than one ground applies. The grounds for processing are as follows:
 - **Performance of a contract:** data processing is necessary for performance of a contract with you or to take steps at your request to enter a contract. These covers carrying out our contractual duties and exercising our contractual rights.
 - **Legal Obligation:** data processing is necessary to comply with our legal obligations. The processing is necessary for ensuring we perform our legal and regulatory obligations. For example, providing a safe place of work or complying with health and safety laws.
 - **Legitimate Interest:** data processing is necessary for our or a third party’s legitimate interest. We or a third party have legitimate interests in carrying on, managing, and administering our respective businesses effectively and properly and in connection with those interests processing your Personal Data. Where we rely on legitimate interests, we consider:
 - a) what our legitimate interest is – these are set out in the table below;
 - b) whether the processing is necessary to achieve it (i.e. whether it is proportionate); and
 - c) whether it can be balanced against individuals’ interests, rights, and freedoms.

Where this test is not met, we do not rely on legitimate interest. This Privacy Policy serves as a record of our legitimate interest assessment. Note that you can generally opt-out from processing based on our legitimate interests. Please contact us at dpo@obs.tv if you have questions about this test or you would like a summary or if you would like to opt-out.

- **Consent:** this is where you have given specific consent to processing your Personal Data. Where the legal ground is your express consent, we will only process your personal information in this way if you agree to us doing so. You have the right to withdraw your consent at any time by contacting us at the address indicated in this Privacy Policy; however please note that this does not affect the lawfulness of our processing of your personal information based on your express consent before such withdrawal.

2.2. The relevant legal bases that we rely upon for each type of data processing activity and Personal Data collected are specified in the next paragraph 3.

3. The Information and Personal Data we collect, purposes and Legal Basis.

3.1. As part as the recruitment process, we will collect information from and about you which can be that (a) you provide us directly by means of your application within the recruitment platform or by other electronic means or, indirectly, provided by a third party authorized to share information with us (for referral purposes), and/or that (b) we collect from third parties or public sources (e.g. recruitment agencies or social media profiles).

3.2. Candidates and potential candidates Personal Data will be processed for the following purposes:

	Purpose	Personal Data processed	Legal basis
1	Recruitment evaluation: to evaluate your eligibility and suitability to apply to work for OBS/OCS for a particular role and/or to be considered for future positions at OBS/OCS.	Information concerning your application and our assessment of it, including without limitation, your name, surname, CV, salary expectations, place of residence, any relevant contracting conditions (such as notice period), skills relevant to the position, your references, any checks we may make to verify information provided, other background checks, referrals, etc. CV, LinkedIn/other social platform public profile information, etc.	<ul style="list-style-type: none"> • Performance of a contract; • Legal obligation; • Legitimate Interest to consult public information for a <i>fair evaluation of candidates</i>, provided candidates can effectively opt-out. • Legitimate Interest to create a job pool to consider candidates for future positions for



	Purpose	Personal Data processed	Legal basis
			<p><i>an efficient management of recruiting, if you do not opt-out.</i></p>
2	<p>Recruitment evaluation (recording of interviews): For some positions we may request (a) to record an interview with you through our recruitment platform so called Ventrevistas or (b) to record the live interviews we have with you (with any available technical tools available to OBS/OCS).</p>	<p>Your name, surname, application, any relevant tests carried out and image to be evaluated.</p>	<ul style="list-style-type: none"> • Legitimate Interest: <i>recruitment and fair evaluation of candidates.</i>
3	<p>Recruitment process management and pre-contractual steps: including managing paperwork to be able to work in Spain and generally facilitating the process to hire you if you are the successful candidate.</p>	<p>Information concerning your application and our assessment of it, including, without limitation, your name, surname, CV, salary expectations, DNI, NIE, Passport and any other relevant documentation required in the pre-contractual stages.</p>	<ul style="list-style-type: none"> • Performance of a contract.
4	<p>Referrals: Consult with third parties, including companies where you have previously worked, for references of your performance.</p>	<p>Name, surname, former positions and companies, information about your performance in previous roles and projects.</p>	<ul style="list-style-type: none"> • Consent.
5	<p>OBS/OCS Integrity Line management and the subsequent processing of any reports and relevant investigations in</p>	<p>Contact information (name, surname, job title), investigation/report information and in certain cases special categories of personal data that you may voluntarily include as</p>	<ul style="list-style-type: none"> • Public Interest; • Legal obligation.

	Purpose	Personal Data processed	Legal basis
	compliance with our legal obligations.	part of a complaint. As part of this activity, we may share some information with our external advisors, and, exceptionally with the IOC, under the specific requirements established.	

4. Recipients of your Personal Data

OBS/OCS may share your Personal to the following recipients:

- **Service providers** that OBS /OCS contracts, or may contact, that assist OBS/OCS in their day-to-day activities.
- **Public authorities and bodies**, including Courts and Tribunals, when required by the applicable regulations.
- **OBS/OCS affiliates and Olympic Stakeholders:** Your Personal Data may be occasionally disclosed to the International Olympic Committee (the “**IOC**”), located in Switzerland, for administrative purposes and/or when the position you apply for is also in connection with IOC activities. This disclosure also constitutes an international data transfer. Switzerland is a country with level of protection equivalent to the European Economic Area according to the Commission Decision of 26 July 2000 pursuant to Directive 95/46/EC of the European Parliament and of the Council, on the adequate protection of personal data provided in Switzerland.
- **External advisors** as required and relevant to manage OBS/OCS Integrity Line.

5. International Transfers

- 5.1. Your Personal Data may be shared to third parties on a cross border basis for the purposes of managing the business trips of the employee, manage Olympic Games operations where the Olympic host country is outside the EU/EEA and/or hiring adequate health insurances for employees when travelling abroad.
- 5.2. Such recipients may be located in various jurisdictions inside and outside of the European Economic Area (“**EEA**”), including in countries which may not have a level of protection for Personal Data equivalent to the level of protection available in the EEA.
- 5.3. OBS/OCS shall take measures required by the applicable data protection laws to ensure that the Personal Data continue to benefit from an adequate level of protection, including without limitation, the formalization of European model clauses as approved by the

European Commission. In other occasions OBS/OCS will rely on the available derogations under art. 49 of GDPR, particularly contractual necessity (49.1(c) GDPR) as certain information will need to be transferred to other countries for lawful and appropriate reasons. OBS/OCS will provide further information on the specific cases by complementary data protection notices as relevant.

6. Personal Data storage and Data Retention

- 6.1. Your Personal Data shall be retained as well for the time required to fulfil the purposes and generally manage your job application.
- 6.2. We will retain your information only for the duration necessary for the purposes identified in this Privacy Policy or as required to meet our legal requirements. Once your personal data is no longer necessary for these purposes, data will be blocked. During the blocking period, your data will be only unblocked and processed again exclusively for the purpose of the exercise or the defence against administrative or legal claims. Once this period is over, your personal data will be erased.

7. Third Party's Personal Data

- 7.1. In the context of the preliminary contractual steps with OBS/OCS if you are a successful candidate, you may provide third party's Personal Data (i.e. relatives such as your next of kin or spouse) to fulfill any of the abovementioned purposes. In such cases, you guarantee that you have informed them or this Personal Data processing by OBS/OCS and obtained their authorization in accordance with this Privacy Policy.

8. Your Data Protection Rights

- 8.1. You may exercise your rights of access, rectification, erasure, objection, restriction of processing and data portability in the cases and to the extent established by applicable law at any time. You also have the right to withdraw your consent at any time.
- 8.2. When we have relied in our legitimate interest for the data processing activity at hand, you have the right to object to such data processing following the same process established herein.
- 8.3. To exercise your rights, you may write to Calle Torrelaguna 75, 28027 Madrid, or send an e-mail to our Data Protection Officer at dpo@obs.tv. If you have any additional data protection concerns that we can't address, you can also file a complaint before the Spanish Data Protection Agency (www.aepd.es).