

CANDIDATE PRIVACY NOTICE

This notice describes how Lucid Group, Inc. ("Company", "we", "our", or "us" in this Notice refers to Lucid Group, Inc. and its parents, subsidiaries, and affiliates, who may handle your candidacy and application for employment) and its affiliates collect, process and use your personal data when you apply for a position.

In submitting your candidacy or completing the application form through Lucid's online applicant tracking system ("ATS" or applicant tracking system), currently operated by our service provider, Greenhouse Software, Inc., you supply the personal data specified in this notice, and Lucid and the ATS process that personal data as part of the application process. We may also receive your personal data from other sources, such as references or agencies. Personal data collected at the initial stages will include:

- Your name, former name, and contact details (i.e. address, mobile phone number, email address).
- Details of your qualifications, experience and employment history, including without limitation employer identity, job title and other related information, and whether you have ever worked for specific companies with a particular relevance to Lucid (including information in publicly available profiles or those you share with us).
- Results from any online evaluations you are invited to take as part of the application process (if applicable for certain positions).
- Other information you include in your application, which might include a cover letter, resume, CV, or other supporting documentation, including any requests for accommodation of a disability for interviews or other parts of the recruitment process.
- Whether you are aged 18 or over and your date of birth, if provided.
- Whether you have relatives who work for Lucid.
- Work authorization/eligibility information, including citizenship and visa status.
- Where required/permissible by law, your race, gender, disability, and veteran status.
- Any information you provide during the interview process.

This data will be used by Lucid and the affiliate(s) involved in the recruitment process (including the Lucid entity that will employ you and the entity where your manager may sit, if different) for purposes of evaluating and progressing your application, evaluating and improving our recruitment practices and complying with legal obligations. At some stage in the recruitment process, we may carry out background checks (some of which may also, or alternatively, be carried out by a selected third-party background check agency(ies)), which may require processing of additional personal data, including information regarding your criminal record, to the extent permitted by law. You will be notified and asked to consent to this background check at the relevant stage in the process in order for the recruitment process to continue. We may need to disclose to such selected third-party agency(ies) certain data relating to you to facilitate their carrying out of the relevant checks. The background check requirement may cover the following information and sources if relevant, subject to applicable law:

- Criminal records, including driving records and inclusion on any international lists of specially designated/sanctioned persons, terrorists, or individuals wanted by authorities and other publicly available records.
- Education Records

- Employment History

Any personal data obtained in connection with the checks will be held and processed by Lucid, the ATS and, if necessary, the relevant background check agency(ies), in order to consider and process your application with a view to potential employment by any of the Lucid group of companies.

In addition, as part of the recruitment process, work authorization checks (also known as “right to work” checks), and providing you with immigration support where necessary, we may process additional information regarding your nationality and immigration status and other relevant background information from related documents, such as your passport or other identification and immigration information, as provided by you.

If you are offered and accept employment, Lucid and/or the affiliate that will employ you, will also collect information required to onboard you (certain identification numbers such as social security, national insurance or taxpayer ID, bank account details you provide in order to be paid, benefits eligibility information, which will include family status and information on dependents).

To the extent allowed under applicable law, we process your personal data for our legitimate interests in selecting and hiring talent as well as maintaining recruitment and employer records, making improvements to our recruitment processes, compliance with applicable laws and good employment practices including in respect of protected characteristics, diversity and inclusion. We use automated tools in our recruitment process, but we don’t use automated decision making.

We seek to ensure that our information collection and processing is always proportionate. We will notify you of any changes to information we collect or to the purposes for which we collect and process it. In return, we ask that you keep the information you provide to us up to date. You may be able to update certain information directly in your ATS profile or by sending an email to:

TA-Operations@lucidmotors.com.

The Company operates a global business and may transfer the Personal Data that the Company processes about you to countries or regions outside of your location. When the Company transfers your Personal Data to other countries or regions, the Company will protect such information as described in this Notice, as disclosed to you at the time of data collection or as described in our program-specific privacy notice (if any).

The Company will comply with applicable legal requirements providing adequate safeguards for the transfer of Personal Data to countries or regions other than your location. For example, if you are located in the European Economic Area (EEA), we may transfer Personal Data to jurisdictions outside the EEA that have not been determined by the European Commission or other authorities to provide an adequate data protection regime. The Company uses valid data transfer mechanisms (such as the European Commission’s Standard Contractual Clauses) to ensure such adequate level of data protection, at its sole discretion in accordance with applicable data protection and privacy laws. Under the applicable data protection laws, you may be entitled to receive a copy of any contractual documentation, where applicable, showing that appropriate safeguards have been taken to protect your Personal Data for the transfer outside the EEA, upon request to us through the contact details set out below.

Your personal data will only be used for the purposes set out in this Notice. However, we will disclose data where required to comply with law, for example with regulatory requirements and immigration approvals.

How long your personal data will be retained depends on whether your application is successful. If your application is not successful, personal data from your application will be kept in accordance with Lucid policy, and as necessary for us to comply with applicable laws and regulations and to defend or prosecute legal claims. If your application is successful and you become employed by us, personal data from your application will be kept, during your employment and for a period thereafter in accordance with Lucid policy, and as necessary for us to comply with applicable laws and regulations and to defend or prosecute legal claims.

We will ensure that appropriate technical and organizational measures are taken against unlawful or unauthorized processing of personal data, and against the accidental loss of, or damage to, personal data. We have in place procedures and technologies designed to maintain the security of the personal data processed and will require that any third parties to whom we disclose personal data themselves put in place similarly adequate measures.

You may be able to make certain selections related to the processing of your data by the ATS when you are logged into your ATS profile. If you have any questions, concerns or complaints regarding our processing of your personal information or how your information is being handled, please send an email to TA-Operations@lucidmotors.com or send physical mail to: Lucid Motors, Legal Department c/o Privacy Officer, 7373 Gateway Blvd., Newark, CA 94560 USA. Where permitted by law to do so, you may request a copy of your information (so long as such request does not violate the rights and freedoms of others), request to access your information, request correction of any incorrect personal information you may become aware of, and request the deletion of personal information, and we will respond accordingly where required by law. These rights may be subject to legal restrictions as provided by applicable law. To make a request, please contact us through the information provided below.

The above rights are subject to legal restrictions, as provided by the applicable privacy laws.

You may also contact TA-Operations@lucidmotors.com or send physical mail to: Lucid Motors, Inc., Legal Department c/o Privacy Officer, 7373 Gateway Blvd., Newark, CA 94560 USA. If you are located in Europe and feel your concerns have not been effectively addressed after contacting us, you may also contact the Dutch Autoriteit Persoonsgegevens at <https://autoriteitpersoonsgegevens.nl>.

For those applying from China (solely for the purpose of this Notice, “China” or “PRC” refers to the People’s Republic of China and does not include Hong Kong SAR, Macau SAR and Taiwan), the following terms will apply to our processing of your personal data for your application:

- **Personal Data Processor:** Atieva Shanghai, Inc., with the address at Room 204-3, No. 1198, De Fu Road, Jiading District, Shanghai acts as the Personal Data Processor (as defined in the *Personal Information Protection Law of the PRC*, the “PIPL”) of your personal data.
- **Processing of Sensitive Personal Data in China:** Among the personal data we collect as specified above, the following may be considered as sensitive personal data as defined in the PIPL: your **disability, criminal records, passport or other identification and immigration information, certain identification numbers such as social security, national insurance or taxpayer ID, and**

bank account details. We will process your sensitive personal data in a way that has the least impact on your personal rights and interests.

- **Legal Bases for the Processing of Your Personal Data in China:** We may process your personal data based on one or more of the legal bases specified in Article 13 of the PIPL.
- **Data Subject Rights in China:** You are entitled to the data subject rights specified in the PIPL. You may contact Atieva Shanghai, Inc. by contacting TA-Operations@lucidmotors.com.

Date this Notice was last updated: November 12, 2025