

# LUCID MOTORS CANDIDATE PRIVACY NOTICE

Last updated: April 2, 2026

This Lucid Motors Candidate Privacy Notice (“Notice”) describes how Lucid Group, Inc. and its subsidiaries and affiliates (collectively, “Lucid”, “we”, “our”, or “us”) collect, process, and use your Personal Data, as defined below, when you apply for a position.

This Notice does not cover Lucid employees. If you are an existing Lucid employee, please see the Employee Privacy Notice for additional disclosures.

## Personal Data We Collect

When we use the term “Personal Data” in this Notice, we mean information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, to you within the context of you acting as a job candidate. Personal Data includes “Sensitive Data.” Personal Data also includes the term “personal information” as used in data privacy laws, including the California Consumer Privacy Act (“CCPA”). Personal Data does not include publicly available information or aggregated or de-identified information that is maintained in a form that is not capable of being associated with or reasonably linked to you.

In submitting your candidacy or completing the application form through our online applicant tracking system (“ATS”), you supply the Personal Data specified in this Notice, and we process that Personal Data as part of the application process. Although the Personal Data we collect about you may vary depending on the nature of your interactions with us and may not include all of the examples listed below, generally, Personal Data collected may include:

- **Identifiers**, such as your name, former name (such as maiden name or other aliases), email address, home address, date of birth, telephone number, and other contact details.
- **Employment History**, such as your previous employers, positions and work experience, professional licenses, certificates or other qualifications, and employment references or referrals.
- **Educational Information**, such as the schools you attended and when you were in attendance, degrees, certificates, or other educational qualifications you earned, and your transcripts or educational references.
- **Other Application and Interview Information**, such as any personal information or technical assessment results you choose to provide in your interview or application, resume, CV, or other supporting documentation, including any requests for accommodation of a disability for interviews or other parts of the recruitment process.
- **Identity, Citizenship, and Immigration Information**, such as your identity documents, work permits, visas, and other information or documentation required to verify your eligibility to lawfully work in the jurisdiction in which you are seeking employment.
- **Demographic Data**, including characteristics of protected classifications, such as information about your race, gender, ethnicity, disability, and veteran status, as permitted under applicable laws.
- **Background Check Information**, which may cover the following information and sources if relevant, subject to applicable law: (a) 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; (b) education records, (c) employment history.
- **Internet or other electronic network activity information**, including browsing history, search history, IP address, location data inferred from your device IP address, and information regarding your interactions with our websites or applications.
- **Audiovisual information**, including closed-circuit images, photographs and video or audio recordings of you for the recruitment process (e.g., for interviews).
- **Inferences** used to create a profile reflecting your preferences, characteristics, abilities, and aptitudes.

## Our Sources of Personal Data

We and our vendors may use the Personal Data we collect during the recruiting process to:

- evaluate your application for a position with us;
- determine your eligibility and suitability for the potential position or other opportunities with us;
- assess and improve our recruiting and interview practices;
- accommodate your disability or health condition during the application process;
- verify your eligibility to work, check any sanctions lists if applicable, and complete additional screening procedures relevant to the specific role and its location;
- onboard you as an employee and ensure that you may receive compensation, benefits and equity awards associated with your employment;
- reimburse you for travel and/or expenses that may be incurred as part of the recruiting process;
- prevent, detect, protect against, or respond to security incidents, fraud, or malicious or deceptive practices, or other illegal activity;
- investigate, prepare for, establish or defend legal claims;
- comply with applicable law or to comply with a lawful government request;
- evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which Personal Data held by us is among the assets transferred; or
- for any other purposes you consent to.

#### **Our Uses of Personal Data**

We and our vendors may use the Personal Data we collect during the recruiting process to:

- evaluate your application for a position with us;
- determine your eligibility and suitability for the potential position or other opportunities with us;
- assess and improve our recruiting and interview practices;
- accommodate your disability or health condition during the application process;
- verify your eligibility to work, check any sanctions lists if applicable, and complete additional screening procedures relevant to the specific role and its location;
- onboard you as an employee and ensure that you may receive compensation, benefits and equity awards associated with your employment;
- reimburse you for travel and/or expenses that may be incurred as part of the recruiting process;
- prevent, detect, protect against, or respond to security incidents, fraud, or malicious or deceptive practices, or other illegal activity;
- investigate, prepare for, establish or defend legal claims;
- comply with applicable law or to comply with a lawful government request;
- evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which Personal Data held by us is among the assets transferred; or

- for any other purposes you consent to.

If applicable law requires a lawful basis for processing, our lawful basis for collecting and using Personal Data, 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, and compliance with applicable laws and good employment practices. When we use automated tools, notice will be provided at the time of collection.

### Disclosure of Your Personal Data

Subject to applicable law, we may disclose Personal Data in the following circumstances:

#### Within Our Lucid Group of Companies

Because we have operations in many different locations, we may transfer your Personal Data from one affiliated legal entity to another or from one location to another to accomplish purposes listed in this Notice (including those for which we retain service providers as described below). We will transfer your Personal Data in a manner that is consistent with applicable legal requirements.

#### With Other Parties

We may share your Personal Data with:

- service providers who help us in connection with the provision of services related to our hiring process, (including our ATS, talent-acquisition services, technology services, recruitment agencies, background checks, and setting up payroll in the event you are hired) and run our business (including security vendors that help prevent, detect, protect against, or respond to security incidents, fraud, or malicious or deceptive practices, or other illegal activity);
- recruitment agencies, references, and verifications that provide information related to your candidacy;
- marketing and advertising vendors (such as analytics providers and advertising companies) that support our marketing, analytics, advertising and campaign management (see our [Privacy Notice](#) for more information);
- professional advisors, such as lawyers, auditors, bankers and insurers, where necessary in the course of the professional services that they render to us;
- governmental agencies or public bodies such as a court of law, arbitral tribunal, law enforcement agency, where required or otherwise permitted by law;
- parties to corporate transactions as part of a business transaction such as a merger or acquisition.

### Data Transfers

Lucid operates a global business and may transfer the Personal Data that Lucid processes about you to countries or regions outside of your location. We take steps designed to ensure that the data we collect under this Notice is processed according to this Notice and applicable law wherever Personal Data is located. For example, if you are located in the UK or the EEA, we may transfer Personal Data to jurisdictions outside the UK or EEA that have not been determined by the European Commission or other authorities to provide an adequate data protection regime, such as the United States. Data protection laws in the United States or other countries may differ from the laws of your country of residence; as such, different standards may apply to how your Personal Data is used and protected. Lucid uses valid data transfer mechanisms (such as the UK or 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 UK or EEA, upon request to us through the contact details set out in the "Contact Us" section of this Notice.

Where your consent is required to transfer Personal Data to a recipient outside of your relevant jurisdiction, we will only transfer your Personal Data with your consent. Because the applicant review process is international in nature, you will be unable to apply online with us if you do not consent to such transfer. You can withdraw your consent by contacting us using the information in the "Contact Us" section of this Notice.

### Retention

We keep the other categories of Personal Data described above for as long as is necessary for the purposes described in this Notice or otherwise authorized by law. How long your Personal Data will be retained depends on whether your application is successful.

Generally, Personal Data from your application will be kept in accordance with Lucid policy, for as long as reasonably necessary for us to manage your application, our operations, or your relationship with us; satisfy another purpose for which we collected the information; or carry out a disclosed purpose that is reasonably compatible with the context in which the Personal Data was collected. We may also maintain your Personal Data where it is reasonably required to comply with applicable laws and regulations, defend or prosecute legal claims, protect your vital interests or those of another person, or where we are otherwise permitted to keep your Personal Data by applicable laws or regulations.

Where Personal Data is used for more than one purpose or you apply for multiple jobs, we may retain it until the purpose with the latest period expires.

### **Safeguarding Personal Data**

We use commercially reasonable administrative, technical, and physical safeguards to protect Personal Data, considering the nature of the Personal Data and the threats posed. However, there is security risk inherent in all information technologies, and we cannot guarantee the security of your Personal Data.

### **Your Choices With Respect to Your Personal Data**

You may be able to update certain information directly in your ATS profile or by sending an email to: [TA-Operations@lucidmotors.com](mailto:TA-Operations@lucidmotors.com).

You may also have certain choices regarding cookies and other online tracking technologies. For more information, please click on the Cookie Settings link from the footer of our website and see our [Privacy Notice](#) for more information.

Subject to applicable data protection laws, you may have certain rights related to your Personal Data. This includes the right to:

- Request access to or a copy of the Personal Data we collect, use, disclose, and/or store about you, or the right to be informed;
- Request to correct or rectify Personal Data about you that is inaccurate;
- Request to delete, erase, or anonymize your Personal Data that we have collected, used, disclosed, or otherwise processed about you;
- Object to or restrict collection, use, disclosure, or other processing of your Personal Data under certain circumstances;
- Data portability, including obtaining your Personal Data in an electronic format, and transmitting such Personal Data to another data controller; and
- Withdraw your consent to process your Personal Data in circumstances where our collection, use, disclosure, or other processing is based on your consent.

You also 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. These rights may be subject to legal restrictions as provided by applicable law. To make a request, please visit the [Lucid Privacy Request Portal \(English only\)](#), or if you are located in the United States or Canada, you may also call us at (888)-995-8243.

**International Users:** If you are located outside the United States or Canada and require assistance in another language or cannot access the Portal, you may contact us at [TA-Operations@lucidmotors.com](mailto:TA-Operations@lucidmotors.com). We will acknowledge your request and guide you through the available process in your region.

If you wish to exercise any of your rights regarding your Personal Data, ask questions about this Notice, or file a complaint, please contact our Data Protection Office through the contact details set out in the "Contact Us" section of this Notice. You may also have the right to file a complaint directly to the relevant data protection authority. For more information, please contact your local data protection authority.

Under applicable law and depending on the sensitivity of the Personal Data, we may need to verify your identity, such as by contacting you through contact information in Lucid's possession.

The above rights are subject to legal restrictions, as provided by the applicable privacy laws. We may lawfully refuse your request in certain circumstances, such as if legal obligations or a court order prevent us from complying. If we refuse to comply with your request, then we will provide you with an explanation as required by law.

We will not discriminate against you for exercising any of your privacy rights under applicable law.

### Applicants from California

This section supplements the Notice above and applies to residents of California that have interacted with us as job applicants. This California section provides additional details about how Lucid collects, uses, and discloses your Personal Data within the context of your interactions with us as an applicant. It also explains your rights relating to Personal Data under the California Consumer Privacy Act, as amended (“CCPA”).

Unless otherwise noted, the disclosures in this Notice and this section that describe how and why we collect, use, and disclose Personal Data also describe how we have collected, used, and disclosed Personal Data in the preceding 12 months.

#### Personal Data We Collect From California Applicants

We collect the following categories of Personal Data from job applicants for the purposes described in the “Our Uses of Personal Data” and “Disclosure of Your Personal Data” sections in the Notice. The Personal Data we collect depends on how you interact with us.

- **Identifiers**, including real name, alias, postal address, unique personal identifier, online identifier, IP address, email address, account name, or other similar identifiers.
- **Personal Data described in Cal. Civ. Code § 1798.80(e)**, including your name, signature, social security number, address, telephone number, passport number, driver’s license or state identification card number, education, employment, employment history, bank account number, or medical information.
- **Characteristics of protected classifications under California or federal law**, including age and date of birth, marital status, race, ethnic origin, sex, gender, sexual orientation, gender identity, military or veteran status, medical condition, or disability.
- **Internet or others electronic network activity information**, including browsing history, search history, and information regarding your interactions with our website or applications.
- **Geolocation data**, including location data inferred from your device IP address.
- **Audio, electronic, visual, or similar sensory information**, including closed-circuit images, photographs and video or audio recordings of you for the recruitment process (for interviews, etc.).
- **Professional or employment-related information**, including:
  - Recruitment information (such as skills, qualifications, references, recommendations, languages spoken, and other information included in a resume, application form, or cover letter).
  - Background information that is commonly used for onboarding and security screenings, including citizenship, immigration, visa status, and work authorization information, as well as criminal records information.
- **Non-public education information**, including school(s) attended, grades, transcripts, and other information relating to your secondary and post-secondary education.
- **Inferences** used to create a profile reflecting your preferences, characteristics, abilities, and aptitudes.

#### Sensitive Data

We collect the categories of Personal Data described in the “Personal Data We Collect” section. Some of the Personal Data we collect is considered “sensitive” under the CCPA, including: social security, driver’s license, state identification card, or passport number; racial or ethnic origin, citizenship and immigration status, religious or philosophical beliefs, or union membership; and information about your health and sexual orientation.

#### California Privacy Rights and How to Submit a Request

If you are a resident of California, you have the right to submit certain requests relating to your Personal Data as described below:

- Right to know what Personal Data we have collected about you, including:
  - The categories of Personal Data we have collected about you, including;
  - The categories of sources from which the Personal Data was collected;
  - Our business purposes for collecting Personal Data;
  - The categories of recipients to which we disclose Personal Data;
  - The categories of Personal Data that we disclosed for a business purpose, and for each category identified, the categories of recipients to which we disclosed that particular category of Personal Data; and
- The specific pieces of Personal Data we have collected about you.
- Right to request that we delete Personal Data we collected from you, subject to certain exceptions.
- Right to request that we correct that information if you believe that Personal Data we maintain about you is inaccurate.

- Right to opt out of the sale of your Personal Data, and to request that we do not share your Personal Data for cross-context behavioral advertising. To opt out, please visit our cookie preference center located in the footer link titled "Cookie Settings." If you choose to use the [Global Privacy Control](#) ("GPC") browser signal, you will only be opted out of online sales or sharing of Personal Data, and will need to turn it on for each browser you use.

We do not use or disclose sensitive personal information, as defined by the CCPA, for purposes that would allow a consumer to exercise a right to limit under the CCPA. We also do not engage in automated decision making, including profiling in furtherance of decisions that produces legal or similarly significant effects.

To make a request, please visit the [Lucid Privacy Request Portal \(English only\)](#) or call us at (888)-995-8243. California law permits California residents to designate an agent to submit privacy rights requests on their behalf. If you would like to designate an agent, please have your agent contact us using the above mechanisms. We may require the authorized agent to provide proof that you gave the agent signed permission to submit the request, as well as require you to verify your identity or directly confirm with us that you provided the authorized agent permission to submit the request.

### Applicants from China

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 visiting the Lucid Privacy Request Portal (English only) or contacting [TA-Operations@lucidmotors.com](mailto:TA-Operations@lucidmotors.com).

### Changes to this Notice

We may update this Notice at any time. We will process Personal Data in accordance with the Notice in effect at the time such Personal Data is processed. We will post any changes to this Notice on this page and update the "Last Updated" date at the top of this page. If we make material changes to this Notice, we will provide notice or obtain consent regarding such changes, as may be required by law.

### Contact Us

Lucid Group, Inc. and/or your local Lucid affiliate are responsible for the processing of your Personal Data, as described in this Privacy Notice. If you have any questions, comments, or concerns about our processing activities, please email our Privacy Officer at [privacy@lucidmotors.com](mailto:privacy@lucidmotors.com), or write to our Legal Department, Attn: Privacy Officer, at 7373 Gateway Boulevard, 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>.