

RGNext Applicant Privacy Notice

This Applicant Privacy Notice (the “Notice”) governs how Range Generation Next, LLC (“RGNext”) collects, uses, and protects personally identifiable information provided to us in connection with applications for employment at RGNext (“Applicant Data”).

Please review this Notice before applying to any job at RGNext. By providing us with your Applicant Data, you consent to the processing of your Applicant Data in accordance with the terms of this Notice to the extent allowed by law. This Notice does not form part of any contract of employment offered to applicants hired by RGNext.

1. Definitions

1.1 *Applicant Data* is personally identifiable information provided to us in connection with applications for employment. RGNext may collect Applicant Data directly from a job applicant or from third parties in connection with, for example, a background or reference check, subject to your consent where required by law. Applicant Data may include, but is not limited to, names, addresses, email addresses, education history, job experience and history, and other information you voluntarily provide about your skills and interests through, for example, cover letters and resumes.

1.2 *Sensitive Applicant Data* is Applicant Data concerning nationality or citizenship, permanent resident status, country of birth, race or ethnic origin, veteran status, disability, or criminal history (where permitted by law).

1.3 *Processing* refers to the handling of Applicant Data, such as collecting, recording, organizing, storing, transferring, using, disclosing, or deleting.

2. Collection and Processing of Applicant Data

2.1 RGNext processes Applicant Data for human resources and business management purposes, including processing and evaluating candidates for careers at RGNext; record-keeping related to hiring processes; conducting analyses of hiring; and conducting background checks, where permitted by law. In addition, we may use Applicant Data for regulatory and corporate governance requirements and may disclose Applicant Data where permitted or required by law. If you are hired, we may use your Applicant Data in connection with your employment consistent with RGNext’s employment data policies.

2.2 RGNext may also retain and use your Applicant Data to consider you for positions other than that to which you have applied. If you do not want to be considered for other positions or would like us to delete your Applicant Data, you may contact us as specified in Section 4.3, Inquiries, Complaints and Objections. Unless required for legal purposes or in connection with your employment as specified above, we will retain Applicant Data for a maximum of two years (or less where required by law).

2.3 RGNNext processes Sensitive Applicant Data only where it is appropriate in light of the requirements of the position at issue and is allowed by applicable law. For instance, in some jurisdictions, certain information about applicants must be maintained in order to ensure documentation of equal employment opportunities, such as under the requirements of the United States Office of Federal Contract Compliance Programs. RGNNext may also process or exclude certain Sensitive Applicant Data consistent with the requirements of the applicable local law in the countries where RGNNext operates. For example, if the position to which you apply requires access to U.S. export-controlled technical data/technology, you will be required to provide certain Sensitive Applicant Data that RGNNext deems necessary for the purpose of determining your eligibility to access such U.S. export-controlled technical data/technology and obtaining any required U.S. Government export authorizations. This may include information concerning your citizenship(s), permanent resident status, and/or country of birth depending on the applicable regulatory requirements.

3. Disclosure of Applicant Data

3.1 RGNNext may share your Applicant Data with third parties that perform services on our behalf. Such third-party service providers have access to Applicant Data solely for the purposes of performing the services specified in the applicable service contract, and we require the providers to undertake security measures consistent with the protections specified in this Notice.

3.2 We will not disclose your Applicant Data to third parties without your consent other than as described in this Notice except (1) where such disclosure is required by law; (2) to protect RGNNext's legal rights to the extent authorized or permitted by law; or (3) in an emergency where the health or safety of you or another individual may be endangered.

4. Rights of Applicants

4.1 *Access, Correction and Deletion:* RGNNext will provide you with reasonable and appropriate access to your Applicant Data that we hold to the extent required by law in your home country, regardless of where we process such information. You may request correction or deletion of your Applicant Data, except where retention is required by your contractual relationship with RGNNext, in the context of a legal dispute, or as otherwise required by law. If we deny your request for access, correction or deletion, we will communicate the reason for the denial to you.

4.2 *Inquiries, Complaints and Objections:* If you wish to withdraw your consent to the processing of your Applicant Data or submit inquiries, complaints and/or objections to such processing, please send a request in writing to RGNNext at HR@RGNNext.com. The processes described in this Notice supplement any other remedies and dispute resolution processes provided by RGNNext and/or those available under applicable law.