

GIVENCHY

Information notice on the processing of candidates' Personal Data

This notice regarding the protection of personal data (hereinafter the “**Data Protection Notice**” or “**Notice**”) is intended to inform you about the processing of your Personal Data, as defined below, carried out by GIVENCHY SA and/or its affiliates when you apply for a job at GIVENCHY as part of the recruitment process.

1. What is “Personal Data”?

Personal Data means any information or set of information allowing the identification of a person:

- Directly (e.g.: Your name, first name, email address, home address, etc.), and/or
- Indirectly (e.g.: Your telephone number, postal address, etc.).

(hereinafter “**Personal Data**” or “**Data**”).

Unique identifiers may also be considered Personal Data (e.g.: your computer's IP address).

2. Who is the data controller?

The data controller is the entity that determines the purposes and means of processing your Personal Data and is responsible to you for compliance with applicable personal data protection laws and regulations (the “**Data Controller**”).

During Your recruitment experience, GIVENCHY, a société anonyme with registered office at 3 avenue George V, 75008 Paris, France, registered with the Paris Trade and Companies Register under number 552 051 229, and/or the affiliated entity in the country relevant to the job offer you are applying for (see the annex to this notice for a list of affiliates), are the Data Controllers.

(hereinafter collectively or individually referred to as “**GIVENCHY**” or “**we**”).

3. Who is the Data Protection Officer?

GIVENCHY has appointed a Data Protection Officer (hereinafter the “**DPO**”), who is Your main contact for any questions regarding the processing of your Personal Data.

Contact: mydata@givenchy.com.

4. Why do we collect and process Your Personal Data?

As data controller, GIVENCHY accesses and processes Your Personal Data for the purposes described below:

Recruitment process and management of your application.

This processing is necessary for steps prior to potentially entering into an employment contract with the candidate, including pre-selection, contacting you to assess your suitability for employment and evaluate Your professional skills, contacting references you provide, and conducting job-related tests where applicable.

Some processing operations may be based on our legitimate interest (e.g., video recording of interviews, etc.).

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Please note that You are neither legally nor contractually required to provide us with your Personal Data. However, as we need this information for our evaluation process, failure to provide it may prevent us from considering your application.

Creation and management of a CV database to contact You about opportunities at GIVENCHY that may be of interest to You. The legal basis for this processing is our legitimate interest.

Sharing your Personal Data collected during your application with other LVMH Group Maisons to offer you positions that match Your profile. The legal basis for this processing is Your consent.

Establishment, exercise, or defense of legal claims arising from the recruitment process. The legal basis for this processing is our legitimate interest.

Security of our assets and content. The legal basis for this processing is our legitimate interest.

We may also retain your Personal Data when required by law or to assert our rights under the law.

We are committed to collecting and processing your Personal Data in accordance with applicable data protection regulations, including the GDPR and French Law No. 78-17 of 6 January 1978 (“**Informatique et Libertés**”).

In all cases, we ensure that the Personal Data processed is adequate, relevant, and not excessive in relation to the purposes for which it is collected and/or subsequently processed.

5. What Personal Data is processed?

We process Personal Data related to Your application.

This may include general Personal Data such as Your name, first name, contact details, information about Your professional qualifications and education level, as well as other information you provide as part of Your application or CV (photo, skills, languages spoken, salary expectations, hobbies, family status, identification data of your manager in case of experience within the LVMH group, etc.).

Personal Data collected may also include information You have made public on professional social networks.

6. Who has access to Your Personal Data?

Generally, Your Personal Data is accessible:

- **Within GIVENCHY:**

- Human Resources Department (for management of your applications to GIVENCHY job offers);
- The relevant business line for your application;

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- Legal, Internal Control, and Compliance Department (for management of fraudulent actions or legal proceedings, where applicable).

For validation purposes, the recruiting entity may share your data with GIVENCHY SA as part of the recruitment validation process.

- **By third parties:**

- Our service providers acting on our behalf;
- Recruiters and headhunters;
- Other LVMH Group Maisons;
- Any authority, court, or other third party when such disclosure is required by law, regulation, or court order, or if necessary to protect and defend our rights.

We never sell Your Personal Data to third parties.

However, to the extent that certain transfers of Your Personal Data to third parties may be considered a “sale” under California data protection law, You have the right, if You are a California resident, to opt out of such sale.

7. Transfer of Your Personal Data abroad

GIVENCHY SA has affiliated entities abroad (see Appendix 1). We may also use certain service providers located abroad or who themselves use subcontractors located abroad, including outside the European Economic Area (“**EEA**”) in countries whose data protection regulations are not recognized as adequate by the European Commission.

Any transfer of Your Personal Data outside the EEA is carried out with appropriate safeguards in accordance with applicable data protection regulations.

In particular, regarding application data that may be transferred to affiliates outside the EEA, the LVMH Group has implemented Binding Corporate Rules (“**BCR**”).

8. How long do we keep Your Personal Data?

Your Data is retained for as long as necessary for the purposes for which it was collected. It will be destroyed at the end of this period.

Retention periods of Your Personal Data are as follows:

a. Regarding Your applications to GIVENCHY job offers

→ For successful applicants: Data is kept for the duration of the recruitment process until the hiring decision. After this decision, the data will be reused and retained for personnel management purposes, in accordance with the Employee Data Processing Notice of the relevant entity.

→ For unsuccessful applicants: Data is retained for two (2) years from the date of data submission or last contact with you. After this period, GIVENCHY may contact you to seek your consent for further retention to offer you positions that may be of interest.

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b. In case of claims, legal actions, and legal obligations

→ In case of claims: Data is kept for the duration of the claim plus 5 years from closure.

→ In case of legal action: Data is kept for the duration of proceedings until full execution of the court decision or settlement agreement.

→ In case of legal obligations: Data is kept for the required retention period under applicable law.

c. For the security of our assets and digital content

Personal Data is kept for six (6) months from the date of collection.

9. How is the security of your Personal Data ensured?

We implement technical and organizational measures in accordance with applicable French and European legal and regulatory requirements to ensure the security and confidentiality of your Data.

We require our service providers and subcontractors, by written agreement, to provide sufficient guarantees and implement appropriate security measures to protect the Personal Data they process, in compliance with applicable data protection regulations.

However, GIVENCHY does not control all risks related to internet operation and draws your attention to the inherent risks of using any website.

10. What are your rights regarding Your Personal Data?

a. Access, rectification, and portability

Subject to applicable law in your country, You have the right to access your Data. You may request the correction of inaccurate Personal Data and, depending on the purpose of processing, request that incomplete Personal Data be completed.

To respond to Your request, we may ask you to provide proof of identity and additional information or documentation. We will endeavor to respond as soon as possible and within 30 days.

You may, within the limits provided by law, exercise your right to data portability, allowing You to retrieve, in an interoperable format, the Personal Data You have provided to us.

b. Erasure and restriction of processing

You may request the erasure of your Personal Data in the following cases:

- You believe that processing is no longer necessary for the purposes described in this Notice;
- You consider the processing unlawful or contest the accuracy of the Data we process about you;
- You have withdrawn your consent to processing. You may withdraw your consent at any time without justification.

You may also, within the limits provided by law, request restriction of processing.

Please note that, despite exercising your right to erasure or restriction, we will retain certain Personal Data where required by law or to exercise or defend our rights.

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c. Right to establish instructions for the management of your Personal Data after death

In accordance with Article 63 of Law No. 2016-1321 of 7 October 2016 for a Digital Republic, any person may define directives regarding the retention, erasure, and communication of their personal data after death.

d. How to exercise your Data protection rights

You can exercise your data protection rights or if You have questions or complaints regarding the processing of Your Personal Data.

By email: mydata@givenchy.com

You also have the right to contact the lead data protection authority for GIVENCHY, the CNIL, at any time to file a complaint regarding GIVENCHY's data protection and privacy practices.

Commission Nationale de l'Informatique et des Libertés – CNIL

3 Place de Fontenoy

TSA 80715 – 75334 Paris, Cedex 07

Tel. +33 1 53 73 22 22

Fax +33 1 53 73 22 00

Website: <http://www.cnil.fr/>

Other potentially competent supervisory authorities:

https://ec.europa.eu/justice/article-29/structure/data-protection-authorities/index_en.htm

11. Changes to the Notice

Our Notice may be amended to reflect changes in how we process your information. We will ensure that You are informed of any material changes.

12. Third-party websites

The Givenchy website may contain links to third-party websites that we do not control (such as websites of other LVMH Group entities) and which are governed by their own privacy and personal data protection policies.

This Data Protection Notice does not apply to such third-party sites. We encourage You to review the privacy notices of any third-party sites you visit to understand how your Data is processed. We disclaim any responsibility for the use of Your Data by such third parties.

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ANNEX 1: LIST OF GIVENCHY SA AFFILIATES

AFFILIATE	ADDRESS
GIVENCHY CORPORATION	598 MADISON AVENUE 6th Floor NEW YORK, 10022 United States
GIVENCHY CHINA CO. LTD	10/F., Dorset House, Taikoo Place, 979 King's Road, Hong Kong S.A.R., China
GIVENCHY ITALIA	Piazzale della Resistenza 3 57125 Scandicci Italy
GIVENCHY COUTURE LIMITED	6th Floor 77 Gracechurch Street London EC3V 0AS United Kingdom
GIVENCHY TAIWAN LTD	12F.-2 No. 1, Sung Kao Road Xin Yi District TAIPEI 110 Taiwan
GIVENCHY PARIS SINGAPORE PTE. LTD.	38 Beach Road, #23-11 South Beach Tower 189767 Singapore
GIVENCHY KOREA LTD.	(Da-dong) 15Fl, 24 Cheonggyecheon-ro, Seoul South Korea
GIVENCHY DEUTSCHLAND GMBH	C/O WESTPHAL UND PARTNER STBGES Bismarck Strasse 67 10627 BERLIN Germany
GIVENCHY (THAILAND) LTD.	No. 179 Bangkok City Tower, 13th Floor, South Sathorn Road, Khwaeng Thungmahamek, Bangkok Thailand

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GCCL MACAU COMPANY LIMITED	Av. da Praia Grande n.º 409, andar B34, China Law Building, 16th Floor, Macao Macao S.A.R., China
GIVENCHY (SHANGHAI) COMMERCIAL AND TRADING CO., LTD	Unit 3003A, 3003B, 3004, 3005, 3006, 3007A, 3007B, 3008, 3011, 3012 No. 1266 West Nanjing Road China
LVMH FG ARABIA LLC	PO BOX 7602 RIYADH Saudi Arabia
LVMH FG ME FZ-LLC	Building 10 Floor 1 United Arab Emirates
LVMH FG QT Trading WWL	PO BOX 23791 DOHA Saudi Arabia
LVMH Fashion Group Japan K.K.	5-29, Kita Aoyama 3-chome Minato-ku Tokyo Japan