

RECRUITING PRIVACY POLICY

Alamo Auto Supply respects the privacy of personal information and understands the importance of keeping your personal data confidential and secure. This notice describes how we protect the confidentiality of the personal information we receive. Our Recruiting Privacy Policy describes how we handle and protect your personal data in connection with Alamo Auto Supply's recruiting process and applies to the personal data of job applicants, potential candidates for employment and those who participate in our recruiting programs and events.

By submitting your personal data to us, you acknowledge that:

- You have read and understood this Privacy Notice and agree to the use of your personal data as set out herein.
- You are not required to provide any requested information to us, but your failure to do so may result in our not being able to continue your candidacy for the job for which you have applied.
- All of your representations are true and correct to the best of your knowledge and belief, and you have not knowingly omitted any related information of an adverse nature. Providing any inaccurate information may make you ineligible for employment.
- This Privacy Notice does not form part of any contract of employment offered to candidates hired by Alamo Auto Supply.

We may collect data about you which is created in the course of recruiting interactions or through participation in our interactive assessment tools. If you receive an offer from us, we may then conduct a background check and, to the extent permitted by applicable law, we may also collect data related to criminal offenses and proceedings. We also collect similar personal data about you from third parties, such as professional recruiting firms, your references, prior employers, Alamo employees with whom you have interviewed or who recommended your candidacy, and, to the extent permitted by applicable law, employment background check providers. We may also collect personal data about you online to the extent that you have chosen to make this information publicly available on professional social media websites.

If you accept an offer of employment with us, any relevant personal data collected during your pre-employment period will become part of your personnel records and will be retained in accordance with specific country requirements and with the privacy notice applicable to Alamo Auto Supply employees.

Your application information is maintained in our recruiting activity records.

We treat personal information securely and confidentially. We limit access to personal information to only those persons who need to know that information to provide support

services to our job applicants. These persons are trained on the importance of safe guarding this information and must comply with our procedures and all applicable laws. We meet strict physical, electronic, and procedural security standards to protect personal information and maintain internal procedures to promote the integrity and accuracy of that information. Despite these precautions, we cannot guarantee that unauthorized persons will not obtain access to your personal data.

We may disclose personal information that we collect to non-affiliated entities or individuals as permitted by law. Non-affiliates with whom we may disclose information as permitted by law include our attorney, accountants and auditors, an employee's authorized representative, third party administrators and law enforcement.

We have procedures for an authorized representative of the information to have access to the personal information that we collect, and other than information we collect in connection with, or in anticipation of, a lawsuit or legal claim, we will make this information available to the user upon written request.

We have procedures in place to ensure the integrity of our information and for timely correction of incorrect information. You do have the right to request deletion of your personal data by emailing your request to us at hr@alamoauto.com.