



Magna Global Recruiting Privacy Information

As part of our recruitment activities, Magna International Inc. and its affiliates (also referred to as 'Magna' or 'us' or 'we'), collect and process your Personal Data.

The privacy and protection of your Personal Data is of utmost importance to us. We are committed to being transparent about how we collect and process your Personal Data, adhering to the high standards of data protection laws and regulations.

The purpose of this Information is to provide you with information about the reasons for and methods of processing your Personal Data during our recruitment process. This includes details about who we may share your Personal Data with, how long we will retain it, and the rights you have in relation to its processing."

I. Who is responsible for processing your Personal Data?

The Magna company you are applying to controls what Personal Data is collected and how it is used. In some countries, this is referred to as the "controller".

Central responsible department is:

Magna International Inc.
337 Magna Drive,
Aurora, ON L4G 7K1, Canada
Email: talentattraction@magna.com

You can contact Magna's Data Privacy and Protection via the email address below. If applicable, the team will forward your request to the responsible Data Protection Officer.

Email: dataprivacy@magna.com

Please note that the Magna companies share infrastructure, systems and technology to process your information, to ensure efficiency and security, as permitted by the applicable law and in accordance with this Data Privacy Information. This is necessary for our recruitment operations.

II. What Personal Data do we process?

We may process the following categories of your Personal Data:

- Contact Information (e.g. email address, telephone number, home address)
- Identification Data (e.g. name, date of birth, national ID number, work permits)
- Demographic Data (e.g. age, gender, marital status, education level)
- Information pertaining to the answers given to screening questions
- Information obtained from conducting background checks (e.g. professional social media screening, references, criminal records history, etc.)
- Information included in your resume or cover letter (incl. candidate pictures, if attached)
- Information about education and previous employment

- Information regarding your work preferences (e.g. desired salary, willingness to relocate)
- Job interview details and outcomes of any assessments or exercises you complete
- Pre-offer information about the candidates (in some of the jurisdictions)
- Travel-related records (e.g. itineraries, transportation records, hotel reservations, travel expenses, work visas or visa applications)
- Any special needs or health condition
- Cookie Information (for more information refer to Chapter XIII)
- Any other information that you provide to us

Please note that this is not an exhaustive list, and the specific categories of Personal Data processed may vary depending on the circumstances and applicable laws and regulations.

III. Where do we obtain your Personal Data?

Typically, Personal Data will be collected directly from you. This can occur when you provide this information via our job portal, in your application letter, CV, or during an interview.

In specific situations, such as for pre-employment screening, we may also obtain your Personal Data from other sources, such as background check providers. Rest assured, we adhere to applicable data protection laws and regulations when obtaining this information.

If you have expressed an interest in our organization or if you have expressed an interest but have not applied for a job yet, you may be considered a prospect (potential candidate). In that case, your basic information (name, phone number, email, resume and education history) may be added to our job portal by a recruiter, or you can enter it yourself via our job portal.

IV. For which purposes do we process your Personal Data?

We may process your Personal Data for the following purposes:

- Administering the recruiting process (e.g. setting up a job applicant HR system, managing your application, conducting assessments, organizing interviews incl. travel arrangements and reimbursements, processing interview feedback)
- Onboarding (Assisting with the onboarding process if your application is successful)
- Background checks and screening as part of recruitment process, where legally permitted
- Notifying you about other job opportunities
- Analyzing and improving the recruitment process, incl. recordkeeping and reporting
- To exercise and defend against legal claims
- Verifying information and checking references
- Assessing suitability for the applied opportunity
- Compliance with legal obligations (e.g. financial, administrative requirements, eligibility for work check) and with law enforcement requests

Please note that this is not an exhaustive list, and the specific purposes for processing Personal Data may vary depending on the circumstances and applicable laws and regulations.

V. Legal basis for Personal Data processing

We use the following legal bases for the processing of your Personal Data:

- The necessity to prepare and enter an employment contract with you

- The necessity to comply with our legal obligations
- Your consent, which you can withdraw at any time
- Our legitimate interests, such as managing and improving our recruitment and hiring process or exercising and defending against legal claims. However, we will conduct a case-by-case assessment to ensure that our interests do not override your interests or fundamental rights and freedoms that require protection of Personal Data

VI. Where will your Personal Data be processed?

Your Personal Data may be transferred to and/or accessed by Magna affiliates located in countries outside your home country. These countries may not have the same level of data protection as in your home country. However, Magna takes appropriate steps to ensure that your data is safeguarded no matter where it is processed. All Magna affiliates are required to handle your personal data in compliance with applicable privacy laws, and authorized personnel are bound by confidentiality obligations.

As part of the application process, the Magna Recruiting Team may compare your information with job profiles across the entire Magna Group. This helps identify and match you with suitable job opportunities within other Magna companies. If a match is found, your profile - including your personal data - may be shared with the relevant Magna Group company to consider you for the position.

VII. How do we protect your Personal Data?

Magna has taken steps to safeguard your Personal Data by implementing suitable technical, organizational, and physical security measures. These measures are designed to prevent accidental, unauthorized, or unlawful destruction, loss, alteration, or disclosure of your Personal Data. Our employees and contractual partners adhere to strict confidentiality requirements and will access and process your Personal Data only on a need-to-know basis.

VIII. How do we work with third party vendors and service providers?

To support and enhance our recruiting process, we engage in the services of third-party providers who assist us in various aspects. These providers may process Personal Data on our behalf. Some examples of these third parties may include:

- Applicant tracking system providers
- Recruitment service providers
- Employment agencies
- Vendors facilitating interviews and assessments
- Immigration advisors, including lawyers and consultants
- Reporting and analytics service providers
- Pre-employment screening services

We have comprehensive Data Privacy Agreements with Standard Contractual Clauses approved by the European Commission in place with these third parties and rely on the European Commission's adequacy decisions about certain countries, as applicable, to ensure the protection of your information. We require these providers to implement appropriate security measures and prohibit them from using your information for purposes other than what is necessary to provide the agreed-upon services.

Note that in our job portal, we enable certain third-party integrations to easily apply for a position. When selecting this option, your application will be automatically pre-filled using your profile, including your name, current position, and more. You can edit any pre-filled information and/or answer additional questions before submitting the final application.

IX. How long do we keep your Personal Data?

We delete your Personal Data as soon as it is no longer required for the above-mentioned purposes. If you have been successfully hired, your Personal Data may be transferred and processed in accordance with Magna's Employee Privacy Information. Additionally, we will retain your Personal Data for the duration during which claims can be made against us, as determined by statutory limitation periods, depending on your local laws and regulations. For instance, in the EU, we typically retain application data for six months. If you would like more detailed information about our data retention practices, please feel free to contact us.

X. What are your rights in respect of your Personal Data?

Depending on the laws of the country/region where you reside, you may be entitled to the following rights regarding your Personal Data:

- Right of the data subject to information access
- Right to rectify data
- Right of erasure or anonymization
- Right to restrict processing
- Right to data portability

You have the option of contacting us directly with a complaint regarding data privacy issues or your competent data privacy supervisory authority.

If you would like to delete your candidate profile, please contact Magna's Recruiting Team at: workdaydataprivacy@magna.com.

XI. Right to Withdraw Consent

If the processing of Personal Data is based on your consent, you may withdraw this consent at any time with effect in the future.

XII. Right of Objection in Individual Cases

You have the right to object at any time, for reasons arising from your situation to the processing of your Personal Data. Magna will no longer process your personal data unless the data processing takes place based on:

- Processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller, or
- Processing is necessary to protect the legitimate interests of Magna or of a third party except where such interests are overridden by the interests or fundamental rights and freedoms of you which require the protection of Personal Data, in particular where the data subject is a child,
- for the establishment, exercise or defense of legal claims.

The objection can be made without form and should be addressed to

Magna International Inc.
337 Magna Drive,

XIII. Cookies

Cookies are small files that a website – when visited by you – asks your browser to store on your device in order to remember information about you, such as your language preferences or login information. They are widely used to make websites work, or work more efficiently, as well as to provide information to the owners of the site. In this section we will explain the cookies we use and why.

There are different types of cookies in use on our career site: strictly necessary cookies and cookies related to optional features.

Strictly Necessary Cookies

These cookies are necessary for the website to function and cannot be switched off in our systems. They are usually only sent in response to actions taken by you which amount to a request for services, such as logging in or filling out forms. You can set your browser to block or alert you about these cookies, but some parts of the site will not work. These cookies do not store any personal data.

What Strictly Necessary Cookies do we use and when do they expire?

- Session management cookies - User, device, and session ID cookies along with timestamp cookies for timing out sessions after inactivity. These cookies expire at the end of the session.
- Routing cookies - To forward requests for a single session to the same server for consistency of service. These cookies expire at the end of the session.
- Application Security Management (ASM) cookies - To help protect web applications and infrastructure from security attacks. These cookies expire at the end of the session.

Cookies Related to Optional Features

Our Applicant Tracking System (ATS) enables us to configure optional features on our career site, which might use cookies that aren't classified as strictly necessary.

There are several configurable features, which might use these types of cookies:

- LinkedIn cookies: Enables us to configure our site to allow users to apply for open positions using their LinkedIn profile. LinkedIn places several cookies on the end user's device if the Apply with LinkedIn feature is configured. As the exact type and duration of cookies used by LinkedIn might change from time to time, we encourage you to inquire directly with LinkedIn for the full details of the cookies associated with the 'Apply with LinkedIn' functionality. For more information, review section 'Plugins on and off LinkedIn' in LinkedIn cookie policy, accessible here: <https://www.linkedin.com/legal/cookie-policy>.

What Happens If You Decline Cookies?

You have control over which cookies you accept or decline when visiting our career site. Here's what you need to know:

- **Strictly Necessary Cookies:** These cookies are essential for the website to function properly. Because they are required to provide core services - such as security, session management, and basic site functionality - you cannot opt out of them through the cookie banner. However, you can block them through your browser settings, though doing so may cause parts of the site to stop working correctly.
- **Optional Cookies:** These include cookies related to analytics and third-party features like LinkedIn integration. You can choose whether to allow these cookies:
 - If you **accept** optional cookies, we may use LinkedIn features to enhance your experience and improve our services



- If you **decline** optional cookies, these features will be disabled for your session, and a cookie will be stored to remember your preference
- If you **ignore** the cookie banner, optional cookies will not be used during your session.

You can change your cookie preferences at any time by adjusting your browser settings or revisiting the cookie banner (if available).

XIV. How can you learn about changes to this Data Privacy Information?

Please note that we may update this Data Privacy Information periodically. It is advisable to review this information occasionally to stay informed about any recent changes.

This Recruiting Data Privacy Information was last updated in July 2025.