

## Privacy Note for Challenge program applicants

At TOYOTA GAZOO Racing World Rally Team Oy we value your privacy and are committed to protecting your personal information in accordance with the regulations set forth in Finland.

This privacy note outlines how we collect, use, disclose, and store your personal data during the application and evaluation process at TGR.

### Collection of Personal Information

We may collect various types of personal information from applicants, including but not limited to:

- **Contact and personal details:** name, address, email address, phone number, social security number, birthday, gender and picture
- **Personal details and skills for suitability evaluation:** driving license, language skills, physical and mental test results
- **Physical details:** height, weight
- **Emergency contact details**
- **Permission from parent for applicants under 18 yo**

### The purposes of the processing and legal basis

The personal information collected will be used solely for challenge program applicant evaluation purposes within TOYOTA GAZOO Racing World Rally Team Oy.

Legal bases of the processing are GDPR articles 6(1) b: processing is necessary in order to take steps at the request of the data subject prior to entering into a contract.

### Recipients of personal data

TGR-WRT may share certain aspects of your personal information with third parties involved in the applicant evaluation process such as sports research and testing organizations.

### Data Transfers

Personal data shall not be transferred outside of the European Union or the European Economic Area except transfers of applicant data to Toyota Motor Corporation to Japan. The basis of the transfers is the Commission adequacy decision.

### Data Retention

Applicant personal data is retained only as long as necessary for operational, legal, and regulatory purposes, with retention periods categorized into two groups.

#### Short-term retention (up to 2 years, unless extended)

- includes periodic reviews of medical certificates and similar documentation required for short-term compliance, extended to 5 years if tied to unpaid wages.

#### Medium-term retention (up to 6 years, unless extended)

- Includes periodic reviews of working time records, pay slips, performance assessments, and holiday records (until unused balances are resolved).

All retention practices are regularly reviewed to ensure compliance with applicable laws and operational necessity. When the retention period expires, data will be securely disposed of unless required for ongoing legal, regulatory, or operational needs.

## Security Measures

We have implemented technical and organizational measures to safeguard your personal information against unauthorized access, loss, or alteration. These measures include secure storage systems and restricted access controls.

## Your Rights

As an applicant, you have certain rights regarding your personal data under applicable data protection laws. These rights include accessing, correcting, or deleting your personal information held by us and the right to lodge a complaint with a supervisory authority. If you wish to exercise any of these rights or have any concerns about how we handle your data, please contact us using the contact details provided below.

TOYOTA GAZOO Racing World Rally Team Oy / Privacy request

Address: Salvesenintie 6, 40420 Jyskä, Finland

Email: [privacy@tgr-wrt.com](mailto:privacy@tgr-wrt.com)

## Changes to the Privacy Note

Please note that this privacy note is subject to change without prior notice based on updates to applicable laws or changes in our business practices.