

FIFA Recruitment Privacy Statement:

Introduction

Please read this Recruitment Privacy Statement ("Statement") carefully and ensure that you understand it. By submitting your registration/application, you confirm that you have lawfully obtained the data that you have submitted and that the data is correct. You also confirm that you are aware about the processing of data as set forth herein and that you desire and agree to such processing of your data. By submitting your registration/application, you voluntarily permit and consent to the processing as set out in the following.

Collection of Personal Data

- FIFA resp. FIFA Museum AG collects the personal data of the Data Subject provided to FIFA resp. FIFA Museum AG by means of the registration/application ("Personal Data"). This Statement covers the information that you share with FIFA resp. FIFA Museum AG during the application or recruitment process, including: Name and contact details, such as: full name, address, passport number, email address, telephone number or other contact information;
- Work-related information, such as: your resume, CV and cover letter, previous and/or relevant work experience or other experience, education, transcripts, or other information you provide to support in the application and/or recruitment process;
- Information collected during interviews, video and/or phone screenings you may have;
- Sensitive and/or demographic information, such as: information about your nationality/citizenship and racial or ethnic origin and/or criminal data;
- Information received from background checks, including information provided by third parties;
- Details on the type of employment you are looking for, such as: current and/or desired salary and other terms relating to compensation and benefit packages, willingness to relocate and job preferences;
- Information from publicly available sources, relevant to your application and or future applications (e.g. LinkedIn);
- Details on how you heard about the position you are applying for; and
- Information related to any assessment(s) you may take as part of the interview screening process.

If you are offered and accepted employment at FIFA resp. FIFA Museum AG, the information collected during the application and recruitment process will become part of your employment record.

Legal basis for Processing Personal Data

FIFA resp. FIFA Museum AG collect and process your Personal Data in order to take steps, at your request, prior to potentially entering into a contract of employment with you.

We may also seek your consent to process your Personal Data in specific circumstances or process it where necessary to comply with a legal obligation. We may use your Personal Data to improve our application and recruitment process, or to ensure through assessments that we are recruiting the best possible candidates, we do so on the basis of our legitimate interests.

Purpose of Processing and Use of Personal Data

FIFA resp. FIFA Museum AG uses the Personal Data as follows:

- (i) to get in touch with you regarding your application;
- (ii) to review and evaluate your application for a specific position;
- (iii) to verify your information and carrying out reference checks and/or conducting background checks if you are offered a job;
- (iv) to plan/book your travel if necessary;
- (v) in case of an employment to create your contract; and/or

to inform you of new job postings, if you have agreed to receive such information. FIFA resp. FIFA Museum AG will comply with the obligations and safeguard the Data Subject's rights under any Swiss law, EU or EU member state laws with respect to any Personal Data in respect of which FIFA resp. FIFA Museum AG is subject to; and any other applicable law with respect to any Personal Data in respect of which FIFA resp. FIFA Museum AG is subject to ("Applicable Data Protection Laws").

FIFA resp. FIFA Museum AG will process and store the Personal Data securely, for no longer than six months. In addition, you may delete your profile anytime.

Sharing Personal Data with Third Parties

In this regard, the Data Subject acknowledges and agrees that the Personal Data may be transferred or disclosed to the relevant visa authorities or third parties in order to conduct the entry visa process in case an entry visa is needed. The Data Subject further acknowledges that FIFA resp. FIFA Museum AG may use service providers acting on FIFA resp. FIFA Museum AG's behalf to perform some of the services described above, including for the purposes of the verification, background checks and assessments.

FIFA resp. FIFA Museum AG may be required to disclose your information to external third parties such as local labor authorities, courts and tribunals, regulatory bodies and/or law enforcement agencies for the purpose of applying with applicable laws and regulations, or in response to a legal process.

The Personal Data will not be used, processed, stored or transmitted by FIFA resp. FIFA Museum AG over and above the scope described herein.

Storage of Personal Data and Data Security

The Personal Data is stored and maintained in a database in Switzerland or in the European Economic Area (EEA) that is operated by FIFA resp. FIFA Museum AG or on FIFA's resp. FIFA Museum AG's behalf.

Some or all of the Personal Data may be stored outside of the European Economic Area (EEA). If FIFA resp. FIFA Museum AG stores and process Personal Data outside the EEA, FIFA resp. FIFA Museum AG will take all reasonable steps to ensure that the Personal Data is treated as safely and securely as it would be within the EEA and under the Applicable Data Protection Laws. Such measures might include the conclusion of data transfer agreements on the basis of the relevant EU model clauses.

Data security is very important to FIFA resp. FIFA Museum AG. In order to protect the Personal Data suitable measures to safeguard and secure the Personal Data have been put into place.

Rights

The Data Subject has the following rights in accordance with, and subject to the conditions under, the Applicable Data Protection Laws, which this Statement adheres to:

- (i) the right to be informed about the collection and use of the Personal Data;
- (ii) the right of access to and receiving a copy of the Personal Data that FIFA resp. FIFA Museum AG holds about the Data Subject;
- (iii) the right to rectification if any Personal Data that FIFA resp. FIFA Museum AG holds about the Data Subject is inaccurate or incomplete;
- (iv) the right to be forgotten – i.e. the right to ask FIFA resp. FIFA Museum AG to delete any Personal Data that FIFA resp. FIFA Museum AG holds about the Data Subject to delete it sooner than as indicated above;
- (v) the right to restrict (i.e. prevent) the processing of the Personal Data;
- (vi) the right to data portability (obtaining a copy of the Personal Data to re-use with another service or organisation);
- (vii) the right to object to FIFA resp. FIFA Museum AG using the Personal Data for particular purposes; and
- (viii) rights with respect to automated decision making and profiling.

Complaint and Contact

In the event of any cause for complaint about the use of the Personal Data or if the Data Subject has any questions relating to this Privacy Policy, the Data Subject shall contact FIFA resp. FIFA Museum AG as follows: Fédération Internationale de Football Association, FIFA Data Protection Officer, FIFA-Strasse 20, 8044 Zurich, Switzerland. FIFA's representative resp. FIFA Museum AG's representative in the EU may be contacted as follows: VGS Datenschutzpartner UG, Am Kaiserkai 69, 20457 Hamburg, Germany. FIFA resp. FIFA Museum AG shall apply reasonable best efforts best to solve the problem for the Data Subject. If FIFA resp. FIFA Museum AG is unable to help, the Data Subject also has the right to lodge a complaint with the competent data protection supervisory authorities.

Waiver regarding governmental decisions

Finally, you (for yourself and on behalf of the Data Subject) herewith unconditionally and irrevocably waive any and all claims against FIFA resp. FIFA Museum AG, its officers, directors, employees, representatives, affiliates, auxiliaries and partners resulting from any government decision, including but not limited to the denial of an entry visa, in connection with the Personal Data. The processing of the Personal Data shall not exceed the scope described or implied herein.