

## JOHN DEERE GLOBAL RECRUITMENT PRIVACY STATEMENT

This John Deere Global Recruitment Statement (“Statement”) applies to the John Deere Talent Community and John Deere Recruiting and explains how Deere & Company and companies belonging to the John Deere group collect, use, and/or disclose personal data in connection with the John Deere Talent Community and John Deere Recruiting. A list of such entities and their contact details is available here: <https://www.deere.com/en/our-company/about-john-deere/worldwide-locations/>. (“John Deere”). We refer to individuals whose personal data is processed as ‘you’ in this Statement.

Additionally, this Statement applies to an individual John Deere entity (referred to as the “Company”) when advertising a specific position. In considering you for the specific position, the Company will collect information directly from you, infer or observe data, and, in certain cases, collect information from other sources in considering your application.

John Deere is a global company and operates in many countries around the world. Due to differences in laws and regulations, this Statement is supplemented by additional information as needed to comply with such local laws and regulations. Supplemental information is available by hyperlink below:

### [European Economic Area- General Data Protection Regulation](#)

You may receive additional information about John Deere’s collection, processing and/or disclosure of personal data in the course of John Deere’s recruiting efforts or as needed to comply with local laws and regulations. If there is a difference between such additional information and this Statement, the additional information will apply first.

#### **1. Personal Data Processed:**

The categories of personal data that Processed about you, for the Purposes described in Section 2, are:

**Information You Provide:** We generally collect personal data from you (electronically, in writing, or verbally). When you submit a job application to the Company, create an account in John Deere’s Talent Community, create or update your profile in the John Deere Talent Community, register for job alerts, or otherwise interact with John Deere, you may be asked to provide us with information or you may voluntarily provide us with information. You may also provide new, or updated or corrected data to us from time-to-time.

This information may include:

1. User Identity and Contact Information, such as first and last name, email address, residential/street address, telephone number (landline or mobile), country of residence, and other contact details; and user names and passwords;
2. Work Experience Information, such as a CV or resume, cover letter, references, current or former employer, positions, country, start and end dates);
3. Educational Information, such as degree type, area of study, educational institution(s) attended, country, date of graduation, and/or dates of attendance;
4. Qualification Information, such as competencies, skills, experiences, professional qualifications or designations, and languages spoken and proficiency;
5. Eligibility Information, such as nationality, visa data, details of residency, work permits, or other information necessary to verify eligibility for the job; and

6. Preference Information, such as preferred country of employment, career preferences, areas of interest, interest level in John Deere, desired compensation, desired functional area at John Deere, and preferred methods of contact by John Deere.

Mandatory fields are indicated by an asterisk. You are not required to provide information to us, but if you do not provide the information indicated by an asterisk we cannot complete your registration, update your profile in the Talent Community, or accept a job application.

**Information John Deere Observes or Infers:** We may learn or observe information about you, which may be combined with other information. This information may include:

1. Assessment Information, such as information collected during interviews (face to face, telephone or video interviews), behavioral assessments, or technical assessments.
2. Technical Information, such as information collected when you access the John Deere online recruiting systems. For example, web servers automatically collect information of a general nature. This includes the type of web browser, operating system being used, domain name of your internet service provider, IP address of the computer you are using, web page you visit before coming to the John Deere recruiting system, web pages you visit on the recruiting system, and the date and duration of your visit. John Deere may also collect such information using cookies and other similar technologies. Please see our Enterprise Privacy Statement for additional information.

**Information From Third Parties; Public Sources:** We may receive personal data from third parties. For example, we may receive information from recruitment agencies who submit an application for employment on your behalf (e.g., User Identity and Contact Information, Work Experience Information, Educational Information, Qualification Information, and Preference Information). If you apply to a posting on a third party career website, we will receive the information forwarded from such site. If you interact with us on a social media site (e.g., indicate an interest in John Deere on LinkedIn) or apply for a job using a social media site (e.g., apply via LinkedIn) we will receive information from such sites. We may also collect additional personal data that is publicly available. We may, in certain circumstances, request information from third parties for purposes of verification, such as educational institutions or references. Where relevant to the position and permitted or otherwise authorized by law, we may engage a third party to obtain information about a job applicant's background and circumstances, such as conducting pre-employment screenings. This may include, for example, credit history or criminal records checks.

**Sensitive Personal Data:** Some of the personal data that collected in connection with the Purposes may be sensitive personal data under applicable privacy and data protection laws. Sensitive personal data (as defined under applicable privacy and data protection laws) includes, for example, gender, ethnic origin (i.e., monitoring equal opportunity), religious beliefs, trade union membership, criminal history, such as information about convictions or offenses (i.e., suitability for employment), or information about medical information (i.e., pre-employment medical questionnaire, examination, or drug or alcohol test results), and disabilities (i.e., monitoring equal opportunity, facilitate accommodations). This information is collected where required by law or where relevant to the position and permitted by law in the country with the job vacancy.

## 2. **Purposes for John Deere's Processing of Personal Data:**

Personal Data is Processed for the following purposes:

- Establishing and maintaining an account and profile in the John Deere Talent Community. Processing includes:
  - ✓ Registering and establishing an account for you in the John Deere Talent Community. During registration (or thereafter), you may elect (i) to receive communications about new job postings, (ii) or to hear more about career opportunities at John Deere.

- ✓ Informing you about vacancies and future job openings at John Deere. After registering, you may, for example, use the job agent available in the Talent Community to receive information about newly posted jobs. You may revise or deactivate a job agent at any time. If you apply for a job the job agent will pre-populate based on the job for which you applied.
  - ✓ Considering you for other positions at John Deere that could be of interest to you. If you create a profile in John Deere's Talent Community using your user account, recruiters from John Deere may use this data to contact you or to send you information about suitable job vacancies. Recruiters within John Deere will have access to information in your profile and, if there is a job opening for which you may be a suitable match, you may be contacted. You may select whether or not you wish to be contacted.
- Processing your job application when applying for a job or other engagement. By applying for a specific job or other engagement (directly or through a third party), or contacting or communicating with the Company about a specific job, personal data is submitted to the Company. If you apply for a specific position, personal data is provided to the individual(s) in HR who have responsibility for HR processes related to the job recruitment process. As the application progresses, personal data is provided individuals with authority to make a hiring decision in the relevant department so that your suitability for the position is assessed. Processing of personal data includes:
  - ✓ Communicating with you, in context of recruitment activities such as obtaining additional information where necessary and to provide you with information relating to your application and to fulfill your requests.
  - ✓ Managing job recruitment activities, such as assessing qualifications and personal experience to determine if you meet specific job requirements, to set up and conduct interviews and assessments, to conduct background checks as required or permitted by applicable local law, contacting third parties (such as educational institutions or references provided by you) to evaluate your previous performances), or as otherwise necessary in context of recruitment activities;
  - ✓ If selected for a position, taking steps necessary to start your employment or other engagement.
- Processing personal data for other recruiting activities, including managing recruiting events and fairs; and identifying, evaluating, selecting, and recruiting individuals (e.g., such as contacting individuals who have expressed an interest in being contacted on social media sites, such as LinkedIn).
- Complying with legal and regulatory obligations imposed on John Deere, including fulfilling reporting requirements as permitted or required by law, diversity and inclusion requirements, and obtaining and releasing personal data as required by law to comply with legal obligations imposed on John Deere.
- Processing for internal business purposes including preparing, developing, and assessing recruitment strategies and campaigns. This also includes analyzing John Deere's hiring processes (typically in statistical or aggregate form) to develop and improve John Deere's recruiting processes, websites and other related services.
- Providing the Talent Community; website administration; administering IT systems; enforcing John Deere rights; protecting John Deere's property; protecting the rights, property, or safety of others; information security; preventing and detecting fraud; compliance and corporate governance; and internal and external auditing. For example, internal and external information technology resources may access data when needed to trouble-shoot issues. In addition, we will process personal data in the event of any reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business or assets.

If you are hired, your personal data is used consistent with our HR data practices and governance for internal employment purposes in connection with employment and corporate management. John Deere human resources personnel will assist in moving a candidate through the hiring and onboarding process once selected to complete any pre-employment screenings or other requirements.

### **3. Data Retention:**

If there has not been any recent activity on your account and/or profile in the John Deere Talent Community, we may delete your account and/or profile after a reasonable time. If you apply for a job and you are not hired, or if you withdraw your application, data will be deleted in accordance with the applicable statutory record-keeping requirements and John Deere's record retention schedule. We may keep personal data for a longer period of time (such as in the event of litigation or if we receive a subpoena, search warrant, court order, or are subject to other legal process requiring us to keep the personal data). You may delete your profile in the John Deere Talent Community using functionality accessible through your account. For more information, please contact us using the contact information below.

### **4. Recipients of Personal Data:**

John Deere is a global organization and to achieve the purposes in Section 2, John Deere shares or discloses personal data within the John Deere organization. A list of such entities and their contact details is available <https://www.deere.com/en/our-company/about-john-deere/worldwide-locations/>. John Deere leverages the competence and knowledge of the John Deere organization, such as centralized HR, accounting, risk management, corporate governance, information technology, and security functions, and members of the John Deere organization process Personal Data in accordance with this Statement unless they have informed you otherwise.

As outlined in Section 2, if you grant permission, John Deere's global recruiters may contact you if they believe you may be a suitable candidate for an open position. If you apply for a specific position, personal data is provided to the individual(s) in HR who have responsibility for HR processes related to the job recruitment process. As the application progresses, personal data is provided individuals with authority to make a hiring decision in the relevant department so that your suitability for the position is assessed as well as third parties for purposes of verification (such as educational institutions or references). If you have applied for a position through a third party recruiting agency or website, data may be shared with the recruiting agency or website concerning the status of the application.

We also share personal data with service providers (including other members of the John Deere organization) in connection with the purposes described in this Statement. For example, technology companies such as companies who provide software and computing services (e.g., data management and storage services and web-hosting companies such as the third party service provider that provides the Talent Community). Other service providers include support services such as companies that provide business support services (e.g., mailing vendors), companies that provide financial administration (e.g., payroll providers who assist in calculating salary and wages, bill payment and employee benefit services); analytics providers; and other companies that provide outsourced human resources functions (such as the company that supports our human resources information system). In some cases, these companies collect data directly from you on John Deere's behalf.

We may also share or disclose data with other companies who perform specialized or professional functions for John Deere. Examples include legal and regulatory authorities, credit reference agencies, background check providers, drug testing companies, health and medical providers, support service providers such as business support companies and business training & employment agencies who provide business or management training courses and employment services (e.g., third party recruiting agencies who identify candidates for employment and/or who provide contingent and leased employees); financial institutions such as banks involved in processing payments (i.e., expense reimbursement); and other parties (such as accountants, auditors, lawyers, and other outside professional advisors).

Finally, we will also disclose personal data: where needed to affect the sale or transfer of business assets or stock (including a reorganization, merger, sale, joint venture, dissolution, liquidation, or bankruptcy), including to buyers, their lawyers or professional advisors; to courts, tribunals, regulators, law enforcement

agencies, opposing or other related parties to the proceedings and their professional advisors (including relevant parties for the establishment, exercise or defense of legal rights); to enforce our rights, safety or property (or that of members of the John Deere organization), or protect the rights, property or safety of others (including relevant parties for the prevention, investigation, detection or prosecution of criminal offenses); to governmental or other authorities; and when required to do so by law (which may include laws outside the country in which you are located), such as in response to a subpoena or for sanction screening, including to law enforcement agencies, tribunals and courts in the United States and other countries where the John Deere operates.

As noted in Section 2 above, John Deere may disclose information and data that is not personal data. For example, John Deere may provide aggregate information for purposes of benchmarking.

#### **5. International Transfer of Personal Data:**

Deere & Company is headquartered in the United States of America and its controlled affiliates and subsidiaries are located in various countries throughout the world. Personal Data may be accessed by or transferred to our controlled affiliates, or third parties (including service providers) elsewhere in the world in order to provide services for you, including countries that have different, and perhaps less protective, privacy and data protection laws and regulations than where the data originated. Personal data is subject to access requests from governments, courts, law enforcement, or national security agencies of the country where the data is accessed or transferred. To the extent members of the John Deere group receive information subject to EU/EEA law, it treats the data in accordance with this Statement (as supplemented, below) unless they have informed you otherwise.

#### **6. Your Responsibilities:**

In order to ensure the security of your personal data, you are responsible for keeping your username and password for the System secret. Please do not share it with anyone and send an E-Mail to [globalstaffing@johndeere.com](mailto:globalstaffing@johndeere.com) immediately if you become aware of or suspect that anyone has gained or may gain unauthorized access to your account.

#### **7. Your Rights:**

With respect to the processing of personal data, you may have rights under local law, such as the right to access or know the personal data John Deere holds about you; to request incomplete, incorrect, unnecessary or outdated personal data be updated or erased; and to object to processing of personal data. In addition, through your account, you have the ability to access information submitted, to update your information, delete your profile, or upload new files. We encourage you to access personal data in your account from time to time to make sure that it is up to date. You can delete your account at any time by logging into your profile to access the 'delete profile' functionality, or you may submit a request via E-Mail to [globalstaffing@johndeere.com](mailto:globalstaffing@johndeere.com) to exercise rights that may be available to you under applicable law. If we are unable to comply with such a request, the reason for the denial will be communicated to you.

If you have any questions or concerns about this Statement or John Deere's handling of your personal data, please contact us at the following: [PrivacyManager@JohnDeere.com](mailto:PrivacyManager@JohnDeere.com).

I certify the information I am submitting is complete and accurate. I am aware that providing false information during the application process will lead to my rejection or termination.

## **IMPORTANT INFORMATION FOR APPLICANTS IN THE EUROPEAN ECONOMIC AREA**

This following provisions supplement the Statement and apply to individuals located in the European Economic Area who join the John Deere Talent Community or apply for a job in the European Economic Area. John Deere GmbH & CO KG John-Deere-Str. 70, 68163 Mannheim, Germany is the data controller for the John Deere Talent Community and John Deere Recruiting platforms. With respect to a specific position advertised, the Company is the data controller.

This Section supplements Sections 2, 3, 5 and 7 of the Statement. Sections 1, 4 and 6 remain the same.

**Section 2: Purposes and Legal Justifications.** This Section provides information on legal justifications for processing personal data. Personal Data is Processed for the following purposes:

- Establishing and maintaining a profile in the John Deere Talent Community. Processing includes:
  - ✓ Registering and establishing an account for you in the John Deere Talent Community. During registration (or thereafter), you may elect (i) to receive communications about new job postings, (ii) or to hear more about career opportunities at John Deere.

*The processing is justified based on statutory provisions that (1) the processing is necessary for the performance of a contract or to take steps at your request prior to entering into a contract (i.e., creation of an account); (2) we have a legitimate interest in communicating with individuals interested in John Deere and providing them information about opportunities (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms); or (3) processing is with your consent.*

- ✓ Informing you about vacancies and future job openings at John Deere. After registering you may, for example, use the job agent available in the Talent Community to receive information about newly posted jobs. You may revise or deactivate a job agent at any time. If you apply for a job the job agent will pre-populate based on the job for which you applied.

*The processing is justified based on statutory provisions that (1) processing is necessary for the performance of a contract or to take steps at your request prior to entering into a contract; (2) we have a legitimate interest in attracting qualified personnel to work for John Deere and providing you information about other opportunities (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms); or (3) by providing your consent John Deere may send you notifications of new job postings in which you may be interested (you may create a job alert in your account and you may modify or cancel the alert at any time).*

- ✓ Considering you for positions at John Deere that could be of interest to you. If you create a profile in John Deere's Talent Community using your user account, recruiters from John Deere may process this data to contact you or to send you information about suitable job vacancies. Recruiters within John Deere will have access to information in your profile and, if there is a job opening for which you may be a suitable match, you may be contacted. You may select whether or not you wish to be contacted.

*The processing is justified based on statutory provisions that (1) processing is necessary for the performance of a contract or to take steps at your request prior to entering into a contract; (2) we have a legitimate interest in attracting qualified personnel to work for John Deere and providing you information about other opportunities (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms); or (3) by providing your consent John Deere may contact you about job postings for which you may be a suitable match (you may modify or cancel this permission in your account).*

- Processing your job application when applying for a job or other engagement. By applying for a specific job or other engagement (directly or through a third party), or contacting or communicating with the Company about a specific job, personal data is submitted to the Company. If you apply for a specific position, personal data is provided to the individual(s) in HR who have responsibility for HR processes related to the job recruitment process. As the application progresses, personal data is provided individuals with authority to make a hiring decision in the relevant department so that your suitability for the position is assessed. Processing of personal data includes:

- ✓ Communicating with you, in the context of recruitment activities such as obtaining additional information where necessary and to provide you with information relating to your application and to fulfill your requests.
- ✓ Managing job recruitment activities, such as assessing qualifications and personal experience to determine if you meet specific job requirements, to set up and conduct interviews and assessments, to conduct background checks as required or permitted by applicable local law, contacting third party references provided by you to evaluate your previous performances , or as otherwise necessary in context of recruitment activities;
- ✓ If selected for a position (and you accept), taking steps necessary to start your employment. If selected, John Deere human resources personnel will assist you in moving through the hiring and onboarding process once selected to complete any pre-employment screenings or other requirements.

*The processing is justified based on statutory provisions that (1) processing is necessary for the performance of a contract to which you are a party or in order to take steps (at your request) prior to entering into a new work or employment contract; (2) we have a legitimate interest in attracting qualified personnel to work for John Deere (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms); (3) if **sensitive** personal data is processed (i.e., if a job requires a fitness check, health or background screening) such processing is authorized in the field of employment and social protection law by EU or member state law; or (4) if information about convictions or offenses data is processed such processing occurs in accordance with EU/EEA or member state law.*

- Processing personal data for other recruiting activities, including managing recruiting events and fairs; and identifying, evaluating, selecting, and recruiting individuals (e.g., such as contacting individuals who have expressed an interest in being contacted on social media sites, such as LinkedIn).

*The processing is justified based on statutory provisions that (1) processing is necessary for the performance of a contract to which you are a party or in order to take steps (at your request) prior to entering into a new work or employment contract; (2) we have a legitimate interest in attracting qualified personnel to work for John Deere, including identifying and communicating with prospective candidates (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms); or (3) processing is with your consent.*

- Complying with legal and regulatory obligations imposed on John Deere, including fulfilling reporting requirements as permitted or required by law, diversity and inclusion requirements, and obtaining and releasing personal data as required by law to comply with legal obligations imposed on John Deere;

*The processing is justified based on statutory provisions that (1) we are required to comply with a legal or statutory obligation in the EU/EEA or a Member State; (2) the processing of **sensitive** personal data is necessary for the establishment, exercise or defense of legal claims; or (3) we have a legitimate interest in complying with laws and regulations generally applicable to a Company and/or John Deere (including members of the John Deere group), complying with court orders or other governmental requests (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms).*

- Processing for internal business purposes including preparing, developing, and assessing recruitment strategies and campaigns. This also includes analyzing John Deere's hiring processes (typically in statistical or aggregate form) to develop and improve John Deere's recruiting processes, websites and other related services.

*The processing is justified based on statutory provisions that we have a legitimate interest in assessing recruitment strategies and campaigns, analyzing hiring processing, and using statistical or aggregate data to improve our business (to the extent that such legitimate interest is not overridden by your interests or fundamental rights and freedoms).*

- Providing the Talent Community; website administration; administering IT systems; enforcing John Deere rights; protecting John Deere's property; protecting the rights, property, or safety of others; information security; preventing and detecting fraud; compliance and corporate governance; and internal and external auditing. For example, internal and external information technology resources may access data when needed to trouble-shoot issues. In addition, we will process personal data

in the event of any reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business or assets.

*The processing is justified based on statutory provisions that (1) the processing is necessary to comply with a legal obligation imposed by EU/EEA or a member state law; (2) the processing is necessary to protect the rights, property or safety of individuals; (3) we have a legitimate interest in (i) providing and maintaining IT infrastructure and related services, (ii) preventing and detecting unauthorized access or processing of data and malicious code distribution; (iii) stopping denial of service attacks and other damage to computer and electronic communications systems; (iv) preventing and detecting fraud, crime or misuse of services; (v) internal administration of data (including transfer to a centralized administrative database); (vi) complying with laws and regulations generally applicable to Company and/or John Deere and complying with court orders or other governmental requests (to the extent that such legitimate interests are not overridden by your interests or fundamental rights and freedoms); and (4) the processing of **sensitive** personal data may be necessary for the establishment, exercise or defense of legal claims.*

When you apply for a job, we use an automated system for assessing your compliance with basic eligibility criteria for the posted job. This system assesses information you provide to us in the application to sift out applications that do not meet basic criteria for the posted job. These data attributes are relevant for assessing your eligibility for the posted job, and we use the automated system as a necessary tool for us to assess eligibility for employment. This processing is necessary for entering into, or performance of, a contract between you and the Company. Using the contact information, below, you may request human intervention, to express your point of view, and/or to contest the decision.

If the John Deere and/or the Company has asked you to provide your consent to use personal data for a specific purpose, consent is voluntary, you may refuse to provide consent, and you may withdraw your consent at any time by contacting us using the methods outlined in Section 7 or using your account in Talent Central (where applicable). The lawfulness of any processing of personal data that occurred prior to the withdrawal of your consent will not be affected.

**Section 3: Record Retention.** This Section provides information on how long John Deere retains personal data. Data will be retained in accordance with John Deere's record retentions schedule and with applicable legal provisions.

Data will be retained for the period John Deere considers necessary for using it for the purposes indicated in this Statement. The criteria for determining the period of retention include:

- We have an ongoing relationship with you (e.g., you are an active user of the John Deere Talent Community; you are receiving communications or job alerts and have not unsubscribed). You may delete your profile in the John Deere Talent Community using your account at any time;
- Personal Data are necessary for the Purpose(s) listed in Section 2; and
- Applicable laws and regulations require us to keep Personal Data, including any applicable limitation period under law (and a reasonable period thereafter following the end of such period).

John Deere may also be required to keep personal data for a longer period of time, such as in the event of litigation, regulatory investigation, or if we receive a subpoena, search warrant, court order, or other legal process requiring John Deere to keep the personal data.

If you apply for a job and you are not hired, or if you withdraw your application, the Company will delete the data in accordance with the applicable statutory record-keeping requirements and John Deere's record retention schedule. Generally, this retention period is 6-12 months. If you are hired, required data will become part of your employment record.

Subject to the foregoing, John Deere's global record retention schedule, and applicable legal requirements, Deere will delete and/or anonymize Personal Data that are no longer needed. For more information, please contact us using the contact information below.



**Section 5: Cross-Border Transfer of Personal Data.** This paragraph supplements Section 5 of the Statement concerning international transfers of personal data. Due to the global nature of John Deere's operations, some of the recipients mentioned in Section 4 may be located in countries outside the European Economic Area (EEA) which do not provide an adequate level of data protection. Such international transfers take place to India, the United States of America, and to countries where John Deere Affiliates have offices.

Some non-EEA countries are recognized by the European Commission as providing an adequate level of data protection according to EEA standards (a list of such countries is available here: [http://ec.europa.eu/justice/data-protection/international-transfers/adequacy/index\\_en.htm](http://ec.europa.eu/justice/data-protection/international-transfers/adequacy/index_en.htm)). For transfers from the EEA to countries not considered adequate by the European Commission, we will put in place adequate measures, such as binding corporate rules, standard contractual clauses adopted by the European Commission to protect personal data, or utilize an exception under data protection law or other valid transfer mechanism. Transfers to third parties located in such countries will take place using an acceptable data transfer mechanism, such as binding corporate rules, Privacy Shield to self-certified US organizations, standard contractual clauses adopted by the European Commission to protect personal data, certifications, approved codes of conduct, or in exceptional circumstances on the basis of permissible statutory derogations. Please contact [R2PrivacyManager2@JohnDeere.com](mailto:R2PrivacyManager2@JohnDeere.com), if you want to receive a copy of the mechanism.

**Section 7: Rights.** This paragraph supplements Section 7 of the Statement concerning rights available to you. Subject to local law, you may exercise certain rights regarding personal data free of charge: (a) **Access:** You have the right to obtain from us confirmation if personal data is being processed, the purpose of processing, the categories of data, information on recipients of the data and the non-EU countries in which they are located, the safeguards put in place for the transfer of data to non-EU countries, storage period of data or criteria to determine it, further information on your rights, our processing activities and data providers, and the significant and envisaged consequences of processing; (b) **Rectification:** You have the right to request the rectification of inaccurate personal data and to have incomplete data be completed; (c) **Objection:** You have the right to object to the processing of your personal data for compelling and legitimate reasons relating to your particular situation, except in cases where legal provisions expressly provide for that processing. In addition, you have the right to object where your data are processed for direct marketing purposes; (d) **Portability:** You may receive your personal data that you have provided to us, in a structured, commonly used and machine-readable format and have the right to transmit it to other data controllers without hindrance. This right only exists if the processing is based on your consent or a contract and the processing is carried out by automated means; (e) **Restriction:** You may request to restrict processing of your personal data if (i) you contest the accuracy of it – for a period we need to verify your request; (ii) the processing is unlawful and you oppose the erasure of it and request restriction instead; (iii) we no longer need it, but you tell us you need it to establish, exercise or defend a legal claim; or (iv) you object to processing based on public or legitimate interest – for a period we need to verify your request; and (f) **Erasure:** You may request to erase your personal data if it is no longer necessary for the purposes for which we have collected it, you have withdrawn your consent and no other legal ground for the processing exists, you objected and no overriding legitimate grounds for the processing exist, processing is unlawful, or erasure is required to comply with a legal obligation.

If you are concerned about how personal data is processed, please email or contact us. Our data subject rights portal is available [www.deere.com/privacy](http://www.deere.com/privacy). Contact Information for the data protection officer is available here [R2PrivacyManager2@JohnDeere.com](mailto:R2PrivacyManager2@JohnDeere.com).

Please also note you have the right to lodge a complaint with a supervisory authority. In particular, the supervisory authority of the member state of your residence, place of employment, or the location where the issue that is the subject of the complaint occurred.