

MGM PRIVACY NOTICE (Europe)

Last updated: July 14, 2021

How we use information about you

1. We need to collect and process information about you for normal management purposes, such as managing your job application, employment or work for us as a vendor. We collect information during the recruitment process to make decisions about hiring. We collect and use information throughout your employment or independent contractor relationship, and to the extent necessary after separation, to manage our relationship with you effectively and appropriately. If you do not provide this data when requested, we may not be able to fulfill our contractual or legal obligations, and we will tell you about the implications of that decision. If you are eligible for optional programs or benefits, we will tell you if those require personal information and whether third parties are involved in furnishing those services, and you will then have the choice of participating or not.
2. Apart from legal and contractual requirements, we may need to process your data to pursue our legitimate business interests as part of a multinational corporate group; to protect the company's customers, personnel, investors, property, and reputation; to prevent fraud and deter and report potential crimes; to preserve the integrity of our information systems and networks; to evaluate or prepare for corporate transactions and events such as mergers and acquisitions and succession planning; to account to or seek information or payment from a union, guild or performance rights organization; to promote diversity in our workforce and prevent discrimination and harassment against employees; and to enhance health and safety in the workplace. We are mindful of our obligation not to process information about you where your privacy interests override these legitimate business interests.
3. Much of the information we hold is provided by you, but some may come from other internal sources, such as your manager, or external sources, such as a person you list as a reference for prior employment or education or as an agent. We collect and use information about you from your application form and references, your employment contract, correspondence with or about you, payroll and benefits records, travel and expense records, personal and emergency contact details, absence and leave records, information needed for equal opportunities monitoring, property records, network and security records, job assignments, training records, work product, performance appraisals, grievance and disciplinary records, commendations, retirement and separation records, and royalty or participation payment records.
4. Where we have a need to process any of the special categories of information under data protection law (information relating to your racial or ethnic origin, political opinions,

religious or philosophical beliefs, trade union membership, genetic data, identifying biometric data, or data concerning health, sex life, or sexual orientation), we will do so only with your explicit consent or as required or authorized by law.

5. Where necessary, we may request information relating to your health, which could include reasons for absence and doctors' reports to comply with our obligations under health and safety or occupational health regulations, or to consider whether any adjustments to your job or workplace might be required. We may also need this data to administer statutory sick pay or insurance benefits.
6. We may require information regarding your membership in a trade union or guild to meet our obligations under a relevant collective bargaining agreement or labor laws.
7. In any instance where we are processing data based on your consent, you have the right to withdraw that consent at any time.
8. Depending on your position, we may keep records of your work hours by a clocking system as detailed in material available on the company intranet or through the Human Resources Department.
9. We monitor our computer and telecommunications networks, and devices attached to those networks, to keep them running efficiently and to prevent security intrusions and abuse, as detailed in our computer asset, internet, wireless access and mobile device policies, which are available on the company intranet or through the Human Resources Department.
10. We may transfer information about you to other companies within our corporate group, and to other companies associated with a production or that manage distribution or intellectual property rights of a production, for the purposes described above. Our corporate group is headquartered in the United States, and the entities there are committed to handling personal data in accordance with the data protection laws of the country in which the data exporter is established.
11. We may also transfer some of the information listed above to third parties as required by law or to assist us in fulfilling the purposes described above. For example:
 - a. We report information as required to governmental authorities for tax and regulatory purposes (such as payroll and occupational health reports).
 - b. We engage professional services firms as needed for assistance with legal, accounting, audit, tax, and insurance services.
 - c. We may contract with third parties to administer payroll, pension, and insurance schemes.
 - d. We may contract with third parties for information technology support, recruiting and human resources services, property management, off-site

document and data storage, travel services, or other support for the purposes described above.

12. Where we transfer personal information to third parties outside the United Kingdom, European Economic Area or Switzerland, we do so subject to approved safeguards, such as an EU or national determination of legal adequacy, the use of EU-approved Standard Contractual Clauses, or certification under a cooperative framework program.
13. We maintain appropriate technical and organizational measures to ensure a level of security appropriate to the risks associated with personal information held by the company. Our security policies and procedures are available on the company intranet or from the Human Resources Department. Your careful attention to privacy and security policies and procedures will help maintain your own privacy and respect the privacy of other current and former employees and contractors.
14. Your personal data will be retained as long as needed for the purposes for which it was collected or for which you subsequently authorized it, and additionally for as long as we are required to keep it because of legal obligations, professional accounting and audit standards, legal or insurance claims, or regulatory proceedings.

Your rights

15. You have the right to request from us access to and rectification or erasure of your personal data, the right to restrict processing and object to processing, as well as in certain circumstances the right to data portability. These rights are not unlimited; they are affected by our obligations and legitimate interests and by the privacy rights of other individuals.
16. If you have given consent for the processing of your data, you have the right to withdraw that consent at any time, which will not affect the lawfulness of the processing before your consent was withdrawn.
17. If you are in the United Kingdom, you have the right to lodge a complaint with the UK Information Commissioners' Office if you believe that we have not complied with the requirements of the law with regard to your personal data and you are not satisfied after contacting the office below.
18. If you are in the European Union, you have a right to lodge a complaint with the German data protection supervisory authority if you believe that we have not complied with the requirements of the law with regard to your personal data and you are not satisfied after contacting the office below.

List of Controllers and Contact Information

- 13 Lives Productions LLC, United States
- 13 Lives UK Productions Limited, United Kingdom

Concept Street B.V., The Netherlands
Croft 2 Productions Ltd., United Kingdom
Cyrano UK Productions Ltd., United Kingdom
Deeper Productions LLC, United States
EFT Media Holdings LLC, United States
EFT Media Productions LLC, United States
EPIX Entertainment LLC, United States
EPIX Studios LLC, United States
Finale Productions LLC, United States
Four Weddings Productions LLC, United States
Four Weddings Productions Ltd., United Kingdom
GVG UK Productions Ltd., United Kingdom
Les Productions Artistes Associes S.A.S., France
LightWorkers Media Limited, United Kingdom
Lightworkers Media OTT, LLC, United States
LW Media Holdings LLC, United States
MBY Productions LLC, United States
MBY Productions UK Ltd., United Kingdom
Metro-Goldwyn-Mayer Filmaatschappij B.V., The Netherlands
Metro-Goldwyn-Mayer Pictures Inc., United States
Metro-Goldwyn-Mayer South America B.V., The Netherlands
Metro-Goldwyn-Mayer Studios Inc., United States
MGM and UA Services Company, United States
MGM Domestic Branded Services LLC, United States
MGM Domestic Television Distribution LLC, United States
MGM International B.V., The Netherlands
MGM International Television Productions (Germany) GmbH, Germany
MGM International Television Productions LLC, United States
MGM Television (Europe) Limited, United Kingdom
MGM UK Alternative TV Productions Ltd., United Kingdom
MGM UK TV Productions LLC, United States
Nevermore UK Productions Limited
NW Productions LLC, United States
NW UK Productions Ltd., United Kingdom
One Three Television (UK), Ltd., United Kingdom
Orion Distribution Company LLC, United States
Orion Pictures Corporation, United States
Orion Releasing LLC, United States
Orion TV Productions, Inc., United States
Raider 2 Productions LLC, United States
Raider 2 Productions Ltd., United Kingdom
Raider Productions LLC, United States
Raider Productions Ltd., United Kingdom
Thirteen Enterprises, LLC, United States

UAMG Content, LLC, United States
UAMG Holdings LLC, United States
UAMG, LLC, United States
United Artists Corporation Limited, United Kingdom
Valhalla S1 Productions LLC, United States
VICAP Productions LLC, United States
are the controllers of personal data for purposes of the EU General Data Protection Regulation and the Data Protection Act 2018 (UK)

Addresses: *European Union*
MGM International Television Productions (Germany) GmbH
Attn: EU Data Protection Representative
Sonnenstraße 14
80331 München
Germany

United Kingdom
United Artists Corporation Limited
Attn: UK Data Protection Representative
7 Air Street, 5th Floor
London W1B 5AD
United Kingdom

United States of America
Metro-Goldwyn-Mayer Studios Inc.
Attn: Legal Department
245 N. Beverly Dr.
Beverly Hills, CA 90210
United States

Email address: privacy@mgm.com

If you have any questions or concerns as to how your data is processed you may contact our Data Protection Officer at:

Address: Metro-Goldwyn-Mayer Studios Inc.
Attn: Data Protection Officer
245 N. Beverly Dr.
Beverly Hills, CA 90210
United States

Email address: privacy@mgm.com