

## **Privacy Notice for Job Applicants**

Wilmore Electronics Co., Inc. is the company that is recruiting for the position in which you have indicated an interest. We will process your personal information as described in this Privacy Notice and will be responsible for complying with applicable data protection laws. Wilmore respects your privacy and will treat your personal information as confidential. We will only use your personal information as described in this Privacy Notice.

Personal information we collect about you: When you apply for or indicate an interest in a position, we will ask you to provide us with personal information about yourself so we can evaluate your inquiry. If this information is not provided, our ability to consider you as a candidate may be limited. You may also provide us with your personal information that we have not specifically requested. In any event, all information is provided on a voluntarily basis and you determine the extent of information that you provide to us. The kind of personal information we collect about you may include:

- Name, identity and contact details – such as your name, address, email address, telephone, other contact information and personal preferences
- Employment details - such as details of your employment background, including position, work experience, employment references, salary and other compensation requests
- Background information – such as your educational background including degrees, certificates, transcripts, credit history and/or criminal background screenings (where relevant to your application and permitted under applicable law)
- Financial Information - such as salary, benefits, expenses and company allowances.
- IT Information – such as certain technical information from you about your visit to our website using “cookies” and other similar technologies.
- Any other information in your application that you choose to share with us - such as personal preferences, hobbies, social preferences, etc.

Wilmore does not request or require sensitive personal information regarding religion, health, sexual orientation or political affiliation in connection with your application. If you have a disability and would like for us to consider an accommodation, you may provide that information during the recruitment process.

Information from third parties: From time to time, we may obtain information about you from public sources or third parties. For example, we may conduct background screenings through a third-party service provider and verify information that you have in your application that relates to your past education, employment, credit and/or criminal history, as allowed by applicable law. You may also choose to provide us with access to certain personal information stored by third parties such as job-related social media sites. By authorizing Wilmore to have access to this information, you agree that Wilmore may collect, store and use this information in accordance with this Privacy Notice.

How Wilmore uses your personal information: Wilmore will use your personal information for the following purposes:

- recruitment, selection, evaluation and appointment of job candidates (temporary or permanent) for the job you have applied for and for subsequent job opportunities
- general HR administration and management (in case you become a Wilmore employee)
- application analysis such as verification of your employment reference(s) that you have provided, background checks and related assessments
- compliance with corporate governance and legal requirements
- communicate with you and to inform you of current status of your application and future opportunities (unless you have told us that you do not want us to keep your information for such purposes).

Parties with whom we might share your personal information: We take care to share your personal information only with those who really need it in order to perform their tasks and duties, and to third parties with a legitimate business need. We may disclose your personal information to third parties including:

- As necessary to comply with our legal obligations, including in order to respond to a lawful government request, court order, administrative or judicial process (such as a subpoena or search warrant)
- As necessary to establish, exercise or defend our legal rights
- As necessary to protect your vital interests (for example, we may need to share your personal information with

third parties in the event of an emergency)  
– Where we have otherwise obtained your consent

How long will we keep your personal information? We will keep your personal information for as long as necessary in connection with the purposes described in this Privacy Notice and in accordance with Wilmore’s retention policy and applicable law.

Your responsibilities regarding information you provide to us: You are responsible for ensuring that the information you provide to Wilmore is honest, truthful, accurate and not misleading in any way. If you provide information concerning any other person such as individuals you provide as references, you are responsible for providing any notices and ensuring that those individuals consent to Wilmore collecting and processing that information as described in this Privacy Notice.

Changes to this Privacy Notice: We will only use your personal information in the manner described in this Privacy Notice. However, we reserve the right to change the terms of this Privacy Notice at any time by posting revisions to our website. If at any time, we decide to use your personal information in a manner that is different from that stated at the time it was collected, you will be given notice.