



VMware Software India Private Limited
Data Privacy Authorization for New Hires

Throughout the course of your employment with VMware Software India Private Limited ("**Company**") we will need to collect personal data from you in relation to your employment for various human relations and business purposes. These include, but are not limited to: provision of benefits; determining commissions; compensation and payroll; performance management; promotion and career development; filing tax returns; review of employment decisions; investigating wrongdoing and protecting company assets.

The personal data that we have collected may be transferred to our subsidiary and associate companies in and outside of India. In an effort to ensure transparency and openness with our employees, we want you to understand what we will collect, process and share (both internally and externally) and/or transport to our global employee database located in Palo Alto, CA, USA. When we provide your information to VMware personnel or to third parties the information provided will be limited to that information needed to perform the service. The types of information provided may depend upon your job title and responsibilities, your location, and the benefits and programs in which you choose to participate. Individuals who may be located outside of India with access to some components of your information may include human resources personnel, your managers and their designees, and some individuals in the Finance, IT, security, real estate and Legal organizations and a limited number of employees of third party service providers responsible for benefits administration, payroll processing, recruitment, relocation services, travel-related services or other services on behalf of VMware

VMware will not share, sell or rent your personal data to third parties for their personal purposes without your explicit consent. We do, however, use third party partners to provide critical services on behalf of VMware (for a complete list of those partners and the services they provide, please contact VMware HR) and benefits to you. These partners have been thoroughly vetted and have met our strict requirements for data protection compliance.

All individuals with access rights to your personal data have been educated on data privacy laws and the use of personal data, and are held strictly accountable for compliance. Locally, the HR Manager has responsibility for ensuring the protection of all personal data. On a corporate level, the Compliance Office within the VMware Legal Department has overall responsibility for data protection compliance.

If you have any privacy-related questions, please refer to the VMware Privacy Program Portal (<https://source.vmware.com/ethics/privacy/Pages/default.aspx>) for a list of FAQs and individuals you can contact with your questions.

I have read and understand the above agreement and consent to VMware using my personal data as described.

Signature

Date

Name