

## **Data Protection Notice and Consent**

Hitachi Vantara LLC and its subsidiaries (collectively, “We” or “Hitachi”) are committed to protecting and respecting your privacy whether before, throughout or after your tenure with us.

This notice explains the general ways in which We may collect, receive, store, transfer, or otherwise process your personal data. It applies insofar as it does not conflict with local laws that apply to you, and it also applies if there is no local data protection or privacy law in place in your country. We will not use your personal data to make any decisions concerning your employment or tenure with Hitachi only by automated means.

### **Personal Data Categories**

Over the course of our relationship with you, We process personal data that you have provided or otherwise made available to Hitachi from other sources (such as your manager or a referee). Such personal data may include your name, employee number, family data, biometrics, national identity, hire date, termination classification, e-mail address, mail stop code, work location, work status, job code, job title, job grade, job family, department name and department leader(s), manager name, payroll information, benefits information, salary information, incentive target and payout information, photographs, videos, and expressions of opinion about you or indications as to our intentions about you. As relevant to your employment or tenure with Hitachi and subject to applicable law, Hitachi may also process information about your physical or mental health, information about your racial or ethnic origin, or information about criminal proceedings in which you have been involved.

### **Purpose For Processing Your Personal Data**

We use your personal data from time to time for the following purposes and in a fair and lawful manner:

- providing your remuneration and employment benefits;
- recruitment, promotion, awards, discipline, training, redeployment and/or career development;
- reasonably monitoring or assessing your work activities or conduct;
- meeting our legal obligations such as those relating to occupational health and safety, workers’ compensation, medical benefits, retirement, and taxation;
- protecting your vital interests, our legitimate interests, or the legitimate interests of others;
- development, administration and maintenance of internal networks, tools and systems;
- internal management and administration purposes, including auditing, compliance, risk management, and security purposes.

We may also collect and process your personal data for other purposes as notified to you from time to time, or such other purposes as permitted by local laws. You will, of course, inevitably be referred to in many company documents and records that are produced by you and your colleagues in the course of carrying out your duties and the business of the company. Where your personal data is considered “sensitive” under applicable law (such as your health condition or religious and political beliefs), we will only process such sensitive personal data as described in this notice, after you have given your explicit consent, or if another defined condition is met, *e.g.*, the processing is required for your employment or tenure with Hitachi.

If you do not provide certain personal data, we may be unable in some circumstances to comply with our obligations and we will tell you about the implications of that decision.

## **Disclosure Of Your Personal Data**

We may disclose your personal data to our corporate affiliates (*i.e.*, in the Hitachi group of companies), and we may also disclose your personal data to third parties such as legal or regulatory authorities, professional advisors, customers, partners, service providers we have engaged to assist us in performing our corporate functions (for example in payroll, accounting, reference checking and benefits administration), or in communications with a prospective seller or buyer of business assets. Disclosure of your data may be done locally, or it may cross borders. We may also disclose your personal data in order to comply with the applicable law. These affiliates or third parties may be located outside of your country. For European residents, We may disclose your personal data to affiliates or third parties outside of the EEA. For China residents, We may disclose your personal data to affiliates or third parties outside the PRC. Hitachi will take steps to ensure that any third-party recipients comply with Hitachi's privacy and security policies in how they handle your data. For EU residents only: transfers of your personal data to locations outside of the EEA are managed in accordance with the provisions of the General Data Protection Regulation (GDPR).

## **Hitachi's Commitments To You**

We will take, or have taken, steps to ensure that:

- your personal data is used only for the purpose for which it was collected;
- your personal data will not be kept for longer than is necessary for the purpose (or as required by law);
- appropriate administrative, technical, and organizational measures have been implemented with the intent of protecting your personal data against unauthorized destruction, damage, loss, or any form of unlawful processing. To learn more about these measures, please contact us via the email address stated below;
- your personal data is destroyed in a secure manner under Hitachi's Global Record Retention Policy; and
- you have the opportunity to object to any decision that significantly affects you, which is being taken solely by a computer or other automated process.

## **Your Rights**

As a data subject, you may have certain rights under applicable law, including the right to:

- be informed about what personal data about you is being processed, the purpose of the processing, and the recipients of any data being disclosed;
- correct and/or delete your personal data;
- request the restriction of processing of your personal data or to object to certain processing activities;
- request portability of your personal data; and
- lodge complaints with the local data protection supervisory authority.

You also have the right to withdraw, at any time, any consent for data processing you have previously provided to Hitachi. Any revocation of consent will apply prospectively, and We will continue to retain the information that you provided to Hitachi before you revoked your consent (subject to applicable law).

### **Contact Hitachi**

Please contact Hitachi at the following email address with any questions or concerns regarding this notice, to withdraw your consent at a later date, or for more information about Hitachi's processing of your personal data:

[privacy@hitachivantara.com](mailto:privacy@hitachivantara.com)

### **Acknowledgement & Consent**

By clicking "I accept," I hereby declare that: (a) I have read and fully understand the information provided in this Data Protection Notice and Consent; and (b) to the extent that Hitachi is not authorized or required under law to do so already, I consent to the processing of my personal data by Hitachi as described herein. I understand that I may revoke this consent at any time by providing notice to Hitachi as instructed above.

I Consent

Applicant Name (Last Name, First Name)

Applicant Signature

Date