

Statement of Privacy concerning job applications

Rohde & Schwarz Topex S.A. ("RST", "us" or "we") is a Romanian joint stock company managed under two-tier system, part of the Rohde & Schwarz Group, with headquarters in 9-9A Dimitrie Pompeiu Blvd., Iride Business Park, Building 19, section A, ground floor, 1st, 2nd and 3rd floor, 2nd District, 020335 Bucharest, Romania.

Rohde & Schwarz Topex welcomes you to our Careers portal and appreciates your interest in our company.

We take the protection of your personal data seriously, and we want you to feel at ease when visiting our Internet websites. Protecting your private sphere as we process your personal information is an important matter to us, and one that we take into account in our business processes. Rohde & Schwarz Topex operates the Careers portal for our own purposes.

This Statement of Privacy describes how we handle and protect personal data of job applicants / potential candidates for employment in connection with RST's recruiting process and programs.

"*Personal data*" means information that identifies job applicants and potential candidates for employment with us, either submitted as part of the online application and/or through alternative channels (e.g., via professional recruiting firms).

1. Personal data we collect / process and the purpose of processing

We usually collect personal data directly from you when you apply for a job with us, such as your name, address, e-mail, telephone number, work and educational history, achievements, qualifications and test results. We also may collect personal data about you from third parties, such as professional recruiting firms, your references, prior employers and RST employees with whom you have interviewed. We collect and use these personal data for identifying and evaluating candidates for potential employment, as well as for future jobs that may become available. If your job application is successful, the information you give during the application process will form part of your employee record and shall be used to administer your employment relation with RST.

We also collect images from the video surveillance system installed in company's headquarter and in the factory. We use these data for security checks, for the legitimate interests purposes pursued by RST in order to secure the buildings, goods and persons inside our premises.

2. Data recipients

If you send us an unsolicited application, your data may be viewed by staff managers who have open positions as well as by human resource administrators. By sending us an unsolicited application, you consent to us using your personal data for job search purposes as part of our talent pool, beyond a specific application. We will contact you to inform you of relevant job openings if they become available.

If you apply for an advertised position, your data will be processed only as necessary in the application process for the specific position. Once the position has been filled, the data will be deleted after a period of 12 months.

Moreover, Rohde & Schwarz uses your personal information when performing technical administration activities on company websites only to the extent necessary in each case.

We may also share your personal data with:

- Other companies in Rohde & Schwarz group
- Third parties, such as recruitment consultants and employment agencies, security check providers, test providers and others who help us fill vacancies and assess the suitability of candidates and progress applications.
- A third party or body where such disclosure is required to satisfy any applicable law, or other legal or regulatory requirement

3. Data transfer outside EEA

Usually we will not transfer personal data to third parties located outside of the European Economic Area (EEA). However, if we will need to transfer personal data to other companies in the Rohde & Schwarz Group or third parties located (or whose servers may be located) in countries outside of the European Economic Area (EEA), we will make sure that there is a legal basis for such transfer and that your personal information is adequately protected as required by applicable law.

4. How long we store the personal data

If you accept an offer of employment by us, any relevant personal data collected during your pre-employment period will become part of your personnel records and will be retained in accordance with the applicable law requirements.

If we do not employ you, we may nevertheless continue to retain and use your personal data for a period of 12 months for system administration purposes and to consider you for potential future roles.

The images from the video surveillance system installed in company headquarter and in the factory are stored for 30 days from the registration date. In case some incidents are registered, the related images are stored for 3 years.

5. Your rights

Subject to certain legal conditions, you have the following rights in relation to the processing of your personal data:

- You have the right to request access to the personal data that we have collected about you;
- The right to request a copy of your personal data which we hold;
- The right to the rectification of any inaccurate or incomplete personal data;
- The right to object to or restrict our use of your personal data;
- The right to withdraw your consent for the processing of personal data based on the consent;

- The right to the erasure of your personal data, when you withdrew your consent, the processing is no longer necessary, or such processing is unlawful;
- The right to data portability which allows you to receive a copy of the processed data which we received from you or to share them with another entity nominated by you;

If you need supplementary information regarding the above-mentioned rights or if you want to exercise one of your rights as a data subject, please contact us (see section 7 below).

We may request you to prove your identity by providing us with a copy of a valid identification document or any other information which is necessary to verify that the request came for the entitled data subject.

We will consider any such requests or complaints that we receive and send you a response within reasonable terms provided by the law (not exceeding one month; the period may be extended by two further months taking into account the complexity and number of the requests). If you are not satisfied with our response or you consider that we do not process your personal data in compliance with the applicable legal provisions, you may lodge a complaint with the Romanian supervisory authority: The National Supervisory Authority for Personal Data Processing headquartered in 28-30 Gheorghe Magheru Blvd., 1st district, Bucharest, Romania, postal code 010336, anspdcp@dataprotection.ro.

6. Updates to this Statement of Privacy

We may update and change this Privacy Policy whenever we consider necessary. If any such amendment occurs, we will post the amended Privacy Policy on our website.

7. Contact

If you have any questions about this Statement of Privacy, please contact us at:

Rohde & Schwarz Topex S.A.

9-9A Dimitrie Pompeiu Blvd., Iride Business Park, Building 19, section A, ground floor, 1st, 2nd and 3rd floor, 2nd District, 020335 Bucharest, Romania

ilie.cimpoieru.ext@rohde-schwarz.com