

		<b>TOKYO ELECTRON EUROPE LIMITED CANDIDATE PRIVACY NOTICE</b>		
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## 1. Purpose

This Candidate Privacy Notice ('Privacy Notice') explains how Tokyo Electron Europe Limited and its branches and subsidiaries (collectively, 'the Company', 'we', 'us' or 'our') process your Personal Data in compliance with Data Protection Legislation and applicable national data protection laws. This notice applies to the attraction, application, recruitment and selection process (collectively, 'recruitment'). It may also cover Personal Data you provide about others, such as referees, for which you should obtain their consent prior to sharing.

## 2. Scope

This Privacy Notice applies to all candidates who apply for a role with the Company in Austria, Belgium, France, Germany, Ireland, Israel, Italy, the Netherlands, and the UK. Where national legislation and requirements in your jurisdiction impose a higher standard of protection than this Privacy Notice, those standards will take precedence. We may update this Notice at any time, and the latest version will be published on our recruitment portal.

## 3. Definitions

- General Data Protection Regulation (GDPR): Regulation (EU) 2016/679 of the European Parliament on the protection of natural persons with regard to the processing of personal data and on the free movement of such data.
- Personal Data: Any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.
- Processing: Any operation or set of operations performed on your Personal Data, whether or not by automated means, such as collecting, recording, organising, structuring, storing, adapting, using, sharing, or disposing of it.
- Special Category Data: Personal Data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health, or data concerning a natural person's sex life or sexual orientation. This is also sometimes referred to as 'Sensitive Personal Data'.
- Data Protection Legislation means the UK General Data Protection Regulation (UK GDPR), the UK Data Protection Act 2018, the General Data Protection Regulation (EU) 2016/679, EU member state implementing supplementary legislation, and the Israel Protection of Privacy Law 5741-1981 as amended.

## 4. What Personal Data We May Process

We collect Personal Data directly from you, publicly available sources, or third parties such as:

- Recruitment agencies, headhunters, etc.
- Third parties providing candidate interview or assessment services

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- Background screening suppliers
- Public authorities or other government agencies, e.g. tax offices, employment ministries.
- Your previous employers, if you have agreed to us contacting them as part of your recruitment process.

Examples include:

- Personal details: name, contact details, gender, date and place of birth.
- Work history & job data including previous employers, positions, dates.
- Compensation details: salary, benefits, bonuses.
- Education and professional qualifications
- Employer feedback and references
- Nationality, visa, right to work documentation (e.g., passport, ID cards, residence/work permits, social insurance numbers, etc.) (Successful candidates only)
- Results of any pre-employment screening checks
- Health information or details of any disabilities, if relevant to workplace adjustments and provided by you voluntarily
- Employment contract-related information (hours, location, terms) (Successful candidates only)
- Photographs, Audio/Video interview recordings, psychometric tests, assessment results (subject to consent)
- Driving license details (Successful candidates only)

Special Category Data is collected only where necessary, legally permitted, and relevant for purposes such as making reasonable adjustments or complying with regulatory obligations.

## 5. Why We Collect and Process Your Personal Data

We process your Personal Data to:

- Assess your suitability, qualifications, and skills for the role
- Conduct assessments including interviews (in-person, phone, video), behavioural and technical test
- Communicate regarding your application and recruitment
- Perform pre-employment verification and screening where relevant, proportionate and permissible under local laws (e.g., right to work, references, background checks)
- Maintain recruitment records
- Asserting or defending our rights
- Comply with legal and regulatory obligations.

## 6. Failure to Provide Personal Data

For the avoidance of doubt, you have no legal obligation to provide us with your Personal Data. If you fail to provide Personal Data that is necessary for us to consider your application (such as

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evidence of qualifications, proof of identity, or your right to work), we may not be able to process your application further. A failure to provide this information may mean we are unable to enter into a contract of employment with you.

## 7. Data Controller

The Data Controller for recruitment purposes shall be Tokyo Electron Europe Limited, including for applications made via the Company's branches and subsidiaries listed below. Contact details for the company are listed on the Company careers website. Queries related to personal data in recruitment can also be sent to the following email address: [TEE.DPR@Europe.tel.com](mailto:TEE.DPR@Europe.tel.com)

### Head Office

- United Kingdom

### Branch Offices

- Austria
- Belgium
- France
- Germany
- Ireland
- Italy
- Netherlands

### Subsidiary Group Companies

- TEL Magnetic Solutions Limited (Ireland)
- Tokyo Electron Israel Limited (Israel)

## 8. Automated Processing

Currently, no recruitment decisions are made based solely on automated means. Should this change, this document will be updated. If your application would be affected by such change, you will be notified in writing.

## 9. Who We Share Your Personal Data With

We share your Personal Data only as necessary and where legally permitted, including:

- Internal Company employees involved in recruitment (HR, legal, finance, IT, hiring managers, compliance teams, security managers); these may also be located in the Branch or Subsidiary Group Companies.
- Recruitment agencies or companies that introduced you
- Third parties providing candidate interview or assessment services
- Previous employers or referees for reference verification

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- Background screening suppliers
- Academic institutions to validate qualifications
- Other suppliers providing services on our behalf
- Legal advisors

Some of these recipients may be located outside the European Economic Area (EEA) or United Kingdom, as applicable.

## 10. International Transfers

When your Personal Data is transferred outside the EEA/UK, the Company will ensure there is adequate protection measures consistent with relevant data protection laws, such as the UK GDPR and EU GDPR, including:

- Transfers to countries with valid adequacy decisions by the European Commission or UK Government
- Execution of EU Standard Contractual Clauses or other approved transfer mechanisms, such as the UK International Data Transfer Agreement or Addendum
- Contractual assurances from third parties to protect confidentiality and security of your Personal Data.

## 11. How We Protect Your Personal Data

We have implemented industry-standard technical, administrative, and physical safeguards to prevent your Personal Data from being subject to unauthorised access, loss, or disclosure. Access is restricted to employees and third parties with a legitimate business need.

## 12. Your Rights

You have rights to:

- Access and obtain a copy of your Personal Data
- Correct inaccurate or incomplete data
- Request erasure when Personal Data is no longer necessary, subject to legal retention requirements
- Object to processing where it is based on our legitimate interests
- Withdraw consent where processing is consent-based
- Data portability in certain circumstances
- Request that we transfer your Personal Data to a third party
- Lodge complaints with supervisory authorities if you believe your rights have been infringed (see addresses under Sec. 16).

Please note that these rights are not absolute, and we may be entitled to refuse requests where exceptions under applicable law apply.

## 13. Legal Basis / Processing Conditions

We process your Personal Data on one or more of the following lawful bases:



## TOKYO ELECTRON EUROPE LIMITED CANDIDATE PRIVACY NOTICE

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- Compliance with legal obligations
- Performance or steps toward entering into a contract with you
- Legitimate interests of the Company (balanced against your rights)
- Your explicit freely given consent (where applicable or required)

Key purposes and legal bases are summarized below:

<b>Purpose</b>	<b>Legal Basis/Condition</b>
Recruitment & selection (including assessments)	Compliance with legal obligations, preparation of contract, contract performance, legitimate interest (to select suitable candidates, ensure fairness, exchange data within our Group for economic, administrative, or other internal business purposes) or where required by national legislation, consent
Pre-employment verification	Compliance with legal obligations (e.g., right to work checks), legitimate interests (risk mitigation) or where required by national legislation, consent
Offers & onboarding	Preparation of contract, contract performance, compliance with legal obligations, legitimate interests to ensure smooth employment transition
Future job opportunities	Legitimate interests in maintaining a pool of talent or where required by national legislation, consent
Recruitment feedback & complaints	Compliance with legal obligations, legitimate interest to handle challenges and maintain reputation
Complaints, claims, litigation	Legitimate interest to protect company's legal rights and defend claims
Legal/regulatory disclosures	Compliance with legal obligations, legitimate interests to cooperate with authorities and maintain good corporate governance

Processing of Special Category Data is further justified under:

- Employment, social security, and social protection law obligations
- Preventive or occupational medicine and assessments of working capacity
- Protection of vital interests in emergencies
- Purposes authorized by law such as equality monitoring and prevention/detection of unlawful acts
- Explicit consent in exceptional cases.

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#### 14. Data Retention

Your data will be retained for the duration of the recruitment process, and retained for a period of time in line with our Records Retention Schedule. We retain your personal information for this period so we can demonstrate that the recruitment exercise was carried out in a fair and transparent way.

After this retention period, we will securely destroy your personal information in accordance with applicable laws and regulations.

For unsuccessful candidates, data is held for the following period, post decision communication:

Except from Records Retention Schedule

<b>Country</b>	<b>Records Kept from data of notification of application outcome including: Completed application forms or CVs; Voluntary Disclosure response, Interview notes and test results; Pre-employment checks.</b>
Austria	7 months
Belgium	5 years
France	2 years
Germany	Unsuccessful Candidates – 4 months Successful Candidates – 10 years
Ireland	15 months
Israel	7 years
Italy	Unsuccessful Candidates – Immediately Successful Candidates – 10 years
The Netherlands	4 weeks
United Kingdom	6 months

We may wish to retain your personal information on file for consideration for future opportunities. In such event, we will seek your explicit written consent to retain your personal information for a fixed period on that basis. If you consent, we will retain your personal data for a limited period in line with our Records Retention Schedule or earlier, if you have withdrawn your consent.

For successful candidates, ongoing personal data is retained as per the Employee Privacy Notice and the TEE Records retention schedule.

#### 15. Contact Information / Data Protection Officer

To exercise any of these rights or for any queries relating to data protection in recruitment, you should contact the Company via the following data protection email inbox.

[TEE.DPR@europe.tel.com](mailto:TEE.DPR@europe.tel.com)

You also have the right to lodge a complaint with the appropriate supervisory authority, where you believe that your rights have been violated.

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## 16. Supervisory Authorities

**Austria:** Österreichische Datenschutzbehörde, Barichgasse 40-42, 1030 Wien, Austria, Tel: +43 1 52 166-0, [dsb@dsb.gv.at](mailto:dsb@dsb.gv.at)

**Belgium:** Autorité de protection des données / Gegevensbeschermingsautoriteit, Rue de la Presse 35, 1000 Bruxelles, Belgium, [www.autoriteprotectiondonnees.be](http://www.autoriteprotectiondonnees.be) [contact@apd-gba.be](mailto:contact@apd-gba.be)

**France:** Commission Nationale de l'Informatique et des Libertés (CNIL), 3 Place de Fontenoy, TSA 80715, 75334 Paris Cedex 07, France, Tel: +33 1 53 73 22 22, [www.cnil.fr](http://www.cnil.fr)

**Germany (Saxony):** Sächsischer Datenschutzbeauftragter Bernhard-von-Lindenau-Platz 1 01067 Dresden. TEL: 0049 351 4935401 [www.datenschutz.sachsen.de](http://www.datenschutz.sachsen.de), Email: [saechsdsb@slt.sachsen.de](mailto:saechsdsb@slt.sachsen.de)

**Ireland:** Data Protection Commission, Canal House, Station Road, Portarlington, Co. Laois, Ireland, Tel: +353 57 868 4800, Email: [info@dataprotection.ie](mailto:info@dataprotection.ie),

**Israel:** Israeli Law, Information and Technology Authority (ILITA), Ministry of Justice, Begin Road 125, Tel Aviv, 6701046, Israel, [www.gov.il/en/departments/ilita](http://www.gov.il/en/departments/ilita)

**Italy:** Garante per la protezione dei dati personali, Piazza Venezia, 11, 00187 Roma RM, Italy, Tel: +39 06 696771, [www.gpdp.it](http://www.gpdp.it), [garante@garanteprivacy.it](mailto:garante@garanteprivacy.it)

**Netherlands:** Autoriteit Persoonsgegevens, Bezuidenhoutseweg 30, 2594 AV Den Haag, Netherlands, Tel: +31 070 888 85 00, [autoriteitpersoonsgegevens.nl/en](http://autoriteitpersoonsgegevens.nl/en)

**UK:** Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, UK, Tel: 0303 123 1113 / 01625 545 745, [www.ico.org.uk](http://www.ico.org.uk)