

14 March 2025

## **PRIVACY NOTICE APPLICANTS**

Your privacy is very important to us at Umicore and its affiliates, (hereinafter also "we" and/or "us" and/or "Umicore"). To better protect your privacy we provide this notice ("Privacy Notice") explaining our information practices and the choices you can make about the way your information is collected and used. To make this Privacy Notice easy to find, we make it available on our homepage and at every point where personal data may be requested.

We strongly urge you to read this Privacy Notice and make sure you fully understand our practices in relation to personal data, before you access or use any of our services. **If you do not agree with any content of this Privacy Notice, please do not provide us with any personal data.** Where you have read this Privacy Notice but would like further clarification, please contact us at [data\\_protection@umicore.com](mailto:data_protection@umicore.com).

### **1. Important information**

The purpose of this Privacy Notice is to provide you with a clear explanation of what personal data we collect, when, why and how we collect, use and share your personal data and it explains your statutory rights. This Privacy Notice is not intended to override the terms of any contract you have with us, nor any rights you might have under applicable data privacy laws.

### **2. Who collects your personal data?**

Umicore and its affiliates process some of your personal data and ensure that your personal data is safely processed and in compliance with applicable data protection laws.

### 3. Why do we collect your personal data?

We collect applicants personal data solely for Umicore's internal recruitment and selection purposes including:

- identifying applicants,
- evaluating their applications,
- Conducting human resource management.

Umicore will process your personal data for recruitment and selection purposes. No data will be processed insofar as it is not necessary for these purposes.

### 4. How do we collect your personal data?

Umicore's primary source of personal data is the data provided directly by you, and may also come from some automatically collected data (such as device and network information, log information, etc.).

### 5. What type of personal data do we process?

The data being processed may include – without being limited thereto – data such as:

- Identification and contact information such as your name, email address, telephone number;
- CV with personal data such as academic background, previous employers;
- Application information;
- Other data that you provide by yourself, such as when you contact us with certain questions or proposals; and/or
- Test results from the online testing.

You are responsible for ensuring that the personal data you provide is truthful, correct, non-ambiguous and up-to-date.

### 6. Who has access to your data?

Within the Umicore Group, your personal data can and may be accessed on a need-to-know basis, only by those which are authorized and only to the extent that is necessary to fulfil the purposes mentioned under “3. Why do we collect your personal data?”. Access to your data will be limited to the purposes for which the data is needed.

Your personal data may also be accessed by third parties who we engage to provide certain support services. These third parties will only have access to your data for the above-mentioned purposes and will always carry out their tasks on our behalf and on our instructions. Your personal

data will only be disclosed to these parties to the extent necessary to provide the required services.

We may share your personal data with competent national authorities in order to comply with a legal obligation to which we are subject. This is for example the case in the framework of imminent or pending legal proceedings and for social security purposes.

Where permitted by local data protection laws, Umicore may disclose or otherwise allow third parties access to your personal data when necessary for the establishment, exercise or defense of legal claims or to otherwise enforce our rights, protect our property or the rights, property or safety of others, or as needed to support external audit, compliance and corporate governance functions.

We may disclose any personal data or other information obtained from or about you, to third parties in connection with **a merger, acquisition, bankruptcy or sale** of all or substantially all of our assets, to the extent that this is necessary for the process. If it involves the transfer of your personal data, we will inform you of the recipient and require the recipient to continue to be bound by this Privacy Notice.

## 7. Transferring personal data globally

**Where permitted by applicable law, we may transfer your personal data to entities located in countries outside of the country where you are located.** We will take appropriate steps to ensure that transfers of personal data are in accordance with applicable law and carefully managed to protect your privacy rights and interests and transfers are limited to countries which are recognized as providing an adequate level of legal protection or where we, subject to an appropriate (risk) assessment, can be satisfied that alternative arrangements are in place to protect your privacy rights.

## 8. How long do we keep your data

**We retain personal data from unsuccessful candidates to re-consider applicants for other positions and opportunities at Umicore for 2 years.** If you do not agree with the retention period, please contact us for deletion or anonymization.

We retain personal data from hired candidates, for additional employment and business purposes related to his/her work at Umicore.

It is possible to access, adapt or delete your data in your applicant profile, [Umicore Career Page: Sign In \(successfactors.eu\)](#).

If you previously submitted applicants personal data to Umicore, and now wish to access it, update it or have it deleted from Umicore's systems, please contact us at [data\\_protection@umicore.com](mailto:data_protection@umicore.com).

## 9. Your data is safe

Considering the state of the art, the costs of implementation and the context, purpose and risk of the processing of your personal data Umicore uses a variety of technical and organizational methods to secure your personal data in accordance with the applicable laws.

Umicore is committed to protecting the security of the personal data you share with us. In support of this commitment, we have implemented appropriate technical, physical and organizational measures to protect your personal data (including sensitive personal data) against:

- unauthorized or accidental destruction, use, alteration and/or disclosure;
- theft and accidental loss; and/or unauthorized access;
- misuse;
- damage;
- and/or any other form of unauthorized processing.

## 10. Data subject rights

You may have the right to access, modify, erase, request the restriction or oppose the processing of your personal information or request the portability of the personal data you contributed, without any expenses and at any moment, and you may request from us to erase your personal data on your behalf.

Where the collection and processing of your personal data are based on your consent, you have the right to withdraw your consent with respect to our use of your personal data.

You have the right to lodge a complaint with your local supervisory authority for data protection. You can contact us to exercise your rights by sending an email to [data\\_protection@umicore.com](mailto:data_protection@umicore.com).

We may ask you for additional information to confirm your identity and for security purposes, before disclosing the personal data requested to you. We reserve the right to charge a fee where permitted by law, for instance if your request is manifestly unfounded or excessive.

## 11. Contact

If you have any questions regarding the processing of your personal data or if you believe your privacy rights have been violated, please contact Umicore's Data Protection Office via [data\\_protection@umicore.com](mailto:data_protection@umicore.com).

## 12. Changes to this privacy notice

We may update and change this Privacy Notice from time to time, to keep it up to date with legal requirements and the way we operate our business. Any changes to this Privacy Notice will become effective when we make the revised Privacy Notice available through the website. Please regularly check these pages for the latest version of this Privacy Notice.

This Privacy Notice was last updated and reviewed on March 14, 2025.