

## Vishay Precision Group, Inc. Privacy Notice

Vishay Precision Group, Inc, our brands, and any other of our subsidiaries and affiliates (collectively, “VPG,” “we,” “us,” or “our”) respects individual privacy and values the confidence of its customers, suppliers, business partners and others. VPG strives to collect, store, process and distribute personal information in a manner consistent with the laws of the countries in which it does business and adheres to high ethical standards in its business practices. This Privacy Notice is designed to help you understand how we collect, use, process, and share your personal information, and to help you understand and exercise your privacy rights.

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### SCOPE AND UPDATES TO THIS PRIVACY NOTICE

VPG sensors, weighing solutions, and measurement systems deliver the highest levels of accuracy and reliability when precision matters. Driven by innovation, our precision measurement sensing technologies begin with deep engineering and applications expertise to provide specialized solutions in a broad range of markets, including test and measurement, avionics, military and space, transportation, steel, industrial, medical, agriculture, and consumer (collectively, our “Products”).

We are proud to do our part in making the world safer, smarter, and more productive.

This Privacy Notice applies to personal information processed by us, including in connection with our Products, on our websites, including, but not limited to, any of our current or future brand websites, any mobile applications we may create, and other online or offline offerings. To make this Privacy Policy easier to read, our websites, mobile applications and other offerings are collectively called the “Services.”

**Changes to our Privacy Notice.** We may revise this Privacy Notice from time to time in our sole discretion. If there are any material changes to this Privacy Notice, we will notify you as required by applicable law. You understand and agree that you will be deemed to have accepted the updated Privacy Notice if you continue to use our Services after the new Privacy Notice takes effect.

### 1. PERSONAL INFORMATION WE COLLECT

The categories of personal information we collect depend on how you interact with us, our Products and Services, and the requirements of applicable law. We collect information that you provide to us, information we obtain automatically when you use our Products and Services, and information from other sources such as third-party services and organizations, as described below. **For residents of California**

and other states that provide additional rights, more information about the data we collect is available in our Notice at Collection and Supplemental Notice for Residents of California and Certain Other U.S. States, which is found [here](#).

#### A. Personal Information You Provide to Us Directly

We may collect personal information that you provide to us:

- **Job Applications.** We may post job openings and opportunities on our Services. If you respond to one of these postings, we may collect your personal information, such as your application, CV, cover letter, and/or any other information you provide to us.
- **Interactive Features.** We may collect personal information that you submit or make available through our interactive features (e.g., messaging and chat features, commenting functionalities, forums, blogs, and social media pages).

#### B. Personal Information Collected Automatically

We may collect personal information automatically when you use our Services.

- **LinkedIn Analytics.** For more information about how LinkedIn uses your personal information, please visit [LinkedIn Analytics' Privacy Policy](#). To learn more about how to opt-out of LinkedIn's use of your information, please click [here](#) or by contacting us as set forth in "[Contact Us](#)" below.
- **Social Media Platforms.** Our Services may contain social media buttons, such as Facebook, LinkedIn, YouTube, and Twitter, which might include widgets such as the "share this" button or other interactive mini programs). These features may collect personal information such as your IP address and which page you are visiting on our Services and may set a cookie to enable the feature to function properly. Your interactions with these platforms are governed by the privacy policy of the company providing it.

## 2. YOUR PRIVACY CHOICES AND RIGHTS

**Your Privacy Choices.** The privacy choices you may have about your personal information are determined by applicable law and are described below.

- **Email Communications.** If you receive an unwanted email from us, you can ask to not be contacted in future.
- **Phone calls.** If you receive an unwanted phone call from us, you may opt out of receiving future phone calls from us by asking to not be contacted in the future.
- **Cookies and Personalized Advertising.** You may stop or restrict the placement of Technologies on your device or remove them by adjusting your preferences as your browser or device permits. However, if you adjust your preferences, our Services may not work properly. Please note that cookie-based opt-outs are not effective on mobile applications. However, you may opt-out of personalized advertisements on some mobile applications by following the instructions for [Android](#), [iOS](#), and [others](#).

**Your Privacy Rights.** In accordance with applicable law, you may have the right to:

- **Portability of Your Personal Information**, including: (i) confirming whether we are processing your personal information; (ii) obtaining a copy of your personal information; and (iii) receiving an electronic copy of personal information that you have provided to us.
- **Request Correction** of your personal information where it is inaccurate or incomplete. In some cases, we may provide self-service tools that enable you to update your personal information;
- **Request Deletion** of your personal information;
- **Withdraw your Consent** to our processing of your personal information. Please note that your withdrawal will only take effect for future processing and will not affect the lawfulness of processing before the withdrawal.

If you would like to exercise any of these rights, please contact VPG's Global HRIS at +972 (3) 5570890. We will process such requests in accordance with applicable laws.

### 3. SECURITY OF YOUR INFORMATION

We take steps to ensure that your information is treated securely and in accordance with this Privacy Notice. Unfortunately, no system is 100% secure, and we cannot ensure or warrant the security of any information you provide to us. To the fullest extent permitted by applicable law, we do not accept liability for unauthorized access, use, disclosure, or loss of personal information.

### 4. INTERNATIONAL DATA TRANSFERS

All information processed by us may be transferred, processed, and stored anywhere in the world, including, but not limited to, the United States or other countries, which may have data protection laws that are different from the laws where you live. We endeavor to safeguard your information consistent with the requirements of applicable laws. For more information about the safeguards we use for certain international transfers of personal information, please see the ["Supplemental Notice for Certain International Countries"](#) below.

If we transfer personal information which originates in the European Economic Area, Switzerland, and/or the United Kingdom to a country that has not been found to provide an adequate level of protection under applicable data protection laws, one of the safeguards we may use to support such transfers are the [UK International Data Transfer Agreement or Addendum](#) or [EU Standard Contractual Clauses](#).

### 5. RETENTION OF PERSONAL INFORMATION

We store the personal information we collect as described in this Privacy Notice for as necessary to fulfill the purpose(s) for which it was collected, while VPG comply with applicable laws, or based upon other criteria, including, but not limited to, the sensitivity and volume of such data. Additionally, we endeavor to retain all such personal information in accordance with legal requirements.

### 6. NOTICE AT COLLECTION AND SUPPLEMENTAL NOTICE FOR RESIDENTS OF CALIFORNIA AND CERTAIN U.S. STATES

This Supplemental Notice is for residents of states that have adopted comprehensive privacy legislation and others that may come into effect from time to time and are applicable to the Company, including, but not limited to, California, Connecticut, Colorado, Utah and Virginia (collectively, "**Applicable State Laws**").

The following table describes the categories of personal information VPG has collected and whether VPG disclosed that personal information for a business purpose (e.g., to a service provider) in the preceding 12 months.

Category of Personal Information Collected by VPG	Category of Third Parties to which Personal Information is Disclosed for a Business Purpose
<p><b>Personal information categories</b>            A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. Personal Information does not include publicly available information that is lawfully made available to the general public from federal, state, or local government records. Note: Some personal information included in this category may overlap with other categories.</p>	<p>Operating systems and platforms            Social networks</p>

The categories of sources from which we collect personal information and our business and commercial purposes for using personal information are set forth in more detail in [“Personal Information We Collect”](#) and [“How We Use Your Personal Information”](#) above, respectively.

### Additional Privacy Rights for Residents of Certain States

- **Non-Discrimination.** Residents of certain states have the right not to receive discriminatory treatment by us for the exercise of their rights conferred by applicable law.
- **Authorized Agent.** Only you, or someone legally authorized to act on your behalf, may make a verifiable consumer request related to your personal information. You may also make a verifiable consumer request on behalf of your minor child. To authorize an agent, provide written authorization signed by you and your designated agent and contact us.

**California Shine the Light.** The California “Shine the Light” law permits users who are California residents to request and obtain from us once a year, free of charge, a list of the third parties to whom we have disclosed their personal information (if any) for their direct marketing purposes in the prior calendar year, as well as the type of personal information disclosed to those parties.

## 7. SUPPLEMENTAL NOTICE FOR CERTAIN INTERNATIONAL COUNTRIES

### A. Supplemental Notice for Canada

This Supplemental Notice for Canada only applies to our processing of personal information that is subject to the applicable data protection laws of Canada.

- **Security of Your Information.** The files and records containing your personal information will be kept in our offices and/or on our servers or those of our service providers, and only those candidates that require their own personal information will have access to these files.

- **International Transfers and Access.** Personal information may be accessible to the courts and the law enforcement and national security authorities of the United States.

## **B. Supplemental Notice for China**

This Supplemental Notice for China only applies to our processing of personal information that is subject to the applicable data protection laws of China, including the Personal Information Protection Law (“PIPL”).

- **Your Privacy Rights.** In addition to the applicable rights listed above in Section 4, you have the following additional data subject rights: the right to request an explanation on how your Personal Data is handled, the right to file a lawsuit, and the right to allow your next of kin to exercise any of your rights unless other arrangements have been made before your death. For purposes of the PIPL, the Company’s Global HRIS & Processes is your data handler, and data subject requests may be directed to the contact information provided below.
- **International Transfers.** When transferring Personal Data which originates in China internationally, we will comply with the applicable requirements governing the transfer and processing of such data, which may include standard contractual clauses. Providing information for employment or otherwise through the Products or Services constitutes your consent for our international transfer of your data.
- **List of Entrusted Persons.** If permitted under applicable law, data subjects may request a copy of our service providers (entrusted persons).

## **C. Supplemental Notice for Europe:**

### **Data processing for the purpose of the application process:**

We collect and save the personal data of applicants to undertake an application procedure for vacant positions as well as for speculative applications.

All the data regarding your application are collected and processed to select a suitable applicant for the vacant position with us. You can determine the data we process as you will arrange the data transfer yourself. The relevant application is also passed on to the line managers of the relevant division to select applicants. The applicant data may also be passed on to other companies and decision-makers in the company group to help in the decision- making process. This may mean that your data are transmitted to a third country.

Insofar as consent is available, we also process your data to be able to include them in our pool of applicants.

If this leads to a contract of employment between you and us, we can process the data you have transmitted. Processing will then take place to implement or terminate the contract of employment. It is not possible to appoint you without your applicant data.

The legal basis is formed by § 26 German Data Protection Act (BDSG) and Art. 6 Para. 1 lit a) GDPR.

The processing of special categories of personal data takes place through VPG only insofar as you have transmitted the latter to us so that we can take your application into account in the form available or there is a statutory obligation to do so. This information is not taken into consideration in the application process, unless there is statutory obligation for this. The legal basis is then formed by Art. 9 Para. 2 lit b), e) GDPR.

### **Recipient of personal data**

Your personal data will be passed on to a third party only if this is necessary for making a decision on appointment, processing the contract or for the settlement of accounts, to maintain our justified interests (Art. 6 Para. 1 lit f) GDPR), observing Art. 28 GDPR regarding order processing or if you have previously granted your consent. Your personal data will not be sold by us to a third party. The transmission to state establishments and authorities which have a right to information will take place only as part of compulsory legal provisions or insofar as we are obliged to do so by a court ruling.

Data is transferred to a recipient in a third country only if an adequate level of data protection has been confirmed by the European Commission or if other adequate Data protection guarantees are in place, unless there is a legal exception to compliance with the level of data protection (article 49 of GDPR), in particular your consent.

### **Data deletion and data storage**

VPG saves personal data for only as long as is necessary to achieve the purpose stated. The data saved during collection will be deleted when the statutory periods of retention and limitation have expired, or after the purpose lapses, depending on which period is longer. We do not save application data for longer than twelve months after an unsuccessful application.

### **Right to withdraw consent**

You have the right to withdraw your consent to the use of personal data in accordance with Art. 6 Para. 1 lit. a) GDPR at any time with effect for the future in full or in part. Please send your request for withdrawal of consent to [Julia.Jost@VPGSensors.com](mailto:Julia.Jost@VPGSensors.com)

### **Rights of data subjects**

You have a right to obtain information, correction, deletion and data portability regarding VPG or to limit processing as well as the right to object to data processing in accordance with Art. 6 Para. 1 lit. f) GDPR. Send the relevant inquiry to the contact person mentioned under Point 1 or 2 below.

You may complain to the relevant supervisory authority if you believe that the processing of your data violates data protection law or your entitlement to data protection has otherwise been violated in any manner.

### **Automated decision-making / profiling**

Automated decision-making or profiling is not carried out.

## **8. OTHER PROVISIONS**

**Supervisory Authority.** If your personal information is subject to applicable data protection laws of the European Economic Area, Switzerland, or the United Kingdom, or Virginia, you have the right to lodge a complaint with the competent supervisory authority or attorney general if you believe our processing of your personal information violates applicable law:

- [EEA Data Protection Authorities \(DPAs\)](#)
- [Swiss Federal Data Protection and Information Commissioner \(FDPIC\)](#)
- [UK Information Commissioner's Office \(ICO\)](#)
- [Virginia Attorney General](#)

## 9. Appendix – GDPR (Translated to Deutsch, Swedish, French)

### Datenschutzinformationen für Bewerber (m, w, d) - Deutsch

#### 1. Verantwortlicher

Vishay Measurements Group GmbH, Julia Jost  
Tatschenweg 1, 74078 Heilbronn  
Deutschland

#### 2. Datenschutzbeauftragter

Priolan GmbH, Ulrich Jahnke  
DATENSCHUTZ.de@vpgsensors.com  
u.jahnke@priolan.de

#### 3. Datenverarbeitung zum Zwecke des Bewerbungsprozesses

Wir erheben und speichern personenbezogenen Daten von Bewerbern zur Durchführung eines Bewerbungsverfahrens für ausgeschriebene Stellen sowie bei Initiativbewerbungen.

Alle Daten von ihrer Bewerbung werden erfasst, und verarbeitet, um den geeigneten Bewerber für die ausgeschriebene Stelle bei uns auszuwählen. Die von uns verarbeiteten Daten bestimmen Sie selbst, da Sie die Datenübermittlung selbst veranlassen. Für die Bewerberauswahl wird die jeweilige Bewerbung auch an Vorgesetzte des jeweiligen Fachbereichs weitergeleitet. Die Bewerberdaten können zur Entscheidungsfindung auch an andere Unternehmen und Entscheidungsträger der Firmengruppe weitergeleitet werden. Dies kann eine Übermittlung Ihrer Daten in ein Drittland zur Folge haben.

Sofern eine Einwilligung vorliegt, verarbeiten wir Ihre Daten zudem, um diese in unseren Bewerberpool aufnehmen zu können.

Im Falle, dass es zu einem Beschäftigungsverhältnis zwischen Ihnen und uns kommt, können wir die durch Sie übermittelten Daten weiterverarbeiten. Die Verarbeitung erfolgt dann zur Durchführung oder Beendigung des Beschäftigungsverhältnisses. Eine Einstellung ohne Ihre Bewerberdaten ist nicht möglich.

Rechtsgrundlage bilden § 26 BDSG und Art. 6 Abs. 1 lit a) DSGVO.

Die Verarbeitung von besonderen Kategorien personenbezogener Daten erfolgt nur dann durch die Vishay Measurements Group GmbH, sofern Sie diese an uns übermittelt haben, damit wir Ihre Bewerbung in ihrer vorliegenden Form berücksichtigen können oder eine gesetzliche Verpflichtung besteht. Diese Informationen werden keine Berücksichtigung im Bewerbungsprozess finden, soweit nicht eine gesetzliche Verpflichtung hierfür besteht.

Rechtsgrundlage bilden dann Art. 9 Abs. 2 lit b), e) DSGVO.

#### 4. Empfänger personenbezogener Daten

Ihre personenbezogenen Daten werden an Dritte nur weitergegeben, wenn dies zum Zwecke der Einstellungsentscheidung, der Vertragsabwicklung oder zu Abrechnungszwecken erforderlich ist, zur Wahrung unserer berechtigten Interessen (Art. 6 Abs. 1 lit f) DSGVO), unter Beachtung des Art. 28 DSGVO zur Auftragsverarbeitung, oder wenn Sie zuvor eingewilligt haben. Ihre personenbezogenen Daten werden von uns nicht an Dritte verkauft. Eine Weitergabe an auskunftsberechtigte staatliche Einrichtungen und Behörden erfolgt nur im Rahmen zwingender Rechtsvorschriften bzw. sofern wir per Gerichtsbeschluss dazu verpflichtet werden. Eine Übermittlung personenbezogener Daten an einen Empfänger in



einem Drittland erfolgt nur soweit ein angemessenes Datenschutzniveau von der EU-Kommission bestätigt wurde oder andere angemessene Datenschutzgarantien vorhanden sind, es sein denn, es liegt eine gesetzliche Ausnahme von der Einhaltung des Datenschutzniveaus vor (Art. 49 DSGVO), insbesondere Ihre Einwilligung.

#### **5. Datenlöschung und Aufbewahrung von Daten**

Die Vishay Measurements Group GmbH speichert personenbezogene Daten so lange, wie es nötig ist, um den genannten Zweck zu erreichen. Die bei der Erhebung gespeicherten Daten werden gelöscht nach Ablauf der gesetzlichen Aufbewahrungs- und Verjährungsfristen, oder nach Zweckwegfall, je nachdem welche Frist länger ist. Bewerbungsdaten speichern wir nicht länger als zwölf Monate nach Absage.

#### **6. Recht auf Widerruf**

Sie sind berechtigt, die Einwilligung in die Verwendung personenbezogener Daten nach Art. 6 Abs. 1 lit. a) DSGVO jederzeit mit Wirkung für die Zukunft ganz oder teilweise zu widerrufen. Richten Sie Ihren Widerspruch bitte an [DATENSCHUTZ.de@vpgsensors.com](mailto:DATENSCHUTZ.de@vpgsensors.com)

#### **7. Betroffenenrechte**

Sie haben gegenüber der Vishay Measurements Group GmbH ein Recht auf Auskunft, Berichtigung, Löschung und Datenportabilität oder auf Einschränkung der Verarbeitung, sowie das Recht zum Widerspruch gegen eine Datenverarbeitung gem. Art. 6 Abs. 1 lit. f) DSGVO. Senden Sie die jeweilige Anfrage an die unter Punkt 1 oder 2 genannten Kontaktdaten.

Wenn Sie glauben, dass die Verarbeitung Ihrer Daten gegen das Datenschutzrecht verstößt oder Ihre datenschutzrechtlichen Ansprüche sonst in einer Weise verletzt worden sind, können Sie sich bei der zuständigen Aufsichtsbehörde beschweren.

#### **8. Automatisierte Entscheidungsfindung / Profiling**

Eine automatisierte Entscheidungsfindung oder ein Profiling findet nicht statt.

### **Informations sur la protection des données pour les candidats (m,f,n) - French**

#### **1. Contrôleur**

**données** Vishay Measurements Group France  
Rue Francis Vovelle – 28000 Chartres  
France

#### **2. Délégué à la protection des**

**DATENSCHUTZ.de@vpgsensors.com 16**

#### **3. Traitement des données dans le cadre de la procédure de candidature**

Nous collectons et sauvegardons les données personnelles des candidats afin d'entreprendre une procédure de candidature pour les postes vacants ainsi que pour les candidatures spontanées.

Toutes les données relatives à votre candidature sont collectées et traitées afin de sélectionner un candidat approprié pour le poste vacant chez nous. Vous pouvez déterminer les données que nous traitons car vous organiserez vous-même le transfert de données. La candidature pertinente est également transmise aux responsables hiérarchiques de la division concernée afin de sélectionner les candidats. Les données relatives au candidat peuvent également être transmises à d'autres sociétés et décideurs du groupe afin de faciliter le processus de prise de



décision. Cela peut signifier que vos données sont transmises à un pays tiers.

Dans la mesure où le consentement est disponible, nous traitons également vos données afin de pouvoir les inclure dans notre réserve de candidats.

Si cela débouche sur un contrat de travail entre vous et nous, nous pouvons traiter les données que vous avez transmises. Le traitement aura alors lieu pour exécuter ou résilier le contrat de travail. Il n'est pas possible de vous nommer sans vos données de candidature.

La base juridique est constituée par l'article 26 de la loi allemande sur la protection des données (BDSG) et par l'article 6, paragraphe 1, de la loi allemande sur la protection des données. 6 Para. 1 lit a) du GDPR.

Le traitement de catégories particulières de données à caractère personnel n'est effectué par Vishay Measurements Group France que dans la mesure où vous nous avez transmis ces données afin que nous puissions prendre en compte votre candidature dans le formulaire disponible ou s'il existe une obligation légale de le faire. Ces informations ne sont pas prises en considération dans le processus de candidature, à moins qu'il n'existe une obligation légale à cet égard. La base juridique est alors constituée par l'art. 9 Para. 2 lit b), e) RGPD.

#### **4. Destinataire des données à caractère personnel**

Vos données personnelles ne seront transmises à un tiers que si cela est nécessaire pour prendre une décision de nomination, pour exécuter le contrat ou pour le règlement des comptes, pour maintenir nos intérêts justifiés (Art. 6 Para. 1 lit f) RGPD), en observant l'Art. 28 RGPD concernant le traitement des commandes ou si vous avez préalablement donné votre consentement. Nous ne vendrons pas vos données personnelles à des tiers. La transmission à des établissements publics et à des autorités ayant un droit d'information n'a lieu que dans le cadre de dispositions légales obligatoires ou dans la mesure où nous y sommes contraints par une décision de justice.

Les données sont transférées à un destinataire dans un pays tiers uniquement si un niveau adéquat de protection des données a été confirmé par la Commission européenne ou si d'autres garanties adéquates de protection des données sont en place, sauf s'il existe une exception légale au respect du niveau de protection des données (article 49 du RGPD), en particulier votre consentement.

#### **5. Effacement et conservation des données**

Vishay Measurements Group France enregistre les données personnelles aussi longtemps que nécessaire pour atteindre l'objectif fixé. Les données enregistrées lors de la collecte sont supprimées à l'expiration des délais légaux de conservation et de prescription ou à la fin de l'objectif, selon le délai le plus long. Nous ne conservons pas les données relatives à la candidature plus de douze mois après le refus.

#### **6. Droit de retirer son consentement**

Vous avez le droit de retirer votre consentement à l'utilisation des données à caractère personnel conformément à l'art. 6 Para. 1 lit. a) RGPD à tout moment avec effet pour l'avenir en totalité ou en partie. Veuillez envoyer votre demande de retrait de consentement à

hr.fr@vpgsensors.com.

### **7. Droits des personnes concernées**

Vous avez le droit d'obtenir l'information, la correction, la suppression et la portabilité des données concernant Vishay Measurements Group France ou de limiter le traitement ainsi que le droit de vous opposer au traitement des données conformément à l'art. 6 Para. 1 lit. f) du RGPD. Envoyez la demande pertinente à la personne de contact mentionnée au point 1 ou 2 ci-dessous.

Vous pouvez déposer une plainte auprès de l'autorité de contrôle compétente si vous estimez que le traitement de vos données viole la loi sur la protection des données ou que votre droit à la protection des données a été violé d'une manière ou d'une autre.

### **8. Prise de décision automatisée / profilage**

La prise de décision automatisée ou le profilage ne sont pas effectués.

## **Information om dataskydd för sökande (m, f, n) – Swedish**

### **1. Personuppgiftsansvarig**

VPG  
Julia Jost  
Vishay Measurements Group GmbH  
Tatschenweg 1, 74078 Heilbronn, GER

### **2. Dataskyddsombud**

Priolan GmbH  
To Ulrich Jahnke  
DATENSCHUTZ.de@vpgsensors.com  
u.jahnke@priolan.de

### **3. Databehandling i samband med ansökningsprocessen**

Vi samlar in och sparar personuppgifter om sökande för att genomföra ett ansökningsförfarande för lediga tjänster samt för spontanansökningar.

Alla uppgifter om din ansökan samlas in och behandlas för att välja en lämplig sökande till den lediga tjänsten hos oss. Du kan bestämma vilka uppgifter vi behandlar eftersom du själv kommer att ordna med dataöverföringen. Den relevanta ansökan vidarebefordras också till linjecheferna för den relevanta divisionen för att välja ut sökande. Uppgifterna om de sökande kan också vidarebefordras till andra företag och beslutsfattare i företagsgruppen för att hjälpa till i beslutsprocessen. Detta kan innebära att dina uppgifter överförs till ett tredje land.

I den mån samtycke finns behandlar vi även dina uppgifter för att kunna inkludera dem i vårt urval av sökande.

Om detta leder till ett anställningsavtal mellan dig och oss, kan vi behandla de uppgifter som du har överfört. Behandlingen sker sedan för att genomföra eller avsluta anställningsavtalet. Det är inte möjligt att anställa dig utandina ansökningsuppgifter.

Den rättsliga grunden utgörs av § 26 i den tyska dataskyddslagen (BDSG) och art. 6 Para. 1 lit a) GDPR. Behandlingen av särskilda kategorier av personuppgifter sker genom VPG endast i den mån du har överfört detsamma till oss så att vi kan ta hänsyn till din ansökan i den tillgängliga formen eller om det finns en lagstadgad skyldighet att göra det. Denna

information beaktas inte i ansökningsprocessen, såvida det inte finns någonlagstadgad skyldighet för detta. Den rättsliga grunden bildas sedan av Art. 9 para. 2 lit b), e) GDPR.

#### **4. Mottagare av personuppgifter**

Dina personuppgifter kommer endast att vidarebefordras till tredje part om detta är nödvändigt för att fatta ett beslut om anställning, fullgöra avtalet eller för avräkning, för att upprätthålla våra berättigade intressen (artikel 6.1 f GDPR), iakttagande av artikel. 28 GDPR avseende orderhantering eller om du tidigare har gett ditt samtycke. Dina personuppgifter kommer inte att säljas av oss till tredje part. Överföring till statliga inrättningar och myndigheter som har rätt till information sker endast inom ramen för tvingande rättsliga bestämmelser eller i den mån vi är skyldiga att göra det enligt ett domstolsbeslut.

Uppgifter överförs till en mottagare i ett tredje land endast om en adekvat dataskyddsnivå har bekräftats av Europeiska kommissionen eller om andra adekvata dataskyddsgarantier finns på plats, såvida det inte finns ett lagligt undantag från efterlevnaden av dataskyddsnivån (artikel 49 i GDPR), särskilt ditt samtycke.

#### **5. Radering och lagring av uppgifter**

VPG sparar personuppgifter endast så länge som det är nödvändigt för att uppnå det angivna syftet. De uppgifter som sparas under insamlingen kommer att raderas när de lagstadgade perioderna för lagring och begränsning har löpt ut, eller efter att syftet upphör, beroende på vilken period som är längre. Vi sparar inte ansökningsuppgifter längre än tolv månader efter det att en ansökan har avslagits.

#### **6. Rätt att återkalla samtycke**

Du har rätt att återkalla ditt samtycke till användning av personuppgifter i enlighet med art. 6 Para. 1 lit. a) GDPR när som helst med verkan för framtiden helt eller delvis. Vänligen skicka din begäran om återkallande av samtycke till [Julia.Jost@VPGSensors.com](mailto:Julia.Jost@VPGSensors.com) eller [DATENSCHUTZ.de@vpgsensors.com](mailto:DATENSCHUTZ.de@vpgsensors.com).

#### **7. Rättigheter för registrerade**

Du har rätt att få information, korrigering, radering och dataportabilitet avseende VPG eller att begränsa behandlingen samt rätten att invända mot databehandling i enlighet med Art. 6 Para. 1 lit. f) GDPR. Skicka den relevanta förfrågan till den kontaktperson som nämns i punkt 1 eller 2 nedan.

Du kan klaga till den relevanta tillsynsmyndigheten om du anser att behandlingen av dina uppgifter strider mot dataskyddslagen eller om din rätt till dataskydd på något annat sätt har kränkts.

#### **8. Automatiserat beslutsfattande/profilering**

Automatiserat beslutsfattande eller profilering utförs inte.