19 June 2025

RALLIANT CORPORATION
RECRUITMENT PRIVACY NOTICE (SINGAPORE)

This Privacy Notice applies only to situations where the Singapore Personal Data Protection Act 2012 ("**PDPA**") governs the way Ralliant handles, or "processes", your personal data in the Human Resources recruitment context. These laws are most likely to apply whenever a company is established in Singapore or handles the personal data of individuals who are located in Singapore.

If this Notice applies to how Ralliant handles your personal data, please read it carefully because it provides important information and explains your rights.

If this Notice does not apply to how we process your personal data and you have related questions or concerns, we invite you to contact us by any of the methods listed at the bottom of this document.

PRIVACY NOTICE LAST UPDATED: 19 JUNE 2025

Who are we?

We are the Singaporean ("**Singapore**") based affiliate(s) of the Ralliant Group ("**Ralliant**", "**we**", "**us**", "**our**") interested in your application with a view to potentially offer you a job (an updated list of these operating companies is available here). The affiliate(s) interested in your application is/are the "controller" of the personal data you provide to us.

This Privacy Notice explains how we use the personal data that we hold on individuals applying for work with us in Singapore, including existing employees looking for new opportunities in Singapore (the "**Applicants**" or "**You**"). By submitting your work application, you agree and consent to Ralliant collecting, using and disclosing and/or retaining your personal data in accordance with this Privacy Notice.

What does this Privacy Notice cover?

We at Ralliant take your personal data seriously. This Privacy Notice:

- Sets out the types of personal data that we collect about you;
- Explains how and why we collect and use your personal data;
- Explains how long we keep your personal data for;
- Explains when, why and with who we will share your personal data;
- Sets out the legal basis we have for using your personal data;
- Explains the effect of refusing to provide the personal data requested;
- Explains where we store your personal data and whether we transfer your personal data outside Singapore;
- Explains the different rights and choices you have when it comes to your personal data; and
- Explains how you can contact us.

What personal data do we collect about you?

When you apply for work with us, it is routine for us to collect, process and store personal data about you. This personal data includes:

- **Personal identifiers**: Your first name, last name, contact details, home address, email address, telephone and/or mobile phone number, and IP address;
- **Professional personal data**: Records of your work history (including current employment records), previous employers, positions, and work experience, professional licenses, certificates, and other qualifications, employment references or referrals:
- **Educational personal data**: Education history such as your highest level of education, the school you attended, degrees and certifications obtained, skills, and languages you speak;
- **Inferences**: We may generate inferences or predictions about Applicants and their abilities, skills, interests, or preferences based on the other personal data we collect and the

interactions we have with them (e.g., results of assessments of your answers to our questions, reports during interviews, etc.);
- **Other application and interview information**: Any personal data you choose to share with us during an interview or application, such as your CV, resume, covering letter, or any other supporting application documentation (including your application status);
- **Sign-in and device information**: Technical details about your visits to our online recruitment platforms contained in log files or analytics data relating to your usage and activity. For more information about our online recruitment platforms and our website, please refer to our general website Privacy Notice. If there is any conflict between this Privacy Notice and our general website Privacy Notice, this Privacy Notice will govern with respect to our use of your personal data in connection with recruitment.

Where do we collect personal data about you from?

We may collect personal data about you from the following sources:

- Directly from you. This is personal data you provide to us when you apply for work with us on Ralliant career webpages, via e-mail when you send us an unsolicited application, via direct communication with a recruiter on professional social networks or during a job interview;
- For current employees applying for work with us, from your current Ralliant employer;
- From an agent/third party acting on our behalf or specialized service providers (e.g., from one of our recruitment agencies);
- Through publicly available sources such as professional social networks (e.g., LinkedIn, Indeed, Glassdoor);
- By reference or a word of mouth. For example, you may be recommended by a friend, a present or former colleague; and/or
- In the event of legal action, from lawyers and judicial entities associated with such actions.

How and why do we use your personal data?

We process your personal data so that our recruiters, managers, and human resources teams can evaluate your application when you apply for work with us. We also process your personal data for the following purposes:

- For vetting and verification purposes to determine your suitability for a particular role;
- To measure your professional skills (qualifications, experience, etc.) as part of the recruitment process;
- To sort, record and classify CVs and cover letters in our database for pre-selection of Applicants;
- For successful Applicants, to prepare their employment with us and prepare for their arrival;
- To deal with any grievance raised by you or involving you;
- To ensure compliance with our rules and processes, for example we may monitor use of our IT systems, including our online recruitment platform to gather evidence in respect of any allegations of wrongdoing;
- To send you newsletters, announcements, and other promotional communications when you have agreed to receive them or when you join the Ralliant Talent Community.

We will not use your personal data for any other purposes unless we are required to do so by law.

How long do we keep your personal data?

How long do we keep your personal data? How long we keep your personal data will depend on the purposes for which we use it.

We only keep your personal data for as long as is necessary for the purposes set out in this Privacy Notice and to fulfil our legal obligations. We have internal rules that set how long we retain personal data, for more information about this please contact us.

Who do we share your personal data with?

Your personal data may be shared with the following recipients:

- Our group companies for internal reasons, primarily for business and operational purposes. For example, we may share your personal data with another Ralliant entity that assists us with our recruiting and employment processes;
- Professional advisers such as our accounting and legal advisers where they require information in order to provide advice to us in relation to our recruitment process;
- Agencies or service providers that help us administer and manage the recruitment process (e.g. pre-employment vetting and checks, etc.); and
- Any entity which acquires us or that we merge with.

These third parties comply with stringent undertakings of privacy and confidentiality. No other third parties have access to your personal data unless we specifically say so in this Privacy Notice, or the law requires this.

What legal basis do we have for using your personal data?

We process your personal data:

- If you have given your consent to the processing of your personal data for one or more specific purposes (e.g., to join the Ralliant Talent Community or to receive newsletters, announcements, and other promotional communications from us);
- If the processing is necessary to take steps at your request to classify your application in our Applicants database;
- For successful Applicants, if the processing is necessary to formalize an employment contract with you;
- To comply with our legal obligations (e.g., to verify the existence of work permits or in relation to health and safety or monitoring equality and diversity, etc.);
- As this is necessary in pursuit of our legitimate interests in recruiting Applicants. This may include assessing your suitability for a particular role and measuring your professional skills as part of the recruitment process. While there are some risks with this type of activity, on balance, we consider the risk to your rights of data protection is outweighed by the significant benefits of providing you with work opportunities. We have also implemented technical, organizational, and contractual measures to process your personal data in accordance with applicable data protection laws requirements. You have the right to object, on grounds relating to your particular situation, at any time to processing of personal data concerning you which is based on legitimate interests. More information on this right and on how to exercise it is set out below.

Where we hold sensitive personal data about you (e.g., information relating to your racial or ethnic origin, health, etc.) we will only process this data where you have given us explicit consent or otherwise where this is necessary for the establishment, exercise, or defence of legal claims.

If there are any circumstances where we feel we need to process personal data and it is not consistent with these reasons, we will provide you with an updated notice (or seek your express consent if that is necessary).

What happens if you do not provide us with the personal data we request or ask that we stop processing your personal data?

If you do not provide the necessary personal data, we may not be able to evaluate your application when you apply for work with us.

Do we make solely automated decisions concerning you?

No, we do not carry out solely automated decision making.

Our use of recruitment matching AI technology

We use an AI-powered tool, provided by Eightfold AI, Inc. in our recruitment process to help us in providing you the ability to view the most relevant jobs that are matched to your skills and experience.

This AI tool also assists our recruiters in assessing and evaluating your job application. This tool is a matching model based on factors such as the skills specified in the job description and specific selection criteria our recruitment teams have configured. We do not make decisions about Applicants solely based on the results of the matching model.

While we are confident that our technology works and that it can provide you significant benefits, we understand that not everyone is comfortable with the use of matching AI for recruitment purposes. If you have any questions about this, or would like to request an alternative selection process, please contact us at ApplyAssistance@ralliant.com

Where do we store your personal data? Do we transfer your personal data outside Singapore?

To the extent your personal data collected in Singapore is transferred outside of Singapore, we will ensure that such transfers are compliant with the requirements under the PDPA. We will take necessary measures to ensure that such overseas recipients provide a standard of protection to the transferred personal data that is comparable to the protection under the PDPA.

How do we keep your personal data secure?

We ensure the security of your personal data by implementing a specific set of technical and organizational security measures that are based on controls that call for the use of encryption, firewalls, and other measures that ensure we provide a level of security appropriate to the risk presented by a particular situation.

We also take steps to ensure all our subsidiaries, agents, affiliates, and suppliers employ adequate levels of security.

What rights do you have in relation to the personal data we hold on you?

By law, you have a number of rights when it comes to your personal data. Further information and advice about your rights can be obtained from the Singapore data protection authority.

- **Right to be informed**: You have the right to be provided with clear, transparent, and easily understandable information about how we use and/or disclose your personal data and how you can exercise your rights;
- **Right of access**: You may request confirmation as to whether we process your personal data and you can request access to the personal data we possess and/or process about you. You also have the right to ask us for information about our processing of your personal data;
- **Right to rectification**: You are entitled to have your personal data corrected if it's inaccurate or incomplete;
- **Right to restrict processing**: You have the right to request that we restrict the processing of your personal data, for example if your personal data is inaccurate or if the processing is unlawful. Please note that exercising this right may affect our ability to evaluate your application when you apply for work with us;
- **Right to lodge a complaint**: You have the right to lodge a complaint about the way we handle or process your personal data with your data protection authority;
- **Right to withdraw consent**: If you have given your consent to anything we do with your personal data, you have the right to withdraw your consent at any time (although if you do so, it does not mean that anything we have done with your personal data with your consent up to that point is unlawful). Upon receipt of your notice to withdraw your consent, we may require reasonable time to process your request and to inform you of the consequences of withdrawing your consent.

You can also unsubscribe from newsletters, announcements, and other promotional communications you have received from us by following the unsubscribe link included at the bottom of each email. Please note that you may receive non-promotional communications to the extent permitted by law.

How can you make a request to exercise your rights?

To exercise any of the rights above, or to ask a question, please contact us through our webform or by using the contact details below.

How will we handle a request to exercise your rights?

We will respond as soon as we can. Generally, this will be within one month from when we receive your request but, if the request is going to take longer to deal with, we will come back to you and let you know.

We usually act on requests and provide information free of charge, but may charge a reasonable fee to cover our administrative costs of providing the information for:

- Baseless or excessive/repeated requests; or
- Further copies of the same information.

Alternatively, the law may allow us to refuse to act on the request.

How can you contact us?

If you have questions on the processing of your personal data, would like to exercise any of your rights, or are unhappy with how we've handled your information, please contact our Data Protection Officer using any one of the following methods:

postal mail at:

Legal Department
Ralliant Corporation
4000 Center at North Hills Street
Suite 430
Raleigh, NC 27609
USA

by webform: Click here.

by email at: ApplyAssistance@ralliant.com