

# Applicant Privacy Statement

## How Seagate Receives Your Information

Seagate Technology LLC or an affiliate controlled by, under common control with, or controlling Seagate Technology LLC, including but not limited to affiliates operating under the LaCie name or brand (collectively, "**Seagate**", "**we**", "**us**", "**our**") collects information about you that you provide directly through this Careers website ("**Website**") or that is received indirectly using a Seagate or any third party application or service in connection with your application for employment with Seagate, for example mobile applications or recruiting CRM ("**Applications**"). Seagate collects, uses, and processes this information for purposes stated below in this Applicant Privacy Statement ("**Statement**"). Information submitted elsewhere on Seagate's websites will be used in accordance with our general online [Privacy Statement](#).

## Collection of Personal Information

### Personal Information You Provide

Personal information means information that you provide or Seagate collects in any form that relates to you, identifies you, or relates to an identifiable individual. We may collect personal information from you, such as your name, e-mail address, postal address and telephone number, details of your current and prior employment history, work performance, education, and training. We may also retain a record of your correspondence with us, interests, and any other information about you included in a submitted profile or resume.

Sensitive information includes information related to government identification, race, religion, ethnicity, nationality or national origin, age, gender identity, sex life or practices or sexual orientation, marital status, medical or health information (including disability status), genetic or biometric information, biometric templates, political or philosophical beliefs, political party or trade union membership, veteran status, background check information, judicial data such as criminal records or information on other judicial or administrative proceedings, financial account, whereabouts and tracks or any other information which may affect you in the same manner prescribed under applicable law.

In certain cases, depending on your geographic location, we may ask questions about race/ethnic origin, gender, age, and disability of our applicants, for monitoring equal opportunity. We may also inquire about criminal conviction history through our background check process. We will do so only where permitted by applicable law. Otherwise, we ask that you avoid submitting information which may qualify as sensitive information under applicable law, except where such information is legally required.

Any information you submit through the Website or Applications must be true, complete, and not misleading. Submitting inaccurate, incomplete, or misleading information may lead to a rejection of your application during the application process or disciplinary action including termination of employment. In addition, it is your responsibility to ensure that information you submit does not violate any third party's rights. If you provide us with personal information of a third party (such as a reference or any other individual as part of your application, including information of your family members), it is your responsibility to notify those other individuals of the details of this Statement, including relying on applicable legal basis or obtaining any required consent (where consent is required) from that individual prior to providing the information to us. You must also ensure that we can lawfully collect, use, or disclose those individuals' personal information as set out in this Statement. We may allow you to share information with third party social media sites, or use social media sites or other sites to create or connect to your account (e.g. LinkedIn). Those social media sites may give us access to certain personal information stored by them (e.g., content viewed and information about the advertisements within the

content you have been shown or may have clicked on, etc.) from your interaction with the online services. You may control the personal information you allow us to have access to through the privacy settings on that third party site and the permissions you give us when you grant us access.

## Personal Information from Other Sources

For the purpose of background check reports in connection with your application, and as permitted by applicable law, Seagate obtains information about you from other sources, including:

- Your professional references;
- Prior employers;
- Recruiters (if you have used one);
- Educational institutions you attended;
- US only: Social Security Administration (SSN verification), Department of Motor Vehicles (DMV Report for those in driving positions), and Office of Foreign Asset Control (OFAC Search); and
- Other publicly available information.

## Use of Personal Information

We collect and process personal information about you for one or more of these reasons:

- Because you voluntarily provide this information and consent for us to process it;
- Because this information is necessary to take steps at your request prior to entering into an employment relationship, continuing employment, or internship;
- Because this information is of particular importance to us and we have a specific legitimate interest under law to process it;
- To comply with a legal obligation; or
- Where necessary to protect the vital interests of any person.

Where the collection or processing is based on your consent, you may withdraw your consent at any time to the extent permitted by applicable law.

Seagate may use personal information for its global personnel recruitment, management, and planning purposes, as permitted by applicable law:

- To communicate with you about career opportunities, recruitment, and talent acquisition. We will engage in these activities to manage our prospective contractual relationship with you.
- To send you job alerts, information about Seagate, and information regarding the Website or Applications, and changes to our terms and policies. We will engage in these activities to manage our prospective contractual relationship with you.
- To process your application, create your account, and consider you for an opportunity. We will engage in these activities to manage our prospective contractual relationship with you, based on our legitimate interests.
- To conduct reference checks, and to conduct background checks if we offer you a position. We will engage in these activities to comply with a legal obligation or based on our legitimate interests.
- To assist in managing our relationship with you and perform administration or operational functions and analysis. We will engage in these activities to manage our prospective contractual relationship with you, based on our legitimate interests.

Seagate may also use the information to prevent potentially illegal activities and activities that are detrimental to you or other users, in order to comply with a legal obligation, or based on our legitimate interests.

The information about you will be added to Seagate's international candidate database and can be retained and used to consider you for opportunities at Seagate other than the one(s) for which you apply. If you do not wish us to do this, please contact us in accordance with the "Contact Us" section below.

If we hire you, personal information we collect in connection with your application can be incorporated into our human resources system and used to manage the new-hire process; any such information can become part of your employee file and used for other employment-related purposes. In some instances, we may offer a select group of individuals an equity grant. We will request your consent to process your information for this purpose.

Providing personal information to us through the Website and Applications is voluntary. Do not upload or submit your resume or other information, including sensitive information, if you do not want your personal information processed via our Website or Applications. However, if you do not provide sufficient information, Seagate may be unable to consider your employment application or, if you are hired, Seagate may be unable to consider your subsequent promotion, transfer, or relocation, or may be prevented from complying with the applicable legal obligations. Contact Seagate in accordance with the 'Contact Us' section below or follow the instructions provided in email to change your preferences or delete your information.

## DocuSign

Within some jurisdictions, Seagate may use the DocuSign application ('DocuSign') to enable contracts and notices to be signed and provided electronically. In using this tool, you may be required provide limited personal information (such as your name, email address and electronic signature) to Seagate and DocuSign for the purposes of executing your employment contract and/or other documents with Seagate. This personal information will be held by Seagate only for as long as necessary to execute the contract or fulfill any other legitimate business interest related to the signed matter. We encourage you to review DocuSign's privacy practices, which are located [here](#).

DocuSign is an optional feature, which you are not required to consent to use. If you decide to withdraw consent or refuse to provide consent, you may print a pdf copy of your employment document(s) to be signed and returned to Seagate. Please contact your recruiter or [data.protection.officer@seagate.com](mailto:data.protection.officer@seagate.com) if you have any questions or concerns using DocuSign.

## Information Sharing

Seagate may disclose and transfer personal information to its departments and affiliated companies in connection with the above purposes.

We will limit access to personal information to personnel with a business need to know the information for the purposes described in this Statement, including personnel in the recruiting, human resources, and information technology departments, and in the department responsible for the position for which you are applying. Seagate may also disclose and transfer personal information to third parties that offer services or otherwise assist with the above purposes, for example, when conducting a background investigation or processing tax filings. Seagate will establish that such parties process your personal information in accordance with Seagate's instructions or with an adequate level of protection for such data.

## Transfer of Information

Seagate may transfer personal information to its departments, affiliated companies, and third parties outside of your country of residence, and some of these recipients may be located in another country where they may not have adequate data protection standards similar to your country of residence. For example, we may host this Website and Applications on servers in the United States. Personal information will be available for use, review, and transfer within the United States and other countries where we or our service providers have operations, for the purposes stated. When we transfer your personal information outside your country of residence, we may put in place appropriate safeguards in accordance with our legal obligations to ensure that your personal information is adequately protected irrespective of the country to which it is transferred.

If you are located in the European Economic Area (the “EEA”), this transfer may include countries outside of the EEA. Some of these countries are recognized by the European Commission as providing an adequate level of protection according to EEA standards (the full list of these countries is available [here](#)). For transfers to other countries, we have put in place adequate measures, such as standard contractual clauses adopted by the European Commission, to protect your information.

Employees in the EEA may obtain a copy of these measures by contacting us in accordance with the ‘Contact Us’ section below.

Seagate will not sell or share your personal information for third-party marketing purposes. Seagate reserves the right to disclose personal information as necessary or appropriate, especially when we have a legal obligation or legitimate interest to do so, for example:

- To cooperate with law enforcement officials and government authorities or where required by law. This can include officials, authorities, and laws outside your country of residence.
- In connection with the sale or transfer of all or a portion of the business, as well as any reorganization, merger, joint venture, assignment, or other disposition of all or any portion of our business, assets or stock (including in connection with any bankruptcy or similar proceedings).
- For other legal reasons such as enforcing our terms and conditions, and to protect our rights, privacy, safety or property, and/or that of our affiliates, you or others.

## Choice and Access

If you register on the Website, you may access, review, and change your personal information stored therein by logging into the Website and updating your account information. The updated profile will be used as the default the next time you apply for a job using your account online. To change personal information that you have already submitted for consideration for a specific position, please update your profile and resubmit your application for that position. We encourage you to promptly update your personal information if it changes or is inaccurate.

You may, where permitted by applicable law, request to review, access, correct, update, or delete your personal information, as well as restrict, suppress, or object to the processing of it. You may also request that we cease using your personal information as permitted by applicable law, request a copy or portability of your personal information, or lodge a complaint with a competent authority. We will respond to your request consistent with applicable law. We may decline to process requests where permitted by applicable law. Please contact Seagate as indicated below in the ‘Contact Us’ section or follow the removal instructions in the communications that you receive if you wish to exercise such rights, but note that if you object to the processing of your personal information, or ask Seagate to delete your personal information, Seagate may not be able to send you information about employment opportunities.

We ask individual users to identify themselves and the information requested to be changed or removed before processing such requests, and we may decline to process requests that are unreasonably repetitive or systematic, require disproportionate technical effort, jeopardize the privacy of others, or would be extremely impractical or for which access is not otherwise required.

Please note that certain personal information may be exempt from such requests pursuant to applicable data protection laws or other laws and regulations.

## Data Retention

We will retain personal information for the period necessary to fulfill the purposes outlined in this Statement unless a longer retention period is required or permitted by law. The criteria used to determine our retention periods are: (i) the duration of the application process; (ii) as long as we have an ongoing relationship or the possibility of an employment relationship with you; and (iii) as required or limited by law; and (iv) as advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation, or regulatory investigations).

We may remove personal information for inactive accounts from our database, subject to any applicable legal or regulatory obligations. Furthermore, Seagate can delete personal information about you (including your CV/résumé) from our database at any time and without providing any reason.

Therefore, please retain your own copy of the personal information provided to us.

## Passive Information Collection

**Cookies and Similar Technologies.** We and our service providers use “cookies” and similar technologies on the Website. Please see our [Cookie Statement](#) for more information.

## Google Analytics

Our Website uses the Google Analytics service, which uses cookies and similar technologies to collect and analyze information about use of the services and report on activities and trends. If you are a registered user of our Website and/or Applications, we may use this information, in combination with other information that you provide, to improve the services and other offerings of the Website or Applications. This service may also collect information regarding the use of other websites, apps, and online resources. You can learn about Google’s practices by going to [www.google.com/policies/privacy/partners/](http://www.google.com/policies/privacy/partners/) and may opt-out of them by downloading the Google Analytics opt-out browser add-on, available at <https://tools.google.com/dlpage/gaoptout>.

## Keeping Your Information Secure

Seagate maintains reasonable security measures to protect personal information, including sensitive personal information, from unauthorized access or review. However, no method of transmission over the Internet, or method of electronic storage, is ever 100% secure. We strongly advise you not to upload or otherwise communicate any sensitive or confidential information on this Website or any Application.

Seagate hereby disclaims, as far as permitted by local laws, any liability for itself and contractors for any personal information we collect in connection with your application that is lost, misused, illegally accessed, disclosed, altered or destroyed, or not delivered in a timely fashion to our Website or Applications.

## Links to Third-Party Websites and Third-Party Frames

This Statement does not address, and we are not responsible for, the privacy, information, or other practices of any third parties, including any third party operating any website or service to which the Website or Applications link (e.g. SuccessFactors, LinkedIn). The inclusion of a link on the Website or Application does not imply endorsement of the linked site or service by Seagate.

## Law Applicable to Job Application

The Website and Applications allow you to apply for jobs world-wide, as a benefit of Seagate's centralized global recruitment function. The Website and Applications are operated from the United States.

Accordingly, any personal information you submit to the Website or Applications will be collected in the United States and will be subject to U.S. laws. However, if we share your personal information with an affiliate located in another country in its capacity as a potential employer, the affiliate will handle your personal information in accordance with this Statement. Any hiring or other employment-related decisions will be made by the hiring affiliate in accordance with the laws of the country where the job will be located.

## Use of Website and Applications by Minors

The Website and Applications are not intended for or directed to individuals under the age of majority in their jurisdiction. We do not knowingly collect personal information from children. If you believe we may have information from a child, please contact us.

## Current Personnel of Seagate

If you currently work for Seagate or one of our affiliates, you must be eligible to apply for a different position within Seagate to use the Website or Applications. If you accept such a position, your benefits programs and Human Resources policies may change. Please consult with the HR manager for the new position concerning application eligibility, benefit programs, and HR policies applicable to that position. The Website and Applications are not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to local law or regulation.

## Contact Us

If you require assistance to change or update your personal information, or if you have questions or requests, please contact Seagate at [data.protection.officer@seagate.com](mailto:data.protection.officer@seagate.com) or contact us by post to provide the updated or changed information, at:

Seagate Technology LLC  
47488 Kato Road  
Fremont, CA 94538 USA  
Attention: HR Central US - Data Privacy

## Additional Information for the EEA

If you reside in the EEA, you also may:

Contact our data protection officer (DPO) responsible for your country or region, if applicable. Email us at [data.protection.officer@seagate.com](mailto:data.protection.officer@seagate.com) or write to us at:

Seagate Technology LLC  
Attn: Legal Department – Privacy  
47488 Kato Road  
Fremont, CA 94538 USA

In Germany, contact Data Protection

Officer: Dr. Sebastian Kraska  
IITR GmbH  
Marienplatz 2  
80331 München <http://www.iitr.de>

Lodge a complaint with a data protection authority for your country or region, or in the place of the alleged misconduct.

## Additional Information for California

This California Privacy Notice (“**Notice**”) is provided on behalf of Seagate Technology LLC and any of its affiliates, (collectively, “Seagate” or “we” or “us”). As required by the California Consumer Privacy Act of 2018, Cal. Civ. Code § 1798.100 et seq. (“**CCPA**”) and its implementing regulations, as modified by the California Privacy Rights Act (“**CPRA**”), this Notice provides additional information to California residents on Seagate’s collection, use, and disclosure of Personal Information and the rights available to California residents. This addendum is prepared to supplement the Applicant Privacy Statement (“**Statement**”).

Certain terms used in this Notice have the meaning given to them in the CCPA or CPRA and their implementing regulations. This Notice only applies to applicants who are residents of the State of California.

### Collection of Personal Information

For purposes of this Notice, “**Personal Information**” is defined as the information that can identify, relates to, or could reasonably be linked with a particular California resident or household.

We collect Personal Information from our interactions with you. For example, when you submit an application, contact us via our Website or on the phone, we may collect your Personal Information. We also collect Personal Information from other sources, such as from your references or educational institutions. We may collect, and have collected within the last 12 months, the following categories of Personal Information:

- Identifiers, such as your full name, IP address, unique personal or online identifier, age or date of birth and social security number;
- Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)), such as your contact information (email and home address);
- Internet or network activity information, such as your interactions with our Jobs Website;
- Geolocation data, such as your approximate location based on your IP address;
- Audio, electronic, visual, and similar information, such as call and video recordings of interviews;
- Professional or employment-related information, such as your employment history, references, and interview notes;
- Non-public education information, such as your academic history and professional qualifications;
- Inferences drawn from any of the above Personal Information to create a summary about you, for example regarding your skills, preferences, and abilities;
- Characteristics of protected classifications under California or federal law, such as your gender, disability, or veteran status;
- Sensitive personal information as defined in the CPRA, such as government identifiers (including your social security, driver’s license, state identification, or passport number) and your racial or ethnic origin, religious or philosophical beliefs, or union membership (for example through your voluntary disclosure of this information).

## Sources of Personal Information

We collect Personal Information you voluntarily provide to us during the application process (for example, in job interview notes, responses to screening questions, assessment results) or when you otherwise contact us. We may also collect certain information, such as IP addresses and device identifiers, automatically from your device.

We may combine Personal Information you voluntarily provide to us with information we collect from other sources, such as:

- Recruiters;
- Prior employers and professional references;
- Educational institutions you attended;
- Pre-employment screening and background check services, including Employment Eligibility Verification Services (U.S. Citizenship and Immigration Services);
- Credentialing and licensing organizations;
- Publicly available sources, such as public social media profiles on LinkedIn, Twitter or Facebook; and
- Other sources as directed by you.

## Use of Personal Information

We may use your Personal Information described in this Notice for the purposes described in the Statement under the Use of Personal Information section, including for personnel recruitment, management, and planning purposes, and as permitted by applicable law. For example, we may use your Personal Information to:

- Comply with all applicable laws and regulations, legal process, and internal policies and procedures;
- Recruit and evaluate job applicants and candidates for employment;
- Conduct background checks;
- Conduct the onboarding process;
- Detect and prevent fraud;
- Perform identity verification;
- Perform workforce analytics, data analytics, and benchmarking;
- Maintain records; and
- Exercise and defend legal claims.

## Retention of Personal Information

We will retain your Personal Information for as long as needed or permitted in light of the purpose(s) for which it was obtained and as described in the Statement in the Data Retention section.

## Disclosures of Personal Information to Third Parties

In the past 12 months, we may have disclosed your Personal Information to third parties, such as our service providers and affiliates, for our operational business purposes and as described in the Statement.

Third parties with whom we may share Personal Information include:

- **Affiliates and Subsidiaries:** We may share Personal Information with our affiliates and subsidiaries.
- **Service Providers:** We may share Personal Information with service providers, such as recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers and others.



- **Governmental Authorities:** As required by law or legal process, we may share Personal Information with federal or state regulatory agencies, law enforcement, courts and other governmental authorities.
- **Professional Advisors:** We may share Personal Information with our professional advisors, such as auditors and law firms.
- **Parties Involved with business transfers:** We may share Personal Information to third parties in the event we sell or transfer all or a portion of our business or assets (including in the event of a merger, acquisition, joint venture, reorganization, divestiture, dissolution or liquidation).

When we disclose Personal Information for a business purpose, we enter a contract that describes the purpose and requires the recipient to both keep that personal information confidential and not use it for any purpose except performing the contract.

## **Sales and Sharing of Personal Information**

We have not “sold” or “shared” Personal Information within the meaning of the CCPA or CPRA in the preceding 12 months. For purposes of this Notice, and as per the CCPA / CPRA:

- “sold” or “sale” means the disclosure of Personal Information for monetary or other valuable consideration, but does not include, for example, the transfer of Personal Information as an asset that is part of a merger, bankruptcy, or other disposition of all or any portion of our business; and
- “shared” or “share” means the disclosure of Personal Information to a third party for cross-context behavioral advertising

We also do not sell or share the personal information of individuals under 16 years of age.

## **Your Rights**

If you are a California resident, you may request that a business:

### **(1) Provides access to Personal Information collected or retained about you:**

You have the right to request access to Personal Information that we may collect or retain about you, subject to certain exceptions including where responding to your request is impossible or involves disproportionate effort. Once we receive and confirm your verifiable request, we will disclose such Personal Information to you, unless an exception applies. You also have the right to receive your Personal Information in a structured and commonly used format.

### **(2) Disclose to you certain information covering the 12 months preceding your request:**

You have the right to request that we disclose certain information to you about our collection and use of your Personal Information, subject to certain exceptions including where responding to your request is impossible or involves disproportionate effort. Once we receive and confirm your verifiable request, we will disclose to you the following, unless an exception applies:

- The categories of Personal Information collected about you;
- The categories of sources from which the business collected Personal Information about you;
- The specific pieces of Personal Information the business collected about you;
- The business or commercial purpose for collecting Personal Information about you;
- The categories of third parties with whom the business discloses Personal Information about you; and
- The specific pieces of Personal Information the business has collected about you.

### **(3) Delete Personal Information the business collected from you:**

You have the right to request that we delete any of your Personal Information that we collected from you and retained, subject to certain exceptions. Once we receive and confirm your verifiable request, we will delete (and direct our service providers to delete) your Personal Information from our records, unless an exception applies.

**(4) Correct inaccurate Personal Information that the business maintains about you:**

You have the right to request that we correct any of your Personal Information that we collected from you that is inaccurate, subject to certain exceptions. Once we receive and confirm your verifiable request, we will correct such inaccurate information from our records, unless an exception applies.

**(5) Disclose to you what Personal Information is sold to or shared with a third party and if so, to which third party/parties:**

As described in the Section "Sale and Sharing of Personal Information" above, we do not "sell" or "share" Personal Information within the meaning of the CCPA or CPRA.

**(6) Not sell or share your Personal Information with a third party:**

As described in the Section "Sale and Sharing of Personal Information" above, we do not "sell" or "share" Personal Information within the meaning of the CCPA or CPRA.

**(7) Limit the use and disclosure of your "sensitive personal information", as defined by the CPRA.**

We do not use or disclose "sensitive personal information" other than as described in the Section "Use of Personal Information" above or as otherwise permitted under the CPRA. In addition and as explained above, we do not "sell" or "share" Personal Information within the meaning of the CCPA or CPRA.

California's "Shine the Light" law (Civil Code Section § 1798.83) also permits California residents to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. We do not disclose Personal Information to third parties for their direct marketing purposes.

## **Making Rights Requests**

To make a request for the disclosures, correction, or deletion of your Personal Information as described above, please submit your request by email to [data.protection.officer@seagate.com](mailto:data.protection.officer@seagate.com) or by contacting us at 1-800-SEAGATE (1-800-732-4283). If you register on the Website, you may access, review, and change your personal information stored therein by logging into the Website and updating your account information.

To protect the personal information that we maintain, we will verify your identity when you make a request. In some instances, we may decline to honor your request where an exception applies. For example, we may decline your request when we are unable to verify your identity. We may also decline your request if the rights and freedoms of another individual would be negatively affected. We will only use personal information provided for verification to confirm the requestor's identity or authority to make the request.

If you are an authorized agent making a rights request on behalf of another consumer, please contact [data.protection.officer@seagate.com](mailto:data.protection.officer@seagate.com).

We endeavor to respond to a verifiable request within forty-five (45) days of its receipt. If we require more time, we will inform you of the reason and extension period in writing. We will deliver our written response

by mail or electronically, at your option. The response we provide will also explain the reasons we cannot comply with a request, if applicable.

You have the right to be free from unlawful discrimination for exercising your rights under the CCPA and CPRA. We will not discriminate against you for exercising any of your CCPA or CPRA rights.

### **Changes to Notice**

We may make changes to this Notice. Notification of changes will be posted on this page. You should review this Notice periodically to keep up to date on our most current policies and practices.

### **Additional Information for Thailand**

Please find additional information regarding your rights and our collection, use, and disclosure of your personal information below.

The personal information collected by us may also include date of birth, national ID number/passport number, details of your education (e.g., a copy of transcripts and student ID number), and your employment and financial details (e.g., a copy of first and last pay slips or tax forms and employee ID number).

For the purpose of background check reports in connection with your application, and as permitted by applicable law, Seagate obtains information about you from other sources, including:

- Your references;
- Prior employers;
- Educational institutions you attended;
- Government authorities (e.g., Thai Royal Police);
- Other publicly available information.

The Website and Applications are not intended for individuals under the age of twenty (20).

If you have any questions or concerns about this Statement or would like to contact us or exercise your rights, please contact us at [data.protection.officer@seagate.com](mailto:data.protection.officer@seagate.com) or at:

Seagate Technology (Thailand) Limited 1627 Moo 7, Teparuk Road  
Tambol Teparuk, Amphur Muang Samutprakarn 10270 Thailand

### **Additional Information for China**

Please find additional information regarding your rights and our collection, use, and disclosure of your personal information below.

The personal information collected by us may also include date of birth, national ID number/passport number (including a copy of national ID/passport), foreign work pass, details of your education (e.g., a copy of transcripts and student ID number), your employment and financial details (e.g., a copy of first and last pay slips or tax forms and employee ID number) and your employment, compensation and benefits information with your previous employers.

According to the applicable laws and regulations, the legal basis on which Seagate process your personal information include:

- Based on your consent;

- To conclude or perform a contract to which you are a party (such as employment contract, internship agreement, confidentiality agreement), or to implement human resources management in accordance with the labor rules and regulations of Seagate and the collective contract concluded in accordance with the law;
- To perform statutory duties or obligations, such as to comply with obligations under the applicable laws and regulations regarding taxation, employment and social security, health, disease prevention and social security, health, disease prevention and control, public safety, market supervision, emergency management, and immigration management;
- To respond to a public health emergency or to protect the life, health and property safety of an individual under emergency circumstances;
- To process your publicly available information within a reasonable scope in accordance with applicable laws and regulations;
- Other circumstances as stipulated by laws and regulations.

One or more types of your personal information, as listed in this Statement, may be transferred outside China, in accordance with applicable law, to Seagate Companies (“Overseas Recipients”) for the purpose of global personnel recruitment, management, planning and other purposes as described in this Statement. If Seagate needs to transfer your personal information outside of China, Seagate will complete the corresponding procedures in accordance with the requirements of relevant laws and regulations and provide protection standards not lower than those stipulated by PRC laws. The name and contact information of the initial Overseas Recipient is as follows:

Seagate Singapore International Headquarters Pte. Ltd.  
90 Woodlands Avenue 7, Singapore, 73791

The Website and Applications are not intended for individuals under the age of fourteen (14).

If you would like to exercise your rights, or if you have any questions or concerns about this Statement or would like to contact us, please contact us at [data.protection.officer@seagate.com](mailto:data.protection.officer@seagate.com) or at:

Seagate Technology International (Wuxi) Co. Ltd. Wuxi Export Processing Zone B,  
NO.2 Xing Chuang Er Lu, Wuxi Jiangsu, P.R. China  
Tel: (86 510) 8527 8888

Seagate Technology Services (Shanghai) Co., Ltd Unit 3301-3305, Tower 2 Grand Gateway,  
No. 3 Hongqiao Road, Xu Hui District, Shanghai, China  
Tel: (86 21) 61416202

Seagate Technology Services (Shanghai) Co., Ltd Beijing branch  
West Tower of Beijing IFC, Tower B, 8/F, Units 805-807, No.8 Jianguomenwai Avenue, Chaoyang District,  
Beijing China,  
Tel: (86 10) 5875 1922

Seagate Technology Services (Shanghai) Co., Ltd Shenzhen branch Room 6512, 65/F, Shun Hing  
Square DiWang Commercial Centre  
5002 Shennan East Road Shenzhen, P.R. China,  
Tel: (86 755)25471500 to 25471599

Seagate Technology Services (Shanghai) Co., Ltd Chengdu branch  
Unit 01 Floor 11, Tower 2, Raffles City, No. 3, Section 4 Renmin South Road  
Tel: (86 21)61416200 to 61416299

Seagate Technology Services (Shanghai) Co., Ltd Hangzhou Branch  
[Seagate Internal](#)

Room 1103 & 1104, Building B, No. 459, QianMo road, BinJiang District, HangZhou City China Tel: (86 571)2809 1899

Seagate (Hangzhou) Data recovery services Co.,Ltd.  
Room 201, Building B, No. 459, QianMo Road (JuGuang Center) ,Hangzhou, Zhejiang

## **Changes to this Privacy Statement**

Seagate may amend this Privacy Statement at any time. If Seagate is going to use personal information collected through this Website or any Application in a manner materially different from that stated at the time of collection, Seagate will notify users via email and/or by posting a notice on the Website prior to such use or by other means as required by law. Where applicable and required by applicable law, we may ask for your consent for any change for which your consent is needed.

The “Last Updated” legend at the bottom of this Statement indicates when this Statement was last revised. Any changes will become effective when we post the revised Statement on this Website.

Last updated: 14 June 2023