

**MAXIM INTEGRATED PRODUCTS, INC.  
WORLDWIDE CANDIDATE PRIVACY NOTICE**

**Contact details:** This Worldwide Candidate Privacy Notice (“Notice”) addresses the data processing activities by Maxim Integrated Products, Inc. and its affiliates (collectively “we”, “us” or “Maxim”) in relation to Maxim’s recruitment process. The local Maxim entity responsible for the job opportunity you are applying for is the joint data controller with Maxim Integrated Products, Inc.

- The relevant local Maxim entity is primarily responsible for handling your application and the associated data collection. Maxim Integrated Products, Inc. is responsible for the centralized database of applicant’s data.
- If you have any questions or complaints in relation to the use of your personal data or this Notice or if you would like to exercise any of your rights (discussed further below), you can contact the HR contact of the local Maxim entity responsible for the job opportunity you are applying for or Maxim’s data privacy team at [dataprivacy@maximintegrated.com](mailto:dataprivacy@maximintegrated.com). Contact information for Maxim’s current Data Privacy Officers can be found at <https://www.maximintegrated.com/en/aboutus/legal/privacy-policy.html>.

**Personal data collected:** We collect the information below about you during the recruitment process. If you fail to provide certain information when requested, we will not be able to progress your application.

- Information provided in your curriculum vitae, application form, covering letter and during the interview process including: your name, date of birth, age, gender, home address, personal e-mail address, education, degrees obtained, university grades, qualification and work experience details, relevant awards, salary information from previous jobs, immigration or visa status (if necessary), and references. We request that you do not disclose sensitive personal characteristics (e.g., height, weight, disabilities, and other health related information, racial or ethnic origin, political opinions, religious or, philosophical beliefs, genetic data, trade union membership, or sexual orientation).
- **Information collected or created by us during the recruitment process including:** interview notes, test scores and correspondence between us.

**Why we use personal data:** We use your personal data to progress the recruitment process, assess and decide about your suitability for a role, to communicate with you and to carry out reference checks. We will also use your information to comply with legal and regulatory requirements. If you are offered a job or become employed by

us, the data will be used for other employment-related purposes in accordance with our Employee Privacy Notice (if applicable).

**Sources of Information:** The information we have is either (a) provided by you; (b) obtained from third parties through the application and recruitment process; or (c) created by us in the course of the recruitment process.

**What is the legal basis for using your personal data:** We will use the information collected from you because: (1) it is necessary for us to do so before entering into a contract with you at your request; (2) we need to process your information to comply with a legal or regulatory obligation; or (3) because we or a third party have a legitimate interest to: (a) ensure the effective administration and management of the recruitment process; (b) ensure we hire a suitable individual for a role; (c) deal with disputes and accidents and take legal or other professional advice; and (d) ascertain your fitness to work.

**Information that we share:** As part of the application process for the purposes set out above, we will share your personal data within Maxim and with our service providers. This may involve transferring your data to countries outside your country, including Canada, China, the European Union, Hong Kong, India, Israel, Japan, Korea, Malaysia, Philippines, Russia, Serbia, Singapore, Switzerland, Taiwan, Thailand, Turkey, and the United States.

- We may also share your data with governmental authorities if we are under a legal obligation to do so.
- (EU Only) Where a country has not been deemed to provide an adequate level of protection for personal data by the European Commission in accordance with article 45 GDPR, we will implement appropriate safeguards in accordance with the GDPR. In particular, we use standard contractual clauses in accordance with article 46 GDPR. Where we share data with our service providers, they may be certified under the EU-US Privacy Shield. If you would like to obtain more information about such safeguards you can request this from us through the contact details above.
  - Information on the standard contractual clauses is available via this website: [https://ec.europa.eu/info/law/law-topic/data-protection/data-transfers-outside-eu/model-contracts-transfer-personal-data-third-countries\\_en](https://ec.europa.eu/info/law/law-topic/data-protection/data-transfers-outside-eu/model-contracts-transfer-personal-data-third-countries_en).
  - Information on the EU-US Privacy Shield is available via this website: [https://ec.europa.eu/info/law/law-topic/data-protection/international-dimension-data-protection/eu-us-data-transfers\\_en](https://ec.europa.eu/info/law/law-topic/data-protection/international-dimension-data-protection/eu-us-data-transfers_en).

- A list of countries that have received an adequacy decision is available via this website: [https://ec.europa.eu/info/law/law-topic/data-protection/international-dimension-data-protection/adequacy-decisions\\_en](https://ec.europa.eu/info/law/law-topic/data-protection/international-dimension-data-protection/adequacy-decisions_en).
- (Other Locations) The data protection laws of other countries might not provide a level of protection equivalent to the laws in your jurisdiction. Maxim will take appropriate steps to ensure such recipients maintain adequate technical and organizational security measures to safeguard your data.

**Retention of your information:** We will retain your personal data for the duration of the recruitment process and for a reasonable period after the recruitment process has ended, depending on jurisdiction. After the end of the recruitment process, you can request us to delete your data at any time by emailing [dataprivacy@maximintegrated.com](mailto:dataprivacy@maximintegrated.com). If you are successful in applying for a position, your personal data will be retained in accordance with our Employee Privacy Notice (if applicable).

**Your rights:** Depending on your country of residence and other factors, you may have rights in relation to our handling of your data, including:

- **Access:** you are entitled to ask us if we are processing your information and, if we are, you can request access to your personal data.
- **Correction:** you are entitled to request that any incomplete or inaccurate personal data we hold about you be corrected.
- **Erasure:** you are entitled to ask us to delete or remove personal data in certain circumstances (e.g., if you withdrew your consent to process your personal data for specified purposes). There are certain exceptions where we may refuse a request for erasure, for example, where the personal data is required for compliance with law or in connection with claims.
- **Restriction:** you are entitled to ask us to suspend the processing of certain of your personal data about you, for example if you want us to establish its accuracy or the reason for processing it.
- **Transfer:** you may request the transfer of certain of your personal data to another party.
- **Objection:** where we are processing your personal data based on a legitimate interest (or those of a third party) you may object to processing on this ground. However, we may be entitled to continue processing your information based on our legitimate interests.

**Right to withdraw consent:** In the limited circumstances where you may have provided your consent to the collection and processing of your personal data for a specific purpose, you have the right to withdraw your consent for that specific processing at any time without affecting the lawfulness of processing based on consent before its withdrawal. To withdraw your consent, please send an e-mail to [dataprivacy@maximintegrated.com](mailto:dataprivacy@maximintegrated.com).

**Right to lodge a complaint:** You also have a right to lodge a complaint with a supervisory authority, in particular in the European Union member state where you are habitually resident, where you work or where an alleged infringement of the data protection laws has taken place. A list of data protection authorities and their contact details is available on this website: [https://edpb.europa.eu/about-edpb/board/members\\_en](https://edpb.europa.eu/about-edpb/board/members_en).