RECRUITMENT PRIVACY NOTICE

I. INTRODUCTION AND SCOPE

This Privacy Notice provides information on the processing of personal data by Particle Measuring Systems ('PMS'). This Privacy Notice was last reviewed in June 2026 and may be changed over time, with or without notice. You are advised to check regularly for any changes.

PMS based at 7477 E. Dry Creek Parkway, Niwot, CO, 80503, U.S.A. and its relevant EMEA Affiliates (Particle Measuring Systems S.r.l., including its Denmark and Belgium Branches; Particle Measuring Systems AG Switzerland and Austria; Particle Measuring Systems Gmbh; Particle Measuring Systems Ireland Ltd. and Particle Measuring Systems UK Ltd.), herein collectively "PMS", are the Controllers for the processing of all personal data of job candidates and future employees or temporary workers working under their supervision (such as trainees). If you apply for a vacancy with one of PMS's affiliated companies, that company is the joint controller for the processing of your personal data. For further information on our Group, see section VI of this Privacy Notice ('WHO HAS ACCESS TO YOUR PERSONAL DATA?').

Personal data is any information that relates to an identified or identifiable living individual. Different pieces of information, which collected together can lead to the identification of a particular person, also constitute personal data.

II. FOR WHICH PURPOSE ARE WE PROCESSING YOUR PERSONAL DATA?

We will process your personal data for the purpose of (i) managing and administering recruitment processes and thereto related policies and practices within PMS and (ii) to communicate with you with regard to your interest in employment at PMS and (iii) our compliance with applicable laws. Please note that the recruitment process may include, within the limit set forth by all applicable Laws and Regulations:

- Candidate assessment
- Pre-employment screening
- Employment referencing
- Health screening

Only when it is necessary for compliance with legal obligations, if you apply for a vacancy at one of our entities who are a 'Federal Contractor' under US laws, you may be asked for your race/ethnic origin, protected veteran status, and disability status. If you choose to provide this type of data, this will be used for the purpose of equal employment opportunity (EEO) monitoring and reporting.

If you apply for a vacancy with one of our US entities that is a 'federal contractor' under US laws, you will be asked to provide information about your protected veteran status and disability status. If you choose to provide this type of data, we will use it for the purpose of compliance with applicable laws, including OFCCP regulations.

Additionally, we will use self-declared information about your disability status to consider whether we need to provide appropriate adjustments during the recruitment process, for example whether adjustments need to be made during an interview.

Providing this information is entirely voluntary and will not have any bearing on a job decision.

III. ON WHAT LAWFUL BASIS DO WE PROCESS PERSONAL DATA FOR THIS PURPOSE?

We will process your personal data on the basis of our legitimate interest in ensuring that PMS can efficiently and effectively assess and select candidates.

Pre-employment screening of potential candidates will be executed for security reasons or in relation to export controls, anti-bribery & corruption, ethics & compliance and any other legal or regulatory obligations to which we may be subject.

Where required by local law, we process your (sensitive) personal data on the basis of your consent.

IV. WHICH PERSONAL DATA DO WE PROCESS FOR THIS PURPOSE?

In connection with your application for work with us, we will collect, store and use the following categories of personal information about you:

- The information you have provided on our application form, including name, title, telephone, email, home addresses, employment history, qualifications.
- All information contained in your cover letter or CV/resume (such as your professional memberships, employment and education history).
- Information you have published on professional social networking sites (such as LinkedIn).
- Your correspondence with PMS and/or any relevant operating companies with regard to job applications (including references).
- We may also process personal data necessary for assessing your credit standing, proof of work eligibility and any past unspent criminal convictions.
- Information about criminal convictions and offences.

We may also collect personal data provided by third parties via referrals, recruitment agencies, background screening providers etc., subject to certain conditions and within the limit set forth by all applicable Laws and Regulations.

V. HOW LONG DO WE RETAIN YOUR PERSONAL DATA?

United States:
If you apply for a vacancy at one of our US entities, we will retain your personal data for a period of 24 months from the date of your application. During this period, we may also contact you for job roles similar to the one you applied for, unless you inform us otherwise by sending an email with the subject title “Opt out” to opt.out@spectris.com.

Other countries:
For reviewing your candidacy against other opportunities at PMS or its affiliated companies, we will retain your personal data for up to one calendar year from the date of your application. If you do not want us to contact you for job roles similar to the one you applied for, then please send an email with the subject title “Opt out” to opt.out@spectris.com. If you ‘opt out’, your personal data will be retained until it is no longer needed for the purpose of your job application or as otherwise required by law or our legitimate interest.

Should you become an employee of PMS, your personal data will be covered by our Employee Privacy Notice.

VI. WHO HAS ACCESS TO YOUR PERSONAL DATA?

PMS belongs to the Spectris Group, which is a globally operating organisation. The head offices of the

businesses in the Spectris Group are located in the UK, Netherlands, Germany, Denmark and the US. While your personal data will be available to only those who need access to the data, your information may be accessible to affiliated companies in the Group and/or to employees outside your home country to the extent that this is necessary for the purpose specified in section II (above). This may for example be the case for the provision of administration or support services or if the role you are applying for reports to personnel based in a country that is different to yours. In addition, your information will be stored in our central HR system, which server is located in Europe. We will take appropriate measures to ensure that your personal data is adequately protected. For further information on our Group's data protection program, please contact data.protection@spectris.com.

Your personal data will be stored securely and accessed only by authorized PMS personnel, to only those who need access to the data and only to the extent necessary to meet the purpose specified in section II (above). We will take appropriate measures to ensure that your personal data is adequately protected. Your personal data may also be available to payslip management Vendors in order to conduct verification and background checks on potential recruits, once an offer of employment has been made and you have accepted. In other cases, your personal data will not be supplied to third parties, except as required by law.

Where we share your data with 3rd party assessment providers as part of the selection process, we will notify you of this in advance. This notification will include the reasons for sharing your personal data with this third party, as set forth herein.

VII. HOW IS YOUR PERSONAL DATA SECURED?

PMS has taken adequate safeguards to ensure the confidentiality and security of your personal data. We have implemented appropriate technical, physical and organisational measures to protect your personal data against accidental or unlawful destruction or accidental loss, damage, alteration, unauthorised disclosure or access, and against all other forms of unlawful processing (including, but not limited to unnecessary collection) or further processing.

VIII. YOUR RIGHTS

You have certain rights under applicable data protection law in respect of our processing of your personal data. These include:

- the right to request access to your personal data;
- the right to request rectification of any personal data that we hold;
- subject to certain conditions:
  - the right to request erasure of your personal data;
  - the right to request restriction of processing of your personal data;
  - the right to request that your personal data transferred to another controller;
- where we rely on your consent for processing, the right to request a withdraw of such consent; and
- the right to lodge a complaint with a data protection authority. A list of Authorities can be found here.

Applicants who believe their personal data has been misused, may report concerns to the PMS Privacy Office: dataprotection@pmeasuring.com.

When in doubt, or if you have any questions relating to data protection, you can contact us via dataprotection@pmeasuring.com.