

## **SOLYSTIC SAS Online Privacy Notice**

We at SOLYSTIC SAS (hereby “SOLYSTIC”) respect your concerns about privacy. This Online Privacy Notice applies to SOLYSTIC’s website and other external SOLYSTIC websites that link to this Notice (the "Sites"). This Notice describes the types of personal information we collect on the Sites, how we use the information, with whom we share it and the choices available to users of our Sites regarding our use of the information. We also describe the measures we take to protect the security of the information and how users can contact us about our privacy practices. Certain of the Sites may provide additional detail about privacy practices specific to those Sites. Internal company policies and procedures govern SOLYSTIC's internal networks and systems and the processing of personal information relating to employees and other authorized SOLYSTIC network users.

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### **Information We Collect**

The types of personal information users of our Sites may submit include:

- Contact information (e.g. name, postal address, telephone number and email address);
- Employment information (e.g. title, division and employer);
- Personal information submitted by job applicants (e.g. résumé or C.V., cover letters, work authorization information, salary history, education history, information about security clearances, citizenship information, gender);
- Other personal information found in content that users provide.

### ***Information We Collect By Automated Means***

When you use our Sites, we may collect certain information by automated means. We may use third-party web analytics services on our Sites, such as those of Google Analytics. These

service providers help us analyse how users use the Sites. The information collected for this purpose (including your IP address and other information collected by automated means) will be disclosed to or collected directly by these service providers. To learn more about how to opt out of these third-party web analytic service providers' activities, click the relevant link below:

- [Google Analytics](#)

Both we and others (such as our service providers and advertising networks) may collect personal information about our visitors' online activities, over time and across third-party websites. Our Sites are not designed to respond to "do not track" signals from browsers.

The providers of other third-party plug-ins on our Sites, such as embedded videos and social sharing tools, may use automated means to collect information regarding your use of the Sites and your interactions with the plug-ins. This information is subject to the privacy policies or notices of the third-party plug-in providers and is not subject to SOLYSTIC's Online Privacy Notice.

### **How We Use the Information We Collect**

We may use the information described above to:

- Provide products and services;
- Send you promotional materials or other communications;
- Communicate with you about, and administer your participation in, special events, programs, offers, surveys and market research;
- Respond to your inquiries;
- Process employment applications, including by assessing qualifications, verifying information, and conducting reference or other employment-related checks;
- Evaluate potential suppliers and subcontractors and manage our relationships with them;
- Provide and administer human resources services for SOLYSTIC employees;
- Perform data analyses (including anonymization and aggregation of personal information);
- Operate, evaluate and improve our business (including developing new products and services; enhancing and improving our products and services; managing our communications; analysing our products, services and communications; and performing accounting, auditing and other internal functions);
- Protect against, identify and prevent cybersecurity and other security events, espionage, fraud and other unlawful activity, claims and other liabilities; and

- Comply with and enforce applicable legal requirements, relevant industry standards and our policies.

We also may use the information in other ways for which we provide specific notice at the time of collection.

In addition, we use information collected through automated means for the purposes set forth above, including by (i) customizing our users' visits to our Sites, (ii) analysing the manner in which our users interact with our Sites and online advertisements, (iii) delivering content tailored to our users' interests and (iv) managing our Sites and other aspects of our business.

### **Legal Basis of Processing**

We may process the information described above in accordance with national and EU rules and regulations. We only use your information to achieve our legitimate interest in maintaining our online presence and performing data analyses, to communicate with you, in detecting and preventing unlawful or unethical conduct, or to comply with a legal obligation to which we are subject.

### **Information We Share**

We do not sell or otherwise disclose personal information we collect about you, except as described in this Online Privacy Notice. We may share personal information with service providers who perform services on our behalf based on our instructions. We may also share certain personal information with our affiliates (e.g. Northrop Grumman UK Limited, Northrop Grumman Systems Corporation, or Northrop Grumman Global Holding UK) for the purposes described in this Online Privacy Notice.

In addition, we may disclose information about you (i) if we are required to do so by law or legal process, (ii) to law enforcement authorities or other government entities, and (iii) when we believe disclosure is necessary or appropriate to prevent harm or financial loss, or (iv) in connection with an investigation of suspected or actual espionage, cybersecurity or security events or other fraudulent or illegal activity. We also reserve the right to transfer personal information we have about you in the event we sell or transfer all or a portion of our business or assets (including in the event of a reorganization, spin-off, dissolution or liquidation).

### **Your Rights and Choices**

We offer you certain choices in connection with the personal information we collect from you. To update your preferences, ask us to remove your information from our mailing lists or submit a request, please contact us as indicated in the "How To Contact Us" section of this Online Privacy Notice. To the extent provided by the law of your jurisdiction, you may request access to the personal information we maintain about you free of charge or request that we correct, amend, transfer, delete or block the information by contacting us as indicated below. Where provided by law, you may withdraw any consent you previously provided to

us or object at any time on legitimate grounds to the processing of your personal information, and we will apply your preferences going forward.

If you feel that your rights and choices are not adequately addressed, you maintain the right to lodge a complaint with a supervisory authority.

### **Data Transfers**

We may transfer the personal information we collect about you to recipients in countries other than the country in which the information originally was collected. Those countries may not have the same data protection laws as the country in which you initially provided the information, or to countries which do not have an adequate level of protection as declared by the European Commission. When we transfer your information to recipients in other countries, we will protect that information as described in this Online Privacy Notice.

If you are located in the European Economic Area ("EEA") or Switzerland, we comply with applicable legal requirements providing adequate protection for the transfer of personal information to recipients in countries outside of the EEA and Switzerland. Northrop Grumman Corporation, SOLYSTIC's partner company, has certified that it complies with the EU-U.S. and Swiss-U.S. Privacy Shield Frameworks and Privacy Shield Principles as set forth by the U.S. Department of Commerce regarding the collection, use and retention of personal information transferred from the European Union and Switzerland to the United States, respectively. [Click here](#) to view our EU-U.S. and Swiss-U.S. Privacy Shield Privacy Notices and our participating U.S. subsidiaries. To learn more about the Privacy Shield program, and to view our certification, please visit <https://www.privacyshield.gov/list>.

### **How We Protect Personal Information**

We maintain administrative, technical and physical safeguards designed to protect the personal information you provide on the Sites against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure or use.

### **Data Retention**

SOLYSTIC may retain your information only for a maximum period of two years.

### **Links To Other Websites**

Our Sites may provide links to other websites for your convenience and information. These websites may operate independently from us. Linked sites may have their own privacy notices or policies, which we strongly suggest you review. To the extent any linked websites are not owned or controlled by us, we are not responsible for the websites' content, any use of the websites, or the privacy practices of the websites, even though you may enter that site directly from visiting ours.

### **Updates To Our Online Privacy Notice**

This Online Privacy Notice may be updated periodically and without prior notice to you to reflect changes in our personal information practices. We will post the updated version on our Sites and indicate at the top of the notice when it was most recently updated.

### **How To Contact Us**

If you have any questions or comments about this Online Privacy Notice, or if you would like us to update information we have about you or your preferences, please contact us at

[Contact.Communication@Solystic.com](mailto:Contact.Communication@Solystic.com).