



The 'Data Controller' of your personal data will be the following legal entity:

Huawei Technologies Research & Development Belgium NV

Technologiepark 122, 9052 Zwijnaarde, Belgium

Company number: BE 0827.031.106, hereafter referred to as 'Huawei'.

1. Huawei processes personal data, whether or not in electronic or automated form, for legitimate purposes related to administration, business, safety/security and compliance. These purposes include, but are not limited to:
 - (i) **Administration.** This purpose addresses activities such as general administration in view of the entering into an agreement and the performance thereof.
 - (ii) **Business process execution and internal management.** This purpose addresses activities such as the reimbursement of travel and other expenses, managing company assets, etc.
 - (iii) **Safety/security.** This purpose addresses activities such as IT services, information security, conducting internal audits and investigations, legal or business consulting, and preparing for or engaging in dispute resolution.
 - (iv) **Compliance with law.** This purpose addresses the processing of Personal Data as necessary to comply with a legal obligation to which Huawei is subject. Its purpose is to encourage compliance with the law by Huawei, including in relation to the prevention of crimes and the disclosure of Personal Data to government institutions and supervisory authorities, including tax authorities, in relation thereto.

2. Your personal data are processed on the following legal grounds:
 - (i) **Contractual necessity:** The processing of your personal data is necessary to assess whether or not to enter into and subsequently perform an agreement with regards to a certain job position/consultancy service, as well as to define the terms of such agreement;
 - (ii) **Legal obligation:** The processing of your personal data is required to comply with legal obligations applicable to Huawei (amongst others VAT and other tax matters, etc.);
 - (iii) **Legitimate interests:** The processing of your personal data is justified in view of the legitimate interests of Huawei and/or a third party, such as, but not limited to, a careful and reliable business management, and administration, as well as the reliable and careful management of network and information security.

3. "Personal data" means any information about an identified or identifiable natural person regardless whether it is held in paper, electronic or any other format, including identification data (e.g., a person's name, date of birth, gender, nationality, contact details such as personal address, personal telephone number, etc.), information concerning education, qualifications and skills, financial information and all other information necessary for Huawei's business purposes which may be voluntarily disclosed by individuals during their professional relationship with Huawei or received from or generated by others: internally (managers, employees, IT systems) or externally



(agencies, customers, suppliers or those to whom individuals communicate by email or other systems).

4. Your personal data may be disclosed to the team leader, the HR department, the IT department and administrators for administrative and management purposes as mentioned above. Your personal data may also be disclosed to another Huawei entity within the group in the scope of those purposes.
5. For the above mentioned purposes, personal data may be disclosed to and possibly even processed by third parties such as:
 - (i) the social security administration;
 - (ii) the tax administration;
 - (iii) the insurance companies Huawei has entered into an insurance (and/or a reinsurance) contract with;
 - (iv) the insurance broker(s);
 - (v) the service providers in the framework of business travel;
 - (vi) law enforcement authorities in accordance with the relevant legislation;
 - (vii) Huawei's customers in order to share the experience and professional qualifications of its consultants and/or temporary workers for business purposes;
 - (viii) IT companies or service providers;
 - (ix) cloud processors for data archived in the cloud;
 - (x) specialized service providers appointed by Huawei for various business services;
 - (xi) other professional advisors.

The employees, managers and/or representatives of the abovementioned service providers or institutes and the specialized service providers appointed by them should respect the confidential nature of these data and may only use these data in line with the instructions of Huawei.

6. As a global company, Huawei's business processes increasingly go beyond the borders of one country. This globalization demands not only the availability of communications and information systems across the Huawei group of companies, but also the worldwide Processing and use of information within Huawei. For that purpose, it may be necessary that a Huawei affiliate of the group of companies, potentially located in a third country outside the EEA, requires access to your personal data to process and/or store these personal data. To transfer your personal data in compliance with the data protection principles, Huawei has implemented appropriate safeguards in line with the applicable legislation.
7. Huawei will take reasonable security measures to protect your personal data and only authorized Huawei personnel and service provider can access and use these data.
8. Your personal data will be retained no longer than necessary for the purposes described above. As a rule, your personal data are stored during your professional relationship with Huawei, as well as during a term subsequent to the end of your professional relationship with Huawei for as long as Huawei can have a legal liability for which the use of your personal data can be relevant taking into account the applicable statutory period of limitation. If parties decide not to enter into professional relationship, your personal data

will not be retained longer than two (2) years following the receipt thereof.

9. In addition, you have the right, as further defined in the applicable law, to
- (i) Access, rectify or erase your personal data;
 - (ii) Restrict or object to the processing and transfer of your personal data;
 - (iii) Withdraw their consent to the processing or transfer of your personal data based on consent (however, this will not affect the lawfulness of earlier processing activities);
 - (iv) Receive your data in order to transmit them to another controller ('right to data portability');
 - (v) Lodge a complaint with a supervisory authority, if you feel that Huawei has not acted in line with data protection legislation.

Your contact at Huawei for any further information about these rights is the data protection officer: Mr. Joerg Thomas, +49 211 882 541 100, dpo@huawei.com.