Job Applicant Privacy Policy – EMEA, excluding Germany

Last Updated: October 30, 2026

In this Privacy Policy, we inform you about the collection, use, transfer and other processing, in electronic or other form, of your personal data by VIAVI during the recruitment and interview process and for the Purpose defined below. The VIAVI company for whose advertised position you are applying is the responsible controller for the processing of your personal data.

A list of VIAVI Solutions Inc. affiliates or subsidiaries, including their name and contact details can be found here https://www.viavisolutions.com/en-us/corporate/about-us/our-locations. If you have questions regarding your privacy please contact – privacy@viavisolutions.com. Where applicable, the contact details of the Data Protection Officers (DPOs) of our affiliates or subsidiaries can be found at the end of this Privacy Policy.

What personal data may we hold about you?

VIAVI may gather and hold the following personal data about you ("Data"):

- name, home address, telephone number, email address or other contact information
- resume or CV, relevant work experience, type of employment sought, date available, employee references, and information provided in any application form or in an interview
- former, current or desired salary and other compensation information
- nationality.

Why do we process your Data?

VIAVI will process the Data described in this Privacy Policy for the purpose of (1) implementing, administering and managing your employment application process or change of position with VIAVI, (2) helping VIAVI to determine your suitability for employment, including different positions within VIAVI, (3) carrying out background, credit and reference checks, where applicable, and (4) complying with applicable legal or regulatory requirements (collectively, the "Purpose").

VIAVI relies on the following legal bases to use and process Personal Data:

a. The processing is necessary in order to carry out the application process.
b. The processing is necessary for VIAVI's legitimate interests (for example, to show, in the event of a legal claim, that we have not discriminated against you on prohibited grounds and that we have conducted the recruitment exercise in a fair and transparent way).
c. The processing is necessary for compliance within VIAVI's legal obligations (for example, for the purpose of compliance as a Federal Contractor).
d. Where applicable, VIAVI will process Personal Data on the basis of your consent (for example, consent to contact you with future similar job openings within VIAVI that may interest you).

VIAVI only requests information from you that is necessary for us to consider your application. If you fail to provide this information when requested, VIAVI may not be able to process your application successfully.

How long will VIAVI retain your Data and how does VIAVI secure your Data?

If your application is unsuccessful, VIAVI will maintain your data in our databases for the period listed in the table below that corresponds to your country of residence.

GEOGRAPHICAL REGION OR SPECIFIC COUNTRY	DATA RETENTION PERIOD/YEARS
Europe, Middle East and Africa	1
Germany	0,5

The purpose of the retention is to show, in the event of a legal claim, that we have not discriminated against you on prohibited grounds and that we have conducted the recruitment exercise in a fair and transparent way.

If you are hired by VIAVI or transferred to a different position within VIAVI, you understand that your Data will be placed into your personnel file and held only as long as is necessary during and/or after your term of employment with VIAVI, or as long as necessary to comply with any applicable legal obligation.

Protecting Your Data

VIAVI is committed to protecting the security of the Data we collect about you, and we take reasonable physical, digital and administrative safeguards to help protect the data from unauthorized or inappropriate access of use. Examples of protective measures include:

- Restricting Data access to only VIAVI personnel who administer systems and applications that process such Data for the legitimate purposes set forth above.
- Requiring VIAVI data administrators to sign appropriate confidentiality agreements.
- Confidentiality and security protocols requiring that data is not left visible or unattended.
- Mandatory training for selected VIAVI personnel regarding use and security of Data.

In the event there is a data security breach within the System, VIAVI will immediately notify any impacted individuals.

With whom does VIAVI share your Data?

Sometimes VIAVI may need to share your Data with other VIAVI companies and third parties. VIAVI will only do so when necessary for legitimate business purposes. For example, your Data may be sent to the following parties for the following reasons:

- to VIAVI companies that carry out human resources services on behalf of other VIAVI companies for the purposes of human resource administration and other purposes related to employment and candidate applications;
- to VIAVI's carefully selected third party service providers appointed under contract to assist VIAVI in fulfilling the Purpose;
- to any new (or prospective) owners, should there be a change (or prospective change) in the ownership of VIAVI, or business units or departments within VIAVI;
- to external parties as required by law or legal process and/or to competent public corporations and government authorities as required by laws regarding tax, labor, social security and similar matters.
- Where required by law, by order or requirement of a court, administrative agency, or government tribunal, which includes in response to a lawful request by public authorities, including to meet national security or law enforcement requirements of in response to legal process.

Your Data may be transferred to Viavi companies or third-party service providers engaged by Viavi that operate outside the country in which you live or reside. Those countries may provide for a lower level of data protection than your own country. In any case, Viavi will implement appropriate contractual measures (such as standard data protection clauses, a copy of which you can obtain by contacting privacy@viavisolutions.com) to ensure that the relevant Viavi companies and third parties provide an adequate level of protection to your Data as set out in this policy and as required by applicable local law.

Use of Artificial Intelligence

VIAVI does not use artificial intelligence, machine learning or any Automated Employment Decision Tools to make decisions about prospective employees.

What are Your Rights?

VIAVI shall comply with valid and legally compliant requests made by individuals to exercise their rights with respect to their Data. You may request:

- Right to know about my specific data
- Right to know about my categories of data
- Delete my personal information
- Correct my personal information
- Port my personal information
- Limit selling or sharing, object to processing, or restrict processing of my personal information.
- Where I have given consent: Withdraw my consent with effect for the future.

To submit a request to exercise your privacy rights, please complete our online form. Or, if you are in the USA, call this toll-free number +1-844-923-1782.

Please be aware that because VIAVI processes some of your Data for contractual and legal reasons we may not be able to honor all of the requests you make, such as to delete Data or stop sharing it. We will discuss any request you make with you and explain what action is taken.

If you believe VIAVI has handled your Data in a manner that does not comply with applicable data protection laws, you have the right to lodge a complaint with your applicable data privacy authority.