



## KLA Corporation Candidate Privacy Notice

KLA Corporation and its subsidiaries ("KLA", "the Company", or "we") collect personal information about you so we provide this Candidate Privacy Notice ("Privacy Notice") to help you understand our practices surrounding the collection, use, and disclosure of your personal information (also "information") that is gathered during the recruitment process.

This notice addresses the following topics:

- [Collection and Use of Your Personal Information](#)
- [Why the Company Uses Your Personal Information](#)
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### Collection and Use of Your Personal Information

#### The Personal Information KLA Collects

The personal information collected through the KLA Global Career Site ("Site") can include your (i) country and eligibility to work in the location applied for; (ii) your legal name (first and last name); (iii) contact information, including postal address, email address, and telephone number(s); (iv) work history; (v) educational history; (vi) previous employment at the Company; and (vii) specific skills, languages and professional licenses. The Company may also collect personal information from you through communications and interviews with KLA employees, third parties, namely contact information, work and educational history from publicly available resources, prior employers, educational institutions, and other references, and to the extent required or permitted under applicable law, credit reports and criminal checks from pre-employment screening providers (in which case, we will collect dates of birth, social security numbers or other identifiers, alias names, driver license and other details as needed).

Please view the [Cookie Policy](#) to understand what information the Company collects when you visit the Site.

#### Sensitive Personal Information

Except as described below, the Company will not request or otherwise collect or process information about your health, racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, sexual orientation, genetic information, or biometric information through the online system



during the application process unless required by law. If you provide such information to us during the application process, KLA will make sure that the processing of such information is conducted only if it is necessary.

The Company, or a third-party service provider under contract with the Company, may check criminal history records for information about convictions, but only to the extent required or permitted by law.

Positions in the United States: If you apply for a position in the United States and register your profile, you will have the option to provide information about your gender, race and ethnic origin, disability, and veteran status in order for KLA to facilitate nondiscrimination in our recruitment process, including to conduct equal employment opportunity monitoring and to comply with federal contractor obligations and government reporting obligations.

Whether you provide this information is entirely voluntary. If you decline to provide this information, your application(s) will not be affected in any way. If you choose to provide this information, you consent to the Company using it as described above. This information will not be used to evaluate your application for employment.

Positions in China: If you apply for a position in China, at the final offer stage, you may need to provide health declaration or medical records in order for KLA to evaluate your fitness for the relevant job position. In such cases, KLA will make sure that the processing of such information is for the said purpose only, and KLA's processing of such information will be conducted with security measures in place and in a manner having the least impact on your personal rights and interest.

### **Why the Company Uses Your Personal Information**

The Company will use the information collected about you through the recruitment process to verify eligibility for employment; evaluate your qualifications for employment, including education and work history; conduct interviews, skills assessments, and tests; and for related recruiting administration, internal reporting, and recordkeeping purposes, such as to check references or to conduct pre-employment screening or background checks. In addition, if you are hired, the Company will maintain the information collected about you in the recruitment process for purposes of facilitating the employment relationship, as described in the relevant privacy notice for employees.

If you are not hired for the position for which you initially apply, the Company may - with your consent if consent is required - use the personal information to evaluate your suitability for other current job openings or future job openings. This evaluation may be facilitated by the use of Artificial Intelligence ("AI") capabilities to improve the efficiency of our search of historical candidates to find individuals who best match current job requirements. Based on that evaluation, the Company may contact you to find out whether you are interested in applying for other job openings. You may also be invited to other events, career fairs, and other recruiting events hosted by the Company.

The Company's employees who are involved in the evaluation of your application and, if you are hired, in the administration of your employment relationship with the Company, will have access to your personal information on a need-to-know basis.



## Use of Artificial Intelligence

KLA uses AI in one or more applications that facilitate our recruitment efforts, for example helping recruiters find candidates that best match KLA's vacancies, using a chatbot to answer basic questions, notify candidates about upcoming recruiting events, and to schedule interviews more efficiently with hiring managers and others in the decision making process. All selection decisions, including screenings, advancement to interviews, and employment offers, will ultimately be made by a person at KLA.

In connection with our use of these applications, we share your personal information with third party service providers who support our recruiting process. They may use the data you submit to us in your application and resume for training and refining the algorithms after the data has been parsed and scrubbed of all personal information and KLA specific data in accordance with our instructions.

For more information about KLA's use of Artificial Intelligence in the recruitment process, please contact [Talent.Acquisition@kla.com](mailto:Talent.Acquisition@kla.com).

## **Our Legal Bases for Processing your Personal Data**

### **Your Consent**

You consent to the collection, use, disclosure, sharing, transfer across borders to Companies and other entities described herein, and other processing of your personal information as set forth herein. Before you consent, please read this Privacy Notice carefully.

Withdrawing your consent: You can contact the Company at [Privacy@kla.com](mailto:Privacy@kla.com) if you would like to withdraw your consent to the Company's use of your information to consider you for future positions, disclosure, transfer, or other processing of your personal information as described in this Privacy Notice. Any withdrawal will not affect the lawfulness of processing based on consent before its withdrawal.

For residents of South Korea: You consent to the collection of your personal information in accordance with the Personal Information Protection Act of South Korea.

For residents of Japan: You consent to the collection of your personal information in accordance with the Act on the Protection of Personal Information of Japan (APPI) but we do not rely on your consent for any international data transfers within the KLA group of entities and have in place intragroup data processing and transfer terms.

For residents of China: You consent to the collection of your personal information in accordance with the Personal Information Protection Law of the People's Republic of China (PIPL).

## Candidates for Positions in Europe

The controller of information collected and used for the purposes described herein is the KLA company that is indicated as having posted the position. A list of KLA companies and their contact information is available [here](#).

This Privacy Notice applies only to information collected through the Company's online recruitment



systems and from other sources for recruitment purposes, such as information obtained, for example, from prior employers, educational institutions, pre-employment screening providers, and other publicly available resources. This Privacy Notice does not apply to any other site or page that the Company owns or operates. Other Company sites have privacy notices or policies specific to each site.

We process your personal information where it is necessary to comply with a legal obligation to which the Company is subject, to enter into an employment contract with you or because it is in the legitimate interests of the Company, except if the Company's interests are overridden by your interests or fundamental rights and freedoms. Our legitimate interests are in particular to recruit and hire suitable personnel, monitor and secure our resources and network, be able to audit and assess our business operations, plan and implement commercial transactions, and defend and protect our rights and the rights of others.

#### Candidates for Positions outside Europe.

Where applicable data protection law requires a lawful basis for collecting, using, and otherwise processing your personal information, the Company relies on your consent to do so as well as on a non-consent legal basis if applicable (which may apply if necessary for the performance of our statutory duties or legal obligations). The processing of your personal information is necessary for the Company to determine whether to enter into an employment agreement with you. If you do not provide the requested information, the Company may not be able to consider you for employment. In addition, the processing of your personal information is necessary for the Company to pursue its legitimate interests in recruiting and hiring suitable personnel.

#### **How the Company May Share Your Personal Information**

The Company will not sell, lease, or license your personal information to any third party. There are limited circumstances in which the Company may disclose the information that you submit online with third parties (and you hereby consent to the transfer and disclosure of such information to such third parties), most notably:

- with third party service providers. The Company may, for example, retain a service provider to host all or portions of this Site, to help maintain and manage the Company's databases, to assist in the recruiting process, to help with attracting and engaging candidates, or to conduct pre-employment screening. Service providers will be permitted to use your personal information only for the purpose(s) for which it was disclosed to them and in accordance with the Company's instructions;
- with affiliated companies, such as grandparent, parent, and/or subsidiary corporations, for their recruitment, recordkeeping, and/or reporting purposes;
- when required by law, such as when responding to subpoenas, court orders, legal process, a discovery request in civil litigation, or a legitimate request by government or regulatory authorities;
- if the Company believes that your actions violate applicable law, or threaten the rights, property, or safety of our Company or others;



- if the Company sells some or all of its business, the Company may disclose all of the information that it has collected about you to a purchaser or, due diligence, to a potential purchaser, but subject to a confidentiality agreement.

The Company will make such disclosures in compliance with applicable data protection laws.

### **Retention of Your Personal Information**

If the Company hires you, the information that you submitted through the online system and the information that is collected during the application process may become part of your personnel file and may be used to administer the employment relationship and for related reporting and recordkeeping purposes, as described in the Company's employee privacy notice.

The Company will retain information of candidates who are not hired for the maximum retention period permitted under applicable law, until there is no longer a legitimate business purpose for retention (in particular to consider you for positions in addition to the position(s) for which you initially applied).

KLA will comply with requests to exercise individual data rights in accordance with applicable law. You or where permitted by law, your authorized agent, can submit your request via the [Privacy Request Form](#). Rights vary by jurisdiction and we will consider your request under applicable law. Instructions for Authorized Agents may be found in our [CCPA Disclosure, section 4](#).

### **International Transfer of Your Personal Information**

The personal information that the Company collects about you in the recruitment process will be transferred to, and stored on, servers provided by our human capital management ("HCM") Applicant Tracking System (ATS) provider, whose servers are located in the U.S. Your information will also be transferred to and stored on servers provided by our recruitment customer relationship management (CRM) system, whose servers are located in the U.S. Additionally, your information will also be transferred and stored on servers located in the U.S. for solutions that facilitate our applications and interviewing process which provides rediscovery search capability of candidates and scheduling of candidate interviews. In addition, authorized employees of the Company and/or affiliated companies at locations outside the United States may have access to your personal information as part of the recruitment process. We protect your personal information using a combination of protections, including relying on laws and data transfer agreements.

Under the laws of the EU, Japan, and Israel, transfers between EU member states and Japan and transfers between EU member states and Israel are subject to adequate protection. Transfers to the United States or other countries where the Company entities are located are not subject to such protection but are protected by standard contractual clauses or other authorized international transfer mechanisms approved by the European Commission. You may obtain a copy of the agreement in place by contacting us at [Privacy@kla.com](mailto:Privacy@kla.com).

### **Security for Your Personal Information**

KLA has implemented technologies designed to secure your information from accidental loss or



unauthorized access, use, alteration, and disclosure. We have also implemented technologies, utilized by many popular browsers, to help safeguard transmissions. These technologies allow the use of encryption tools to protect information transmitted between your computer and third-party systems. After receiving information, access to it is limited to employees with a need to know.

While KLA strives to protect your personal information, the Company cannot guarantee the security of any information that you submit through the online system, and you do so at your own risk. The Company urges you to keep your username, password, and any other log-in credentials in a safe place as you share responsibility for maintaining the confidentiality of the information that you submit to the Company. It is a good practice to sign off your account and close your browser window when you have finished your visit to our online system.

### **Your Rights with Respect to Your Personal Information**

You can access, update, or correct your profile information by visiting the online Applicant Tracking System (ATS). Log in to your “Candidate Homepage.” From this page under My Account, you may update your contact information. In Edit Account Settings, you may change your email address. You may also make a request to delete your information by filing out the Privacy Request Form [here](#). If you have any questions about this Privacy Notice or wish to exercise your rights, please contact [Privacy@kla.com](mailto:Privacy@kla.com).

Candidates for Positions in Europe. You have certain rights with respect to your personal information, subject to conditions set forth in applicable laws, including the right to:

- access and receive a copy of your personal information;
- require that the Company rectify inadequate, incomplete, or incorrect personal information about you;
- object to the processing of your personal information, on grounds relating to your particular situation, when the processing is based on the Company’s legitimate interests. If you do object in these circumstances, the Company will stop processing your personal information unless there is an overriding, compelling reason to continue the processing or the processing is necessary to establish, pursue, or defend legal claims. You can contact the Company at [Privacy@kla.com](mailto:Privacy@kla.com) to object to the processing of your personal information as described in this Privacy Notice;
- request that the Company erase your personal information;
- request that the Company restrict the processing of your personal information so that it is stored but not otherwise processed; and
- obtain from the Company, or ask the Company to send to a third party, a copy of your personal information in electronic form that you provided to the Company with your consent or to undertake pre-contractual measures.

### **Additional information for California residents**



This section describes our collection and use of personal information about job candidates who are California residents and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act of 2018 (“CCPA”). While the purposes for which we use personal information vary depending on the circumstances, generally we collect, use, and disclose the categories of personal information below as described above in this Privacy Notice. We do not sell your personal information or share it for cross-context behavioral advertising.

In general, we retain each of the categories of personal information and sensitive personal information described in this notice as follows: for applicant information, for 4 years from the date the position is filled, and for U.S. employee information, until the end of your employment plus 7 years, in each case plus any additional time periods necessary for compliance with law, exercise or defense of legal rights, archiving, and back-up and deletion processes. Our CCPA Disclosures are available [here](#).

We may provide additional notices about our data collection practices that are covered by other laws (for example, if we conduct a background check or extend an employment offer).

***Scope of this Privacy Notice:*** This Privacy Notice applies to the personal information that we collect from and about you, in the context of reviewing, assessing, considering, managing, storing, or processing your resume and related information or otherwise considering you for a position with the Company.

***What is personal information?*** In this section, “personal information” is any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household.

***What isn’t covered by this section?*** This section does not address or apply to our collection of personal information where an exception or exemption under the CCPA applies. This section also does not apply to the personal information we collect from employees or contractors.

***Categories of personal information collected.*** Generally, we collect the following categories of personal information about you:

- **Name, contact information, and other identifiers:** Identifiers such as a real name, alias, postal address, phone number, unique personal identifier, online identifier, Internet Protocol address, email address, or other similar identifiers;
- **Usage Data:** Internet or other electronic network activity information, including, but not limited to, browsing history, search history and information regarding your interaction with an internet website, application, or advertisement;
- **Geolocation data:** Geographic location information about a particular individual or device;
- **Audio, Video, and other Electronic Data:** Audio, electronic, visual, or similar information such as call recordings;
- **Professional or employment-related information:** Professional experience, employment history,



qualifications, and licensing including current and past business contact information, title, position, employer, and employee ID data;

- **Education Information:** Information about education history or background that is not publicly available personally identifiable information as defined in the Federal Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99).

***Categories of sensitive personal information that may be collected.*** We may collect the following categories of sensitive personal information about you:

- Identifiers such as an individual's social security, driver's license, state identification card, or passport number;
- Precise geolocation data;
- Identity traits such as race, sex, gender or gender identity, national origin, disability, military/veteran status, and other characteristics of protected classifications under California or federal law. Identity traits are not considered during or used in any way to influence the recruitment and/or hiring process.

***Purposes for Collecting and Using Personal Information under the CCPA:*** Generally, we may use the above categories of personal and/or sensitive personal information for the following purposes:

***Recruiting, Hiring, Managing and Evaluating Prospects.*** To review, assess, recruit, consider, or otherwise manage prospects, including:

- to verify eligibility for employment;
- to evaluate your qualifications, education, and work history for applicability to the position you applied for;
- to conduct interviews, skills assessment, and tests;
- other related recruiting administration, internal reporting and record keeping purposes such as to check references or to conduct pre-employment screening or background checks;
- to communicate with you regarding your profiles and about other similar position(s) for which you may be interested;
- to invite you to other events, career fairs, and other recruiting events hosted by the Company;
- to maintain your personal information for future consideration and notification of future recruiting opportunities; and
- to support our nondiscrimination and equal opportunity employment policy and practices.

***To enable third party applications that support our recruiting efforts.*** The Company will not sell, lease, or license your personal information to any third party. There are limited circumstances in which the Company may disclose the information that you submit online with third parties (and you hereby consent to the transfer and disclosure of such information to such third parties), most notably:

- with service providers and data brokers who have a duty of confidentiality to us. These parties support our recruiting process and may use the data you submit to us in your application and resume for training and refining system algorithms after the data has been parsed and scrubbed



of all personal and KLA specific data in accordance with our instructions.

- with other service providers who may host all or portions of this Site, help maintain and manage the Company's databases, assist in the recruiting process, help with attracting and engaging candidates, or conduct pre-employment screening. These service providers will be permitted to use your personal information only for the purpose(s) for which it was disclosed to them and in accordance with the Company's instructions.

**Security and Monitoring.** To monitor and secure our resources and network, including:

- Monitoring for, preventing, investigating, and responding to security and privacy incidents;
- Monitoring for, preventing, and investigating suspected or alleged misconduct or violations of work rules;
- Providing and managing access to physical and technical access controls; and
- Monitoring activities, access, and use to ensure the security and functioning of our systems and assets.

**Auditing, Accounting and Corporate Governance.** For purposes relating to audits and assessments of our business operations, security controls, or compliance with legal obligations, and for other internal business purposes such as administration of our records retention program.

**M&A and Other Business Transactions.** For purposes of planning, due diligence, and implementation of commercial transactions (such as mergers, acquisitions, asset sales or transfers, bankruptcy or reorganization, or other similar business transactions).

**Defending and Protecting Rights.** To protect and defend our rights and interests and those of third parties, including to manage and respond to legal claims or disputes, and to otherwise establish, defend or protect our rights or interests, or the rights, interests, health, or safety of others, including in the context of anticipated or actual litigation with third parties.

**Compliance with Applicable Legal Obligations.** For purposes relating to compliance with applicable legal obligations (such as hiring eligibility, responding to subpoenas, and court orders) as well as assessments, reviews, and reporting relating to such legal obligations, including under employment and labor laws and regulations, social security, and tax laws, environmental regulations, workplace safety laws and regulations and other applicable laws, regulations, opinions, and guidance.

## **Changes to This Notice**

The Company may change this Privacy Notice from time to time in its sole discretion. If the Company makes a material change to this Privacy Notice, the Company will inform you by posting a notice on this Site. Those changes will go into effect on the effective date posted in the revised notice. The new notice will apply to all current and past users of the online system and to all information collected before the date of the change unless your consent is first required. The new notice will replace any prior policies that are inconsistent. Please check periodically for changes to this Privacy Notice, and especially before you provide any personal information to the Company. If the Company will materially change how it uses, discloses, or otherwise processes your personal information, the Company will contact you before doing so and obtain your consent before using, disclosing, or otherwise processing your personal information.



other than as described in this Privacy Notice.

**Contact us or our data protection officers**

Please direct any questions, request for removal of personal information, and comments or complaints you may have about this Privacy Notice to [Privacy@kla.com](mailto:Privacy@kla.com).

You can also contact our Data Protection Officer (“DPO”) where available, or our Grievance Officer in India.

| Company Name                                                                         | Office Address                                                                                              | DPO Contact                                                                                                                                                                                                   |
|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Germany:</b><br>KLA-Tencor GmbH                                                   | Moritzburger Weg 67<br>D-01109 Dresden, Germany                                                             | TÜV Informationstechnik GmbH<br>TÜV NORD GROUP<br>Alexander Taubitz<br>Email: <a href="mailto:privacyguard@tuvit.de">privacyguard@tuvit.de</a><br><a href="mailto:A.Taubitz@tuvit.de">A.Taubitz@tuvit.de</a>  |
| <b>Germany:</b><br>KLA-Tencor MIE GmbH<br>KLA-Tencor MIE Holdings<br>GmbH & Co., Ltd | Kubacher Weg 4<br>D-35781 Weilburg Germany                                                                  | TÜV Informationstechnik GmbH<br>TÜV NORD GROUP<br>Sebastian Kessler,<br>Email: <a href="mailto:privacyguard@tuvit.de">privacyguard@tuvit.de</a><br><a href="mailto:s.kessler@tuvit.de">s.kessler@tuvit.de</a> |
| <b>Germany:</b><br>Laser Imaging Systems GmbH                                        | Friedrich-Hund-Str 3, D-07745<br>Jena, Germany                                                              | TÜV Informationstechnik GmbH<br>TÜV NORD GROUP<br>Alexander Taubitz<br>Email: <a href="mailto:privacyguard@tuvit.de">privacyguard@tuvit.de</a><br><a href="mailto:A.Taubitz@tuvit.de">A.Taubitz@tuvit.de</a>  |
| <b>India:</b><br>KLA-Tencor Software India<br>Private Limited                        | Prince Infocity Towers<br>286/1 & 286/2<br>Old Mahabalipuram Road<br>Kandanchavadi<br>Chennai - 600 096     | Grievance Officer<br>Dinesh Kumar Mishra<br><a href="mailto:Dineshkumar.mishra@kla.com">Dineshkumar.mishra@kla.com</a>                                                                                        |
| <b>Singapore:</b><br>KLA-Tencor (Singapore) Pte.,<br>Ltd                             | Serangoon North<br>No. 4, Serangoon North Ave 5<br>Singapore 554532                                         | Data Privacy Officer<br>Jason Yin<br><a href="mailto:Jason.yin@kla.com">Jason.yin@kla.com</a>                                                                                                                 |
| <b>South Korea:</b><br>KLA-Tencor Korea, Inc.                                        | 14 & 15th Fl. SK V1 Center 830,<br>Dongtansunhwan-daero<br>Hwaseong-si, Gyeonggi-do,<br>South Korea (18468) | Chief Privacy Officer, Korea<br>Sangmoon Chang<br><a href="mailto:Sangmoon.Chang@kla.com">Sangmoon.Chang@kla.com</a>                                                                                          |

Updated: June 3, 2025