



## **Data Protection and Data Privacy Notice for Candidates of Shockwave Medical, Inc. and its Subsidiaries**

In the course of your job application with Shockwave Medical, Inc. or one of its subsidiaries, including those set forth on [Exhibit A](#) (collectively “**SWMI**” or “**we**”), we may be required from time to time to collect personal data about you in order to fulfill the application process and for our obligations in relation to your proposed employment relationship with SWMI and/or for other legitimate business reasons, including organizational and security purposes.

This Data Protection and Data Privacy Notice (this “**Notice**”) will inform you about the types of personal data we collect and how we use the data (“**processing**”). Please note that specific information as to the processing activities carried out in relation to your personal data in a specific jurisdiction may be included in [Exhibit B](#), if applicable.

Please note that the collection and processing of your personal data is highly regulated by law, and SWMI will use your data only in compliance with the applicable legal frameworks.

For any questions about the collection and use of your personal data, please contact SWMI’s Data Protection Team at [privacy@shockwavemedical.com](mailto:privacy@shockwavemedical.com).

### **1. What personal data may be collected and processed?**

The following types of personal data may be collected, processed, and shared within SWMI and/or with third parties, to the extent (a) permitted by applicable law and (b) necessary and relevant for the purposes outlined below:

- General identification information, such as your name, address, phone number(s), e-mail address(es) and other contact details, including contact information at your current employer;
- Administrative and financial information, such as your proposed function, past compensation and proposed compensation details;
- Job related information and qualifications, such as previous job roles, education, awards, qualifications, certificates, licenses, financial relationships,
- Special categories of personal data, such as your marital status, country of birth or the country where you are a registered national or citizen, and any visa or other right to work;
- Equal opportunities monitoring information in the US, such as ethnicity, religion, gender or sexual orientation;
- Health data (for public health or health and safety purposes; including results of health checkups before joining us, disease test results and vaccination status);
- Results of background screening, such as education verification and criminal records and driver’s license checks, if applicable;
- References, such as opinions and comments from prior employers;



- Travel-related information if required for arranging or reimbursing travel for an interview with us, including frequent flyer numbers, itineraries, flight, train, rental car, car service, hotel or other similar information; and
- Information provided to us in the process of your application or recruitment.

The sources of your personal data are you, your former employers (if they provide references), recruiting agents (if involved), background screening services providers, and those with whom you interviewed or otherwise interacted with during the application process.

We protect your personal data to a standard appropriate to the risk of processing the data, and we review our security measures periodically.

## **2. For which purposes may we collect and process your personal data?**

SWMI processes your personal data within the applicable legal frameworks for the following purposes:

- Personnel administration and proposed job role or employment contract, proposed salary and insurance and provision of proposed benefits;
- To open and maintain candidate records, to communicate with you regarding your interest in a job opportunity with us, your application for employment and updates on your candidacy, and to arrange for and reimburse for travel in connection with your interview(s) with SWMI;
- To assess your suitability for a position, conflict of interest reporting, for diversity monitoring where permitted by law, and to fulfill obligations to relevant government authorities;
- Maintaining business operations, such as managing technology and communication systems, and for security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, or other misconduct;
- Coordination and communication in emergency situations;
- To comply with applicable legal and regulatory requests and obligations (including investigations);
- To establish or defend legal claims and allegations;
- To seek advice from lawyers, auditors and professional advisors; and
- Ensuring compliance with SWMI's policies and legal requirements.

We generally rely on contractual and/or legal processing grounds in the context of the employment relationship. We may also rely on legitimate interest processing grounds, such as managing our business activities and/or protecting our confidential information, investigating complaints, managing disputes or responding to regulatory enquiries or litigation requests.

For other purposes, we may use your personal data only if you have consented that we do so.

## **3. For how long will we store your personal data?**



Your personal data may be retained in physical and/or electronic files for as long as it is necessary to fulfill the legitimate purposes outlined above. In case applicable law requires a longer retention period, we will apply that period.

#### **4. Who may have access to your personal data?**

Due to the global nature of our operations, your personal data may be accessed on a “need-to-know-basis” by:

- SWMI’s Human Resources and other internal support functions, such as Finance, Information Technology, Communications, Internal Audit, Legal, Information Security and similar functions as well as your manager(s) in the context of your employment relationship;
- Colleagues within SWMI, who have involvement in the application process; and
- Third party service providers processing personal data on behalf of SWMI, such as IT and HR service providers or consultants.

“Need-to-know-basis” means access to personal data is granted only to the extent necessary for the fulfillment of the obligations of the respective function and/or provider. Before we disclose any personal data to other third parties, we will explicitly ask you for your consent to do so.

SWMI may also disclose your personal data to third parties for its or their legitimate interests in such manner as permitted by applicable laws. We may disclose your personal data in this regard to governmental authorities as required or permitted by law; social security or insurance agencies; in connection with business operations (e.g., mergers, acquisitions, business sales, divestitures, outsourcings or sales); to business partners, agents and customers; external consultants and professionals, bodies representing employees or courts.

Persons accessing your personal data may be located outside of the country in which you are located, including countries whose laws may not provide the same level of data protection as California (U.S.) or the European Economic Area or the UK. For these cases, SWMI has established contractual arrangements and security safeguards within SWMI and with third parties to ensure an adequate level of data protection at least as required by applicable laws. For EU data transfers, these arrangements include the standard contractual clauses in the form approved by the European Commission and/or applicable supervisory authorities. The UK data transfers are subject to different transfer clauses to the EU clauses and SWMI has in place these UK transfer clauses. For questions regarding such safeguards, you may contact SWMI’s Data Protection Team at [privacy@shockwavemedical.com](mailto:privacy@shockwavemedical.com).

#### **5. What rights do you have in relation to your personal data?**

Regarding the processing of your personal data, applicable laws may provide you with a number of rights, depending upon where you reside. Provided that the relevant legal requirements are met, you may:

- Request information about what kind of personal data is collected and for which purposes it is used;
- Request correction, completion or erasure of your personal data;



- Request restriction or object to the processing of your personal data and ask SWMI not to further process your personal data, if you have a legitimate reason for doing so and where we do not need such data for the purposes described in this Notice;
- Request to review decisions made through automatic processing of your personal data, if any, in case you are significantly affected by such decisions;
- Request to obtain a data portability extract (if technically feasible); and
- Contact the local data protection supervisory authority to make a complaint.

The right to make the above requests is not recognized everywhere under the law; SWMI reserves the right not to respond to requests if not required by law. In order to exercise your rights or for any questions you may have, please contact SWMI's Data Protection Team at [privacy@shockwavemedical.com](mailto:privacy@shockwavemedical.com).



## **EXHIBIT A**

### **SWMI Subsidiaries**

Shockwave Medical Japan KK

ShockWave Medical GmbH (including branches in Austria, Belgium, Spain, and Switzerland)

Shockwave Medical France SaRL

Shockwave Medical UK Limited