

OSIsoft Applicant Tracking System Notice and Request for Consent

Introduction

This Notice explains how your personal data will be processed if you choose to submit information through OSIsoft's applicant tracking system ("ATS") (accessible through the "Careers at OSIsoft" section of OSIsoft's web site), and how you can exercise your rights with respect to that processing. This Notice does not apply to any other processing of your personal data by OSIsoft or any of its affiliated companies. OSIsoft's corporate headquarters are located at 777 Davis Street, Suite 250, San Leandro, California, in the United States.

Purpose of Personal Data Processing

OSIsoft uses the ATS globally to manage on-line job applications received from current and prospective employees and to provide job opportunities in the country where you are about to apply as well as in other countries and regions. The ATS is provided through Peoplefluent, a third-party service provider. If you choose to use the ATS and provide your consent, OSIsoft may use your personal data to (i) to help us collect and compile additional information about you from available sources, consistent with applicable law, (ii) to contact references which you provide us; and (iii) to evaluate your application for employment for the position for which you have applied and for future positions.

Collection of Your Personal Data

Through Peoplefluent, OSIsoft will collect the information that you provide in the application form as well as any other information that you may provide as part of your application for a specific job posting (the "Personal Data").

International Transfer of Your Personal Data

Your Personal Data will be transferred to, and maintained by, Peoplefluent, with corporate headquarters located at 434 Fayetteville Street, 9th Floor, Raleigh, North Carolina 27601, in the United States. Peoplefluent will process your Personal Data, subject to OSIsoft's instructions and only for the purposes stated in this Notice.

Because OSIsoft is a global multinational company, your application will be used globally in connection with recruitment processes within the Company. Therefore, your Personal Data may be transferred across national borders and may be accessed by Company affiliates from countries with different laws providing varying degrees of protection for your Personal Data. OSIsoft will not disclose your Personal Data to any third party who is not (a) a member of the Company's corporate group, or (b) a service provider under written contract, without first providing you with notice and obtaining your affirmative consent unless the disclosure is required by law.

Security

OSIsoft will require appropriate physical, technical and organizational measures for your Personal Data when maintained by Peoplefluent or by another third-party service provider or a corporate affiliate. When the Personal Data is transferred over the Internet, it will be protected by a secure transmission protocol (128-bit encryption).

Retention of Your Personal Data

If you are offered and accept a job with OSIsoft, your Personal Data will be included in your human resources file and retained by OSIsoft's Human Resource department for the term of your relationship with OSIsoft and for any post-termination period permitted or required by applicable law. If the application process does not result in your employment by OSIsoft, your Personal Data will be kept for the time reasonably necessary for the review of your application, for the potential recruitment process, and for the time period after the completion of the application/recruitment process that is permitted or required by applicable law, unless you inform us that you would like us to retain your information for a longer period. Alternatively, you may request OSIsoft to delete your Personal Data and OSIsoft will promptly comply with such request.

Your Rights

You have the right to access and correct or update your Personal Data, to cancel or block the processing of your Personal Data, and to object to the processing of your Personal Data (collectively, "ARCO rights") as well as the right to request restrictions on the use or transfer of your Personal Data as provided in the Federal Law on the Protection of Personal Data in the Possession of Private Parties. You may revoke, at any time, the consent granted and needed for the processing of your Personal Data. If you do withdraw your consent, the Company may not be able to consider your application for employment. Any revocation of consent will be effective only prospectively. Please refer any requests to exercise your ARCO and other rights, any questions regarding this Privacy Notice, or any concerns regarding the processing of your Personal Data, to Human Resources at careers@osisoft.com.

If the Company makes any material changes to this Privacy Notice while the Company remains in possession of your Personal Data, you will be provided with the updated version of the Notice.

Contact

For any questions regarding the processing of your Personal Data, please refer to careers@osisoft.com.

Your Consent

Please note that: completing the application form and giving your consent to the processing of your Personal Data is voluntary, but, without your consent, OSIsoft cannot proceed with the review of your application. If you agree to the

processing of your Personal Data as described above, please choose "I agree".

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