



## Personal Data Protection Declaration

MTS is committed to ensuring the integrity, security, and confidentiality of employee data and to using that data for specified, explicit, and legitimate business purposes.

Various laws, including the European Union's General Data Protection Regulation (GDPR), restrict the collection and use of personal data. Personal data includes, but is not limited to, items such as address, telephone, date of birth, performance ratings, etc. More stringent rules are in place for data relating to racial or ethnic origin, trade union membership or data concerning health.

As you work in a position where some or all of this data is accessible to you, it's important you understand that you should not collect, process or use personal data in an unauthorized way or forward information to unauthorized persons or third parties outside the company.

### Declaration

I am herewith obliged to treat all the available personal data regarding MTS employees as strictly confidential. I will not collect, process or use personal data in an unauthorized way and will not forward personal data to unauthorized persons or third parties outside the company.

I understand that unauthorized use or disclosure of personal data may result in disciplinary action, up to and including the termination of employment or association with MTS and the imposition of civil penalties and criminal penalties under applicable law, as well as professional disciplinary action as appropriate.

This declaration supersedes all prior written and oral agreements, policies and understandings between MTS and me, except for, if applicable, the MTS EMPLOYEE AGREEMENT.

I understand that this obligation will survive the termination of my employment or end of my association with MTS, regardless of the reason for such termination.

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Signature

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Name Printed

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Date

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Job Title in the Company