

Privacy Notice

1. INTRODUCTION

At the Volex Group we are committed to protecting the security and privacy of your personal data. This Privacy Notice sets out how Volex plc and its subsidiaries, affiliates, and related entities (collectively “Volex”, “we,” or “us”), collect and process personal data about you when you visit our website, together with other personal data you may provide to us or which we acquire through our day-to-day business. Volex plc is registered with the Information Commissioner’s Office (registration number Z5412818) and is the data controller in respect of your personal data. Please see Section 7 for our contact details.

This Privacy Notice describes the types of personal data that we collect, how we will use your personal data, how we keep your personal data secure, when we may disclose your personal data to third parties, and when we may transfer your personal data outside of your home country. This Privacy Notice also sets out your rights regarding the personal data that we hold about you including how you can access, correct, and request erasure of your personal data.

We will ensure that your personal data is handled in accordance with the law. The relevant law is: (i) the UK General Data Protection Regulation; (ii) the UK Data Protection Act 2018; (iii) the Data (Use and Access) Act 2025; (iv) the EU General Data Protection Regulation 2016; and (v) the Privacy and Electronic Communications (EC Directive) Regulations 2003.

Our website contains links to third-party websites, such as LinkedIn and X. Please note that when you click on a link to such a website, you will be leaving our website and accessing that other website. The operators of those websites are solely responsible for any personal data that they collect about you via their website, and such information will be collected in accordance with their own privacy policies.

2. COLLECTION OF YOUR PERSONAL DATA

Personal data means any information about an identifiable individual. We may hold your personal data because:

- you supply it to us, for example, when you request us to provide you (or your employer) with our goods and/or services, make an enquiry on our website or otherwise interact with us or our website (including via the “Investors” section); when you correspond or enter into conversations with us by telephone, email or other electronic means, or in writing; when you sign up to receive information from us; when you offer to provide, or provide, services to us; or when you acquire shares in Volex directly or indirectly;
- we learnt it from someone else, either in the context of providing our goods/services to our clients, or in the context of our business more generally;
- of the use of cookies (please see the Cookies policy on our website for further information); or
- It is publicly available.

We may collect the following personal data about you:

- *Identity and contact information:* If you are a (current or prospective) Volex shareholder, or when contacting us or visiting us, whether online, via telephone, via email, in writing, or otherwise, you may provide personal data about yourself, including your name, email and physical address, phone number, details of your enquiry and other personal data concerning your preferences relevant to our goods and/or services;
- *Financial and payment information:* When acquiring shares in Volex, or requesting us to provide you (or your employer) with our goods and/or services, or if you (or your employer) provide services to us, you may provide personal data including your bank account details and other data necessary for processing payments and fraud prevention, including credit/debit card numbers, security code numbers and other related billing information;
- *Profile and usage information:* We collect personal data about your preferences in receiving marketing information from us, your communication preferences, and information about how you use our website (e.g. your IP address). Please see our Cookies policy for further information in this regard. We may also collect information such as passwords, to enable you to access password-protected platforms or services.
- *Information about those related or otherwise connected to our staff:* We sometimes ask our staff to provide details of their next of kin for the purpose of emergency contact information. We may also ask for details of dependents, spouses and/or other people in relation to their employee benefits arrangements, so that we can use this information to administer benefits for our staff.
- *Information about individuals who are (or who are employed by) our suppliers or other business contacts:* If you provide services to us or have a business dealing with us (or are employed or engaged by an organisation that provides services to us or has a business dealing with us), we may acquire your name, contact details and some employment information.

3. USE OF YOUR PERSONAL DATA

We will generally process your personal data for one or more of the following purposes:

- to provide our products and/or services;
- to run our business affairs and maintain internal records;
- to ensure that content from our website is presented in the most effective manner for you and for your device;
- protect the security of our communications and other systems and to prevent and detect security threats, frauds or other criminal or malicious activities;
- to respond to your requests, queries or complaints;
- to carry out our obligations arising from any contracts entered into between you (or your employer) and us, or to enter into a contract with you (or your employer);
- to comply with our legal obligations;

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- to send you business or marketing communications that we think will be of interest to you; and/or
- to create and maintain records of our shareholders, to allow you to exercise your shareholder rights (including payment of dividends) and to contact you with shareholder information.

The provision of personal data by you to us is not mandatory but, if we do not receive it, we may not be able to respond to your request, enter into a contract with you or your employer, or otherwise engage with you.

We will only process your personal data where we have a lawful basis to do so. The legal basis on which we hold your personal data is primarily for the purpose of pursuing our legitimate interests as a business that provides integrated high performance power and connectivity solutions. Our legitimate interests include providing our goods and/or services, improving our business and communicating with you in accordance with your preferences. To the extent that you provide us with any special category data, such as data relating to health, genetics, political opinions or racial or ethnic origin, we collect this based on your consent, and in which case, you are able to withdraw such consent at any time. We may also use your personal data to enable us to perform a contract that we have in place with you (or to take steps at your request prior to entering into a contract), or in order for us to comply with our legal obligations.

4. RETENTION OF YOUR PERSONAL DATA

Except as otherwise permitted or required by law or regulation, we will only retain your personal data for as long as is necessary to fulfil the purposes for which it was collected (such as to provide our goods and/or services and fulfil our contractual obligation to you), or as required to satisfy any legal, accounting or reporting obligations.

It is important that the personal data we hold about you is accurate and current. Please keep us informed if your personal data changes so that we can update our records. You can update your personal details at any time using the contact details provided in Section 7.

5. DATA SHARING

We may disclose your personal data to third parties where it is necessary for the performance of our contract with you (for example, where third parties require such information in order to assist us with providing our goods and/or services to you), or where it is in our legitimate interests in connection with the operation of our business. This may include sharing your personal data with selected third parties, such as:

- our group companies;
- professional advisers; and
- third party service providers, such as providers of technology products and systems, including marketing tools.

When sharing personal data with third party processors, we ensure they are bound by appropriate confidentiality and data protection obligations. We do not permit our third-party

service providers who process your personal data on our behalf to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes in accordance with our instructions.

It may also be necessary to disclose your personal data to regulatory and/or governmental authorities where we are required to comply with legal obligations.

6. INTERNATIONAL DATA TRANSFERS

Where permitted by applicable law, we may transfer the personal data we collect about you to third parties who are located outside of the United Kingdom or the European Economic Area. We will only transfer your personal data in such circumstances if:

- the relevant third party is situated in a country that has been confirmed by the UK Information Commissioner's Office as providing adequate protection for personal data;
- the third party has agreed (by way of written contract) to provide all protection to your personal data as required by data protection legislation; or
- the transfer is otherwise permitted by law.

Unfortunately, the transmission of information via the internet is not entirely secure. Although we use appropriate physical technical and organisational measures to protect personal data against accidental loss and unauthorised access, use, alteration, or disclosure, we cannot guarantee the security of your data transmitted to our website and any transmission is at your own risk.

7. YOUR RIGHTS

Depending on your location, you may have rights under applicable data protection laws, including the right to:

- request access to your personal data;
- request correction of the personal data that we hold about you;
- request the erasure of the personal data we hold about you, in certain circumstances;
- restrict or object to the processing of your personal data;
- withdraw consent where processing is based on consent (noting that this will not affect the lawfulness of processing based on your consent before it is withdrawn);
- request that we transfer your personal data to another party (the right to data portability); and/or
- to lodge a complaint about the processing of your personal data or our compliance with data protection legislation more generally both with us and with the Information Commissioner's Office.

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If you would like to exercise any of the above rights, please contact us via **privacy@volex.com** or using the following details:

Data Protection Contact: Alan Taylor
Telephone: +44 (0) 1256 442570
Address: Unit C1 Antura
Bond Close
Basingstoke RG24 8PZ
United Kingdom

8. CHANGES TO THIS PRIVACY NOTICE

We reserve the right to update this Privacy Notice at any time. Any changes we may make in the future will be posted on this page and will take effect from the date shown at the top of the Privacy Notice.

If we would like to use your previously collected personal data for different purposes than those we notified you about at the time of collection, we will provide you with notice and, where required by law, seek your consent, before using your personal data for a new or unrelated purpose. We may process your personal data without your knowledge or consent where required by applicable law or regulation.