

Vectrus' Business Simplification Initiative, Project VIPER, is replacing aging internal systems with modern software applications to support our global business. Vectrus is committed to protecting the privacy and security of your personal information.

What is the purpose of this document?

- This notice describes the details of Vectrus' implementation of a new Human Resources system called UltiPro by Ultimate Software
- This notice applies to all current, prospective, or past employees of Vectrus, including candidates for employment
- This notice applies to the entire Vectrus organization, including subsidiaries (the "organization")

UltiPro Implementation

On August 24, 2019 Vectrus will begin a phased deployment of UltiPro as Vectrus' new Human Resources System.

- This system will be used to store and manage human resource data for the purposes of administering employment and recruitment of personnel.
- The system will be implemented worldwide within the Vectrus organization.
- The system will collect the data of all Vectrus employees, including former employees, as well as candidates for employment.

A description of the UltiPro system, along with the system's use, protection, and further details are attached. Copies of this notification are provided in English and German.

Other provisions of Vectrus' data privacy system are not affected by this notice, and Vectrus' Data Privacy Notification, available at <https://vectrus.com/general-data-protection-regulation-gdpr>, remains applicable. This notice does not form part of any contract of employment, a contract to provide services, or any other contract. We may update this notice at any time.

Data Protection Officer and Contacts

Vectrus' Data Protection Officer (DPO) is responsible for overall compliance with data privacy laws. The Vectrus DPO can be reached at GDPR@Vectrus.com or by phone at (719) 571-3541. Additionally, employees in Germany may contact Ms. Cat Mitchell, Vectrus Human Resources Manager in Germany, at cat.mitchell@vectrus.com or by phone at +49 (0)151-590 23 130.

If you have any questions about this privacy notice or how we handle your personal information, please contact the DPO or your local Human Resources representative. You have the right to make a complaint at any time to your local supervisory authority for data protection issues.

For general questions about Project VIPER, contact VIPER-Questions@vectrus.com.