

WEBSITE PRIVACY NOTICE

This Website Data Privacy Notice describes how the Sika Automotive Frankfurt-Worms GmbH ("Sika" or "we" or "us" or "our") as controller processes the personal data and other information of the users ("you" or "your") in particular within the meaning of the EU General Data Protection Regulation ("GDPR") when using the website <https://automotive.sika.com/> ("Website").

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1. GENERAL INFORMATION

a) NAME AND CONTACT DETAILS OF THE CONTROLLER

Sika Automotive Frankfurt-Worms GmbH
Weinsheimer Str. 96
67547 Worms
Germany
Telephone: +49 6241-301-0
Telefax: +49 6241-301-200

b) CONTACT DETAILS OF THE DATA PROTECTION OFFICER

OBSECOM GmbH
Königstraße 40
70173 Stuttgart
Germany
Phone: +49 711 46 05 025-40
Fax: +49 711 46 05 025-49
E-Mail: atm-datenschutz@de.sika.com
Web: <https://www.obsecom.eu>

c) JOINT CONTROLLERSHIP

This Website is operated in joint controllership with other Sika Automotive group companies in accordance with Art. 26 GDPR. If you wish to exercise your rights as a data subject against one of the Sika Automotive group companies, please address your request to the data protection officers of the respective company. If necessary, requests will be internally forwarded to other group companies. Name and contact details of the group companies, online forms for making data subject enquiries as well as further information on how each group company individually processes personal data can be found here: <https://automotive.sika.com/en/group/contact/by-location.html>

2. RECIPIENTS

a) TRANSFER TO SERVICE PROVIDERS

Sika may engage external service providers, who act as data processors on behalf of Sika, to provide certain services to Sika such as website service providers, marketing service providers or IT support service providers. When providing such services, the external service providers may have access to and/or may process your personal data. Those external service providers will be subject to contractual obligations to implement appropriate technical and organizational security measures to safeguard personal data and to process the personal data only as instructed.

b) OTHER RECIPIENTS

Some of our colleagues administering the Website and providing IT services may be employees of our group companies. When administering the Website our colleagues may have access to and/or may process your personal data. The respective transfer of your personal data is based on our legitimate interests pursuant to Art. 6 (1) lit. f GDPR. Our legitimate interests are the transmission of personal data within the group of companies for internal administrative and support purposes.

Sika may also transfer your personal data to law enforcement agencies, governmental authorities, legal counsel and external consultants in compliance with applicable data protection law. The legal basis for such processing is compliance with a legal obligation to which Sika is subject to or are legitimate interests, such as exercise or defence of legal claims.

c) INTERNATIONAL TRANSFERS OF PERSONAL DATA

The personal data that we collect or receive about you may be transferred to and processed by recipients which are located inside or outside the European Economic Area ("EEA") and which do not provide an adequate level of data protection. The countries that are recognized from an EU law perspective to provide an adequate level of data protection pursuant to Art. 45 GDPR are Andorra, Argentina, Canada (commercial organisations), Faeroe Islands, Guernsey, Israel, Isle of Man, Japan, Jersey, New Zealand, Switzerland, and Uruguay. To the extent your personal data are transferred to countries that do not provide an adequate level of data protection from an EU law perspective, Sika will base the respective transfer on appropriate safeguards, such as the EU Standard Contractual Clauses under Art. 46 GDPR or Binding Corporate Rules under Art. 47 GDPR.

Where possible, we reference in the descriptions of the individual data processing operations to which data processors and/or third parties personal data will be transferred and where the safeguards of data transfer to third countries have been made available. For further questions regarding recipients and safeguards of data transfer, please contact us as outlined in section 1 above.

On this web site we may use external services provided by organisations based in the USA. If these services are active, personal data is collected in connection with the provision of the relevant service and may be transferred to and stored on servers in the USA. The European Court of Justice considers the USA to have an inadequate level of data protection. When data is transferred to the US, there is a fundamental risk that the US authorities may access and use the data for surveillance and monitoring purposes without notification and without the possibility of a legal remedy.

3. HOW LONG DO WE KEEP YOUR PERSONAL DATA

Unless otherwise provided for in this privacy notice, personal data will be deleted and/or anonymized so that personal identification is not possible, if these data are no longer necessary in relation to the purposes for which they were collected or otherwise processed and the deletion does not conflict with statutory retention requirements. In addition, Sika will erase the personal data processed in accordance with Art. 17 GDPR on your request, if the conditions provided therein are met. If personal data are required for other lawful purposes, they will not be erased, but their processing will be restricted in accordance with Art. 18 GDPR. In case of restriction, the data will not be processed for other purposes.

4. WHAT RIGHTS DO YOU HAVE AND HOW CAN YOU ASSERT YOUR RIGHTS?

Pursuant to applicable data protection law you may have the following rights:

- **Right of access:** You may have the right to obtain confirmation as to whether or not personal data concerning you is processed, and, where that is the case, to request access to the personal data. The access information includes – inter alia – the purposes of the processing, the categories of personal data concerned, and the recipients or categories of recipients to whom the personal data have been or will be disclosed. However, this is not an absolute right and the interests of other individuals may restrict your right of access.
- You may have the **right to obtain a copy of the personal data undergoing processing.** For further copies requested, we may charge a reasonable fee based on administrative costs.
- **Right to rectification:** You may have the right to obtain the rectification of inaccurate personal data concerning you. Depending on the purposes of the processing, you may have the right to have incomplete personal data completed, including by means of providing a supplementary statement.
- **Right to erasure ("right to be forgotten"):** Under certain circumstances, you may have the right to obtain the erasure of personal data concerning you and we may be obliged to erase such personal data.
- **Right to restriction of processing:** Under certain circumstances, you may have the right to request the restriction of processing your personal data. In this case, the respective data will be marked and may only be processed by us for certain purposes.
- **Right to data portability:** Under certain circumstances, you may have the right to receive the personal data concerning you, which you have provided us, in a structured, commonly used and machine-readable format and you may have the right to transmit these data to another entity without hindrance from us.
- **Right to object:** Under certain circumstances, you may have the right to object, on grounds relating to your particular situation, or where personal data are processed for direct marketing purposes to the processing of your personal data by us and we can be required to no longer process your personal data.
- Moreover, if your personal data is processed for direct marketing purposes, you have the right to object at any time to the processing of your personal data for such marketing, which includes profiling related to direct marketing. In this case your personal data will no longer be processed for such purposes by us.
- **Right to withdraw consent:** If you have declared your consent for any personal data processing activities, you can withdraw this consent at any time with future effect. As a result, we are no longer allowed to continue to process the data that was based on this consent in the future. Such a withdrawal will not affect the lawfulness of the processing prior to the consent withdrawal.
- **Right to lodge a complaint:** You have the right to lodge a complaint with a supervisory authority, in particular in the Member State of your habitual residence, place of work or place of the alleged infringement, if you consider that the processing of personal data relating to you is in breach of the GDPR.

Please note that these aforementioned rights might be limited under the applicable national data protection law. To exercise your rights or if you have concerns or questions regarding this website's privacy notice, please contact us as stated in section 1 above or use the specific web-form "Exercise Your Rights" available at: <https://privacyportal-de.onetrust.com/webform/9aaa3e8a-b171-45d6-b15b-5e7dba70499a/f1eec563-697f-46fe-9bab-6cd2017f6a2e>

5. CATEGORIES OF PERSONAL DATA, PROCESSING PURPOSES AND LEGAL BASES

a) COOKIES

For detailed information on the collection, storage and use of cookies and similar technologies on this website, please refer to the Cookie Policy.

b) ACCESS DATA AND LOG FILES

By visiting our Website or its individual pages, your internet browser automatically sends information to the server of our Website. This information is stored in so-called log files by us or our hosting provider and will be deleted after 6 months at the latest.

The following information is stored:

- IP address of the requesting computer;

- Date and time of access;
- Name and URL of the requested file;
- Website from which our site was accessed (Referrer-URL);
- The browser used and your computer's operating system;
- Status codes and the transferred amount of data;
- Name of your access providers.

This data will be used for the following purposes:

- The provision of our Website, including all of its features and contents;
- To ensure a smooth connection to our Website;
- To ensure a more user-friendly experience on our Website;
- To ensure system security and stability;
- For anonymised statistical evaluation of Website access;
- To optimise our Website;
- For disclosure to law enforcement authorities in the event of unlawful interference / attacks on our systems;
- For further administrative purposes.

The legal basis for data processing is Art. 6 (1) lit. f GDPR. Our legitimate interest relates to the data collection purposes mentioned above. Under no circumstances will we use the personal data collected for the purpose of drawing conclusions about a person.

c) CONTACT FORM AND OTHER MODES OF CONTACT

If you use the contact form, you will be asked to provide your name and your e-mail address and any other contact details, so that we can get in touch with you. Further information can be provided voluntarily. The data processing for the purpose of contacting us and answering your request takes place in accordance with Art. 6 (1) lit. a GDPR on the basis of your voluntary consent. All personal data collected in connection with the contact form will be deleted after your request has been processed, unless further storage is required for the documentation of other transactions (for example, subsequent conclusion of a contract).

If you contact Sika using the contact details published on our Website (for example, by e-mail) and in this context provide us with personal data, we will use this data to process your request on the basis of Art. 6 (1) lit. b GDPR, if your request is related to the performance of a contract or is required to perform pre-contractual action. In all other cases, processing is based on your consent in accordance with Art. 6 (1) lit. a GDPR and / or our legitimate interest in the effective processing of requests addressed to us pursuant to Art. 6 (1) lit. f GDPR. We will store your personal data until you ask us for deletion, revoke your consent to the storage, or the information is no longer necessary for the purpose for which it was collected (for example, after completion of your request). Mandatory statutory provisions - especially retention periods - remain thereof unaffected.

d) ONLINE JOB APPLICATION FORM

If you use the Sika job application platform, you will be asked to provide your name, contact information and further application documents so that we can review your application and contact you. The use of personal data for the purpose of processing your application is carried out in accordance with Art. 6 para. 1 lit. a GDPR based on your voluntary consent. Taking into account the limitation periods of relevant domestic legislation, application documents will be kept for a period of 6 months after completion of the application process. After 6 months they will be deleted, unless storage is required for the documentation of other operations (for example, subsequent recruitment). The online application platform is operated in joint controllership with other Sika group companies in accordance with Art. 26 GDPR. For more information on how personal data are being processed on the application platform, please refer to the privacy notice at:

<https://krb-xjobs.brassring.com/TGnewUI/Search/Home/Home?partnerid=30001&siteid=5009#home>

If you wish to exercise your rights as a data subject with regards to personal data processed on the online application platform, please contact the respective Sika Company to which you first applied on the platform.

6. GOOGLE SERVICES

Provider of the services below is Google Ireland Limited (Register No: 368047), Gordon House, Barrow Street, Dublin 4, Ireland (hereinafter „Google“).

The information collected by Google in connection with the provision of the respective services may be transferred to and processed by Google servers in the USA.

For more information about how Google handles personal data, please refer to Google's Privacy Policy: <https://www.google.com/intl/de/policies/privacy/>. For information on the use of data for advertising purposes by Google, settings and your right to object please refer to:

<https://www.google.de/policies/privacy/partners/>

<https://www.google.de/policies/technologies/ads/>

<https://adssettings.google.com/>

a) GOOGLE SERVICES FOR WHICH YOUR CONSENT IS REQUIRED

The legal basis for the use of the following services is your voluntarily given consent according to Art. 6 (1) lit. a GDPR. The legal basis for data transfer to the USA is also your voluntarily given consent in accordance with Art. 49 (1) lit. a GDPR.

i. Google Analytics

This Website uses Google Analytics. Google Analytics uses cookies. Google Analytics collects information about the visits of Website users and analyses their behaviour. This data serves the purpose of developing a user-friendly Website design, the continuous optimisation of our services and offers, to measure the success of marketing activities, and to create statistical analysis. In this context, pseudonymised user profiles are created and cookies are used. Google Analytics collects information such as browser type / version, operating system, referrer URL (the previously visited page), host name of the accessing computer (IP address), time of server request. The information generated is transferred to the US and stored on servers owned by Google. The collected user data and event data will be deleted after 26 months. Information may also be transferred to third parties if required by law or if third parties process this data on behalf of us or Google. Under no circumstances will your IP address be merged with any other data that is kept by Google. The IP address will be anonymised so that assignment is impossible. You can prevent the local storage of cookies by configuring your browser software accordingly. However, be advised that in this case you may not be able to use all the features of this Website to the full extent possible. Additionally, in order to prevent Google from collecting and processing the data generated in relation to your use of the Website you may download and install the browser plug-in available under the following link: <https://tools.google.com/dlpage/gaoptout?hl=en>. You can prevent Google from gathering your data setting an opt-out cookie on your computer. This cookie ensures that Google Analytics will not collect and store any user data from your browser when visiting this Website. Attention: If you delete your cookie cache, this will result in the opt-out cookie being deleted as well. Then you must re-activate the opt-out cookie again.

b) OTHER GOOGLE SERVICES

The legal basis for the use of the following services are our legitimate interests according to Art. 6 (1) lit. f GDPR. Our legitimate interests are the simplification of administrative tasks and the security of our web site.

i. Google Tag Manager

This web site uses Google Tag Manager in order to manage web site through a single tag management interface. Google Tool Manager only implements tags. This means: no cookies are used and no personal data is collected. Google Tag Manager triggers other tags, which may collect data. However, Google Tag Manager does not access

this data. If deactivated at the domain or cookie level, it will remain effective for all tracking tags as far as they are implemented with the Google Tag Manager.

ii. reCAPTCHA

This Website uses Google reCAPTCHA to ensure that the forms provided on our Website are used by an actual person and are not abused by bots or automated procedures. This service collects your IP address and any additional data required by Google for providing the reCAPTCHA service. The collected information about your use of this Website is stored on servers in the USA. This information may also be transferred to third parties if required by law or if third parties process this data on behalf of us or Google.

7. MEDIA CONTENT

Our Website partially uses third party content loaded directly from servers of the content providers, as named below. The purpose of integrating this content is to make our Website more attractive. The legal basis is our legitimate interest pursuant to Art. 6 (1) lit. f GDPR in using such external content to make our Website more attractive.

a) WISTIA

This Website uses media content provided by the Wistia platform. Provider is Wistia, Inc.; 17 Tudor Street; Cambridge, Massachusetts, 02139; USA (hereinafter "Wistia"). The purpose is to display content of the Wistia platform that relates to the content of our Website. This service collects your IP address and any additional data Wistia may need to provide the content. The information gathered about your use of this Website is stored on servers in the USA. This information may also be transferred to third parties if required by law or if third parties process this data on behalf of us or Wistia.