

1. General legal notes

1.1. Copyright and trademarks

Unless indicated otherwise, all texts, pictures and other works published on our websites are subject to copyright of GENTHERM group. Any copying, distribution, saving, transmission, reproduction or dissemination of their content for commercial purposes shall be subject to prior approval. A use for non-commercial purposes is permitted, yet may be rescinded without cause at any time. Unless otherwise indicated, all marks displayed on GENTHERM group websites, including its corporate logos and emblems, are subject to the trademark rights of GENTHERM or have been provided by third parties.

1.2. Disclaimer of warranty

GENTHERM group does not warrant the topicality, correctness and completeness of the information on our websites. The same applies for the interference-free access at all times. In addition, the merchantability, the eligibility for specific purposes and the nonrepudiation against laws and patents are not warranted. Insofar as there is a linking to websites of third parties in place, the appropriate external website has been proved conscientiously for possible infringements of the law.

1.3. Consumer arbitration

Companies of GENTHERM group are generally not willing and not obliged to participate on a consumer arbitration process with a consumer arbitration board.

1.4. Additional note for the career sites

For simplification of the readability only, the jobs offered by GENTHERM on our career sites are solely mentioned with their male descriptions. It is self-evident though that their orientation is unisex in every case.

2. General notes on data protection

2.1. Introduction

GENTHERM recognizes the importance of protecting the personal privacy of its customers, potential customers and website visitors. Your privacy is important to us and we want you to feel comfortable visiting our websites. When using our websites you may be asked to supply personal data, which are only collected insofar as they are technically necessary. Personal data are information related to an identified or identifiable natural person.

2.2. Collection and usage of personal data

When you visit our websites, our web servers for data security reasons temporarily store data that may enable the identification of the user's computer. Our server automatically saves the Standard Server Log Files that your browser transmits to our servers. Such log files contain the following information:

- the browser and its version,
- the operating system,
- the website from which you visit our website (referrer URL),
- the IP address assigned to you by your internet service provider and
- the date and time of your visit.

This information is transmitted while using any other website of the internet and thus is not specifically generated for the use of GENTHERM's websites. They do not enable any

identification of your person. GENTHERM does not consolidate the data with other sources. This data is deleted after a statistical analysis.

2.3. Security

GENTHERM uses technical and organizational security measures to protect the data supplied by you and managed by us against accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or access to personal data. Our security measures are continually improved in line with technological developments.

2.4. Responsibility for data protection

The controller with respect to data protection is:

GENTHERM Inc.
21680 Haggerty Road
48167 Northville, MI
USA

The European representative of the controller is:

GENTHERM GmbH
Rudolf-Diesel-Straße 12
85235 Odelzhausen
Germany

2.5. Data Protection Officer

The Data Protection Officer of GENTHERM GmbH is:

Ms. Julia Focke-Flohr
c/o Streit Management-Systeme GmbH
Lahnstraße 27-29
64625 Bensheim
E-mail: J.Focke-Flohr@streit-online.de
Telephone: + 49 625170980

3. Your rights

3.1. Rights as against GENTHERM

You have the following rights as against GENTHERM:

- Firstly, you have the right to request information from GENTHERM whether we process personal data concerning you. Where that is the case, you can request further information on this.
- You furthermore have the right to obtain from GENTHERM without undue delay the rectification of inaccurate personal data concerning you respectively to have incomplete personal data completed.
- In addition, you can request from GENTHERM the erasure of the personal data concerning you without undue delay.
- Under certain requirements, you also have the right to demand the restriction of processing from GENTHERM.
- If the processing is necessary for the performance of a task carried out in the public interest or for the purposes of the legitimate interests pursued by GENTHERM or by a third party, you can object to the processing at any time.

- Moreover, you have the right under certain requirements to receive the personal data concerning you or to have those data directly transmitted to another controller without hindrance.

3.2. Exercise of the rights as against GENTHERM

The rights illustrated in cipher 3.1. can be exercised informally. To do so, please address yourself to:

Ms. Julia Focke-Flohr
 c/o Streit Management-Systeme GmbH
 Lahnstraße 27-29
 64625 Bensheim
 E-mail: J.Focke-Flohr@streit-online.de
 Telephone: + 49 625170980

Please declare your contact details as well as a detailed description of your request on data protection.

We ask for your understanding though that we will answer to your request solely in writing to your declared postal address because we want to protect you against requests from unauthorized third parties.

3.3. Right to lodge a complaint with a supervisory authority

Beyond the rights illustrated in cipher 3.1., you also have the right to lodge a complaint with a supervisory authority if you consider that the processing of the personal data relating to you infringes data protection laws.

You can reach the competent supervisory authorities for the EU sites of GENTHERM as follows:

Country	Competent supervisory authority
Germany	Bayerisches Landesamt für Datenschutzaufsicht Promenade 27 91522 Ansbach E-Mail: poststelle@lda.bayern.de
Hungary	Data Protection Commissioner of Hungary Szilágyi Erzsébet Fasor 22/C H-1125 Budapest E-mail: ugyfelszolgalat@naih.hu
Malta	Office of the Data Protection Commissioner Level 2, Airways House High Street Sliema SLM 1549 E-mail: idpc.info@gov.mt
United Kingdom	Information Commissioner's Office Wycliffe House Water Lane Wilmslow Cheshire SK9 5AF E-mail: casework@ico.org.uk

4. Data Protection on the Careers sites

4.1. Concerned data, purposes and legal basis of the processing

The data categories concerned depend on the content of your application. Due to the necessity of creating an account on <https://careers.gentherm.com/> and to the fact that the application will take place via e-mail, the following data categories are concerned in either case:

- First and last name and
- E-mail address.

The processing of the preceding categories of personal data is necessary for the decision on the conclusion of a labor contract. The legal basis for such a processing is Article 6 (1) b) General Data Protection Regulation (GDPR).

4.2. Recipients of the data

Your personal data are being transmitted within GENTHERM group. The particular recipients of that data are the potential supervisor(s) related to the relevant job and employees of the HR department.

4.3. Transfer of personal data into third countries

A transfer of the personal data into third countries can take place if the potential supervisor related to the relevant job is located in such a country. Accordingly, there can be a transfer into one of the following countries:

- Canada,
- China,
- Japan,
- Korea,
- Macedonia,
- Mexico,
- Ukraine,
- USA or
- Vietnam.

For Canada, there is an adequacy decision according to Article 45 GDPR. That means that data transfers to Canada are permissible without any further requirements and without any restriction, because the European Commission has attested this country to have an adequate level of data protection. Nevertheless, data transfers into third countries are always safeguarded by standard data protection clauses adopted by the European Commission. These clauses can be downloaded from https://ec.europa.eu/info/law/law-topic/data-protection/data-transfers-outside-eu/model-contracts-transfer-personal-data-third-countries_en.

4.4. Period for which the personal data will be stored

If your application was not successful, your personal data will be deleted six (6) months after receipt of your application.

If your application was successful, your personal data will be adopted to your personnel file and afterwards retained according to the applicable retention periods required by law.

4.5. Obligation to provide the data and possible consequences of failure

If you want to apply for a job with GENTHERM, you will have to register yourself with your first and last name and your e-mail address at <https://careers.gentherm.com/>. The companies of GENTHERM group will accordingly not be able to recruit you if you do not provide this information.

4.6. Automated decision-making including Profiling

In connection with an application, there is no automated decision-making including Profiling in place.

4.7. Link to detailed general information

For a detailed document on general information on Data Protection, please refer to: http://www.gentherm.com/sites/default/files/legal/Data_Management_Notice_English.pdf

5. Miscellaneous

5.1. Cookies

Cookies are small text files stored by your browser that allow us to learn more about your visit or use of our websites. We may use cookies to remember your personal information, including your registration information, and to deliver personalized and relevant information specific to your needs. We may also use cookies to track patterns on our websites to help us improve visitor or customer experience. You may disable the automatic saving of cookies by adjusting the settings of your browser. Due to their central role of enhancing and enabling usability or website processes, disabling cookies may impair the use of GENTHERM's websites.

5.2. Google Analytics

Our websites use Google Analytics, a web analytics service provided by Google, Inc. ("Google"). Google Analytics uses cookies to help us analyze how users use our websites. The information generated by the cookie about your use of our websites (including your anonymized IP address) will be transmitted to and stored by Google on servers in the United States. Google will use this information for the purpose of evaluating your use of our websites, compiling reports on website activity for website operators and providing other services relating to website activity and internet usage. Google may also transfer this information to third parties where required to do so by law, or where such third parties process the information on Google's behalf. Google will not associate your IP address with any other data held by Google. You may refuse the use of cookies by selecting the appropriate settings on your browser, however please note that if you do this you may not be able to use the full functionalities of our websites. By using our websites, you consent to the processing of data about you by Google in the manner and for the purposes set out above. To provide visitors more choice on whether their data is collected by Google Analytics, Google developed the Opt-out Browser add-on: <http://tools.google.com/dlpage/gaoptout?hl=en>. By installing this add-on, no information is being sent to Google Analytics.