

HARMAN TALENT COMMUNITY PRIVACY STATEMENT

Effective: 3rd Jan 2019

Welcome to HARMAN Talent Community. HARMAN Talent Community is a quick and easy way to receive notifications of job opportunities at HARMAN International Industries (“HARMAN”) that match your interests. To join HARMAN Talent Community, you must first create a profile. HARMAN requires you to provide the following information in order to create a profile:

- Email address
- Password
- First and last name
- Current title/functional area
- Interest level

You have the option to add the following additional information to your profile:

- Phone number
- Current employer

This Privacy Statement refers to all of this information as your “Talent Community Profile Information.” This Privacy Statement explains how HARMAN uses, discloses, transfers across borders and otherwise processes your Talent Community Profile Information.

This Privacy Statement addresses the following topics:

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Your Consent

By agreeing to the terms of this Privacy Statement, you consent to the collection, retention, use, disclosure, transfer across borders and other processing of your Talent Community Profile Information as described below. Before you agree to the terms of this Privacy Statement by clicking “I agree to the processing of my personal information, including the retention and cross-border transfer of my personal information, as explained in this Privacy Statement”, please read this Privacy Statement carefully. Once you agree, your consent will continue to apply to our collection, use, disclosure, cross-border transfer and other processing of your Talent Community Profile Information unless you withdraw your consent or delete your profile. HARMAN will not process your Talent Community Profile Information for purposes other than as described in this Privacy Statement unless (a) you consent, or (b) such other purpose is compatible with the purposes described in this Privacy Statement to which you have given your consent.

Scope of This Privacy Statement

This Privacy Statement applies only to the Talent Community Profile Information that you submit on the HARMAN Talent Community site. This Privacy Statement does not apply to the personal information that you may submit if you choose to apply for a job at HARMAN. HARMAN maintains a separate privacy statement for information received from applicants, which can be found at https://performancemanager5.successfactors.eu/doc/custom/harman/HARMAN+APPLICAN+TPRIVACY+STATEMENT_updated.pdf.

Use of Talent Community Profile Information

As a member of HARMAN Talent Community, you can choose to receive notifications of job opportunities at HARMAN. HARMAN uses your Talent Community Profile Information to determine job opportunities that fit your interests, and to notify you of these opportunities. If you choose to receive these notifications, HARMAN will continue to notify you of opportunities until you: (1) unsubscribe from notifications; or (2) delete your profile. If you choose to apply for a position at HARMAN, your e-mail address and phone number (if you chose to provide it) will be included as part of your application materials, so HARMAN can contact you.

The legal bases for HARMAN's processing of your Talent Community Profile Information include (a) your consent, (b) as necessary for HARMAN's legitimate interests in identifying and recruiting qualified personnel, and (c) if you choose to apply for a position with HARMAN, as necessary to determine whether to enter into an employment agreement with you.

HARMAN Talent Community's Use of Cookies

Please view our Cookies Policy (<https://www.harman.com/cookies-statement>) to understand information that we collect about you automatically using cookies when you visit HARMAN Talent Community.

Retention of Your Profile Data

HARMAN will retain your Talent Community Profile Information for two years after the date on which you set up your profile.

No Profiling / Automated Decision Making

HARMAN does not use your Talent Community Profile Information to profile you or engage in any other form of automated decision making.

How We May Share Your Talent Community Profile Information

HARMAN will not sell, lease, or license your Talent Community Profile Information to any third party. There are limited circumstances when HARMAN may share the information that you submit online with third parties, most notably:

- **Third-Party Service Providers:** With third-party service providers. For example, HARMAN retains a service provider to host all, or portions of, the HARMAN Talent Community site, to help maintain and manage our databases, and to assist in the recruiting process. Service providers will be permitted to use your Talent Community Profile Information only for the purpose(s) for which it was disclosed to them and in accordance with HARMAN's instructions. Service providers generally will be located only in the United States or in the country where you reside;

- **HARMAN Affiliates:** With other HARMAN entities, for recruitment, recordkeeping and/or reporting purposes;
- **Legal Obligations:** When required by law, such as when HARMAN responds to subpoenas, court orders, legal process, or a discovery request in civil litigation;
- **Protect Property/Safety:** If HARMAN believes that your actions violate applicable law, or threaten the rights, property, or safety of HARMAN, our users, or others;
- **Corporate Transactions:** If HARMAN sells some or all of its business, HARMAN may disclose all of the information that it has collected about you to a purchaser or, in due diligence, to a potential purchaser, but subject to a confidentiality agreement.

HARMAN will make such disclosures only as permitted by applicable data protection laws.

International Transfer of Your Talent Community Profile Information

Authorized employees of HARMAN at locations worldwide may have access to your Talent Community Profile Information for the purpose of identifying job opportunities that match your interests. These employees may use and disclose your Talent Community Profile Information only for this purpose, and must handle that information in accordance with this Privacy Statement and applicable data protection laws. The data protection laws in the countries in which these authorized employees are located may be less stringent than the laws of your home country. Information regarding the countries in which HARMAN is located and from which HARMAN's authorized employees may access your Talent Community Profile Information can be found here: INDIA, USA and UK.

Security for Your Talent Community Profile Information

HARMAN has implemented reasonable technical and organizational measures for the purpose of protecting your Talent Community Profile Information against accidental or unlawful destruction or accidental loss, alteration, unauthorized disclosure or access and against any other unlawful forms of processing. However, these measures are not absolute, and HARMAN cannot guarantee the security of your Talent Community Profile Information. In addition, the transmission of data over the Internet by its nature entails the use of systems under the control of third parties. As a result HARMAN cannot ensure the security of such systems.

Your Rights With Respect To Your Talent Community Profile Information

You have the ability to access, update, or correct your Talent Community Profile Information by accessing your profile on the HARMAN Talent Community site. You may also delete your profile by going to <https://jobs.harman.com/talentcommunity/managePII/>, entering the email address associated with your Talent Community Profile, and following the instructions that you will receive via email. You also can submit a request to exercise any of the aforementioned rights to privacy@harman.com

Residents of the European Union ("EU"): If you are an EU resident, you also have the right to restrict, or to object to, the processing of your Talent Community Profile Information as well as the right to data portability. Subject to certain limitations, the right to data portability allows you to obtain from HARMAN, or to ask HARMAN to send to a third party, a copy of your Talent Community Profile Information in electronic form that you entered into the HARMAN Talent Community site.

Right To Object: Applicable law may provide you with the right to object to the processing of your Talent Community Profile Information based solely on HARMAN's legitimate interests. If you do

object in these circumstances, HARMAN will stop processing your Talent Community Profile Information unless there is an overriding, compelling reason to continue the processing or the processing is necessary to establish, pursue or defend legal claims.

EU residents can exercise their rights by contacting privacy@harman.com for further information and assistance. HARMAN will respond to such requests in accordance with applicable data protection law. You may also opt out of future email communications from HARMAN by clicking the "*Click here to unsubscribe*" link in the emails you receive from HARMAN notifying you of job opportunities.

How To Withdraw Your Consent: You can contact HARMAN at privacy@harman.com if you would like to withdraw your consent to HARMAN's use, disclosure, cross-border transfer or other processing of your Talent Community Profile Information as described in this Privacy Statement. Any withdrawal shall not affect the lawfulness of processing based on consent before its withdrawal, and HARMAN will continue to retain the information that you provided before you withdrew your consent for as long as allowed or required by applicable law. Please understand that if you withdraw your consent and HARMAN does not have an alternative, lawful basis for processing your personal data, HARMAN may need to delete your Talent Community Profile Information.

No Contract or Offer

Nothing contained in this Privacy Statement creates, or is intended to create, a contract or agreement between any HARMAN entity and visitors to the HARMAN Talent Community site or with any persons who submit Talent Community Profile Information through this site. Nothing on the HARMAN Talent Community site shall constitute an offer of employment.

Inquiries and Complaints

Please direct any questions, request for removal of Talent Community Profile Information, and comments or complaints you may have about this Privacy Statement or the processing of your Talent Community Profile Information to privacy@harman.com. Residents of the EU have the right to lodge a complaint with the data protection authority where they reside concerning HARMAN's processing of their personal data.

Changes to This Privacy Statement

HARMAN may change this Privacy Statement from time to time in its sole discretion. If HARMAN makes a material change to this Privacy Statement, we will inform you by posting a notice on this site. Those changes will go into effect on the effective date posted in the notice. The new privacy statement will apply to all current and past users of this site and to all Talent Community Profile Information collected before the date of the change. The new privacy statement will replace any prior privacy statements that are inconsistent. Please check periodically for changes to this Privacy Statement, and especially before you provide any Talent Community Profile Information to HARMAN. If HARMAN materially changes how we use, disclose or otherwise process your Talent Community Profile Information, we will contact you before doing so and obtain your consent, where legally required to do so, before using, disclosing or otherwise processing your Talent Community Profile Information other than as described in this Privacy Statement.