

Faurecia USA Holdings, Inc. FES

Landsite Privacy Policy

Last updated: 01/25/2024

A warm welcome to the FORVIA Group

We are delighted that you are visiting our FORVIA FES Internet Site and would like to thank you for your interest in our company and information about the activities and products the FORVIA Group.

Introduction

This privacy policy explains how we collect, use, and protect your personal information when you visit our website. By using our website, you agree to the terms and conditions of this policy. If you do not agree, please do not use our website.

Our web pages may contain links to third-party providers to which this statement on data protection does not apply. We have no influence on whether the administrators of these web pages maintain and uphold the relevant data protection regulations.

What information do we collect?

We may collect the following types of information from you when you use our website:

- **Personal data:** This includes any information that can identify you directly or indirectly, such as your first and last names, email address, company name, feedbacks in open text, and any other information that you voluntarily provide to us when you register, contact us, or use our services.
- **Non-personal data:** This includes information that does not identify you personally, such as your IP address, browser type, device type, operating system, pages viewed, time spent, and other statistical data.

Whenever you visit our website, we save the name of your internet service provider, the browser type used, the website from which you visit ours, the web pages that you visit while on our website and the date and duration of your visit. No other personal information is stored. You can therefore use our website without having to disclose your identity.

When you visit special areas of our website or participate in certain campaigns, additional data may be collected and saved. Personal data may need to be entered in order to participate in a survey, forward an inquiry, or process a contract. Specifying personal data is voluntary. When you submit a query using one of our contact forms or via e-mail, we save the data that you provide about yourself in order to facilitate individual communication with you and to process your query.

The processing purpose and legal basis

We use your data for the following purposes:

- for reasons related to system security (on IP logs, for example to avoid computer attacks through an overload of our servers);

- to design a more fluid and ergonomic Site where you find relevant information more easily. In order to do so, we need to know for instance which page was accessed to and when, which page is the most visited, etc.;
- to answer you if you fulfill the form to contact us (we keep track of the messages you send us and of our answers, so we can provide you with an optimized service if you come back to us);
- more generally, for business development purposes.

Your personal data is processed and used for other purposes only when you have given your consent to it or when such consent is presumed. Without this consent, your data will for instance not be used for advertising purposes. You have the right to withdraw this consent at any time, using the options made available to you on our communication media or, in general, by writing to the FORVIA Data Protection Officer.

FORVIA only processes your data as long as it is necessary for the purposes for which it has been collected. At the end of this period, the data is either erased or irretrievably anonymized.

We will transmit your data to authorities entitled to request such information to the extent that this is required by law or has been mandated by a court order.

| Categories of data concerned | Purposes of their use | Legal basis | Retention period |
|---|---|---|--|
| Pages visited, time spent on each page, time between visits, etc. | Design a more fluid and ergonomic Site where you can find relevant information more easily | Your consent, via the settings of your internet browser | 14 months, then anonymization of the data (statistics) |
| Name and surname, email address, company, country, any information contained in the request | <ul style="list-style-type: none"> • Respond to your requests • Inform you about products and services that you are interested in or that are complementary | <ul style="list-style-type: none"> • It is our legitimate interest (and yours as well) that we may answer your questions • Your consent, which is presumed in BtoB, given your interest in our products | 3 years from our last contact with you |
| Traces of computer connection to our Site | Ensure our computer security | It is our legitimate interest to protect our Website from fraud and attacks | 12 months |

Similarly, you have certain rights regarding the use of your data (access, modification, deletion, opposition to processing, etc.) that you can exercise directly through our Data Protection Officer ("DPO"). To find out more about the rights you are entitled to, we invite you to go to paragraph 9 of our Privacy Policy.



To exercise these rights (on condition of proof of your identity), you can contact the DPO, appointed by FORVIA to handle issues related to the protection of your data:

- by email to the address: eike.westermann@forvia.com
- or by post, by writing to the Faurecia Data Protection Officer, 23-27 rue des Champs Pierreux, 92 000 Nanterre Cedex – France.

How do we use your information?

We may use your information for the following purposes:

- To provide and improve our services: We use your information to deliver the services that you request, to communicate with you, to troubleshoot problems, to enhance our features, and to measure and analyze our performance.
- To personalize and customize your experience: We use your information to tailor our website to your interests, preferences, and needs, and to show you content and ads that are relevant to you.
- To protect our rights and interests: We use your information to prevent fraud, abuse, and unauthorized access, to comply with legal obligations, to enforce our terms and conditions, and to defend ourselves from claims and disputes.
- To share with third parties: We may share your information with our affiliates, partners, service providers, and other trusted entities that help us to provide and improve our services, or that offer products and services that may be of interest to you. We will not sell, rent, or disclose your information to any third party without your consent, unless required by law or court order.

How we use Web tracking

When you visit the pages on our website, the information that your browser sends is collected and evaluated. This collection process takes place by way of pixels (web beacons) that are integrated on the web pages.

Collected data is used to create anonymous usage profiles that serve as the basis for web statistics. However, individual users are not personally identified, nor is the data collated with other data. You can prevent data from being collected and saved at any time by changing the settings of your Internet browser. This setting will also be recognized during any subsequent visits. For this purpose, access your browser's settings section and configure the browser to block or reject third-party cookies.

How do we use social media fanpages?

We may also use social media fanpages on various social networks, such as Facebook, Instagram, LinkedIn, X, and YouTube, to communicate with you, to share news, updates, offers, and other information about our services, and to collect feedback and suggestions from you. When you visit or interact with our social media fanpages, the social networks may collect and process your personal information, such as your name, profile picture, email address, and any other information that you make available to them. The social networks may also use cookies and other technologies to track and analyze your activity on our social media fanpages and other websites.

We do not have any control over the data collection and processing by the social networks that host our social media fanpages. We are not responsible for the privacy practices or the security of these social networks. We encourage you to review the privacy policies of these social networks before you visit or interact with our social media fanpages or provide any personal information to them. You can also adjust your settings on these social networks to limit the data they collect and share with us and others. When you visit or interact with our social media fanpages, you are subject to the terms and conditions of the social networks that host them.

How do we use external videos?

Our website may contain links to external videos that are stored on our YouTube channel. These videos allow you to watch and learn more about our services and our company. When you click on a link to an external video, your browser establishes a direct connection with the servers of YouTube, which is a service provided by Google LLC. YouTube then receives information about your visit to our website, such as your IP address, the URL of the page, and the browser you use. If you are logged into YouTube or Google, YouTube can also associate your visit with your account. If you interact with the video, such as by clicking on a button or leaving a comment, YouTube will also receive this information and may store it on your profile. YouTube may also use cookies and other technologies to track and analyze your activity on our website and other websites.

We do not have any control over the data collection and processing by YouTube or Google. We are not responsible for the privacy practices or the security of these services. We encourage you to review the privacy policies of YouTube and Google before you watch the external videos or provide any personal information to them. You can also adjust your settings on YouTube and Google to limit the data they collect and share with us and others. When you watch the external videos on our website, you are subject to the terms and conditions of YouTube and Google.

What are your rights?

If you are located in the European Union, the United Kingdom, or Switzerland, you have certain rights under the General Data Protection Regulation (GDPR) and other applicable laws regarding your personal information. These rights include:

- The right to access: You have the right to request a copy of the personal information that we hold about you.
- The right to rectification: You have the right to request that we correct any inaccurate or incomplete personal information that we hold about you.
- The right to erasure: You have the right to request that we delete your personal information from our records, unless we have a legitimate reason to keep it.
- The right to restrict processing: You have the right to request that we limit the way we use your personal information, if you have a valid reason to do so.
- The right to data portability: You have the right to request that we transfer your personal information to another organization or to you, in a structured, commonly used, and machine-readable format, if it is technically feasible.
- The right to object: You have the right to object to our processing of your personal information for direct marketing purposes, or for any other purpose that is based on our legitimate interests, unless we have compelling grounds to continue.



- The right to withdraw consent: You have the right to withdraw your consent to our processing of your personal information at any time, without affecting the lawfulness of the processing that took place before your withdrawal.
- The right to lodge a complaint: You have the right to lodge a complaint with the relevant data protection authority if you believe that we have violated your rights or the applicable laws.

If you are a resident of California, you have certain rights under the California Customer's Privacy Act (CCPA). Colorado, Connecticut, Delaware, Florida, Indiana, Iowa, Montana, Oregon, Tennessee, Texas, Utah, and Virginia also provide their state resident with certain rights.

The above-mentioned rights include:

- Confirm whether we process their personal information.
- Access and delete certain personal information.
- Correct inaccuracies in their personal information, taking into account the information's nature processing purpose (excluding Iowa and Utah).
- Data portability.
- Opt-out of personal data processing for:
 - Targeted advertising (excluding Iowa);
 - Sales; or
 - Profiling in furtherance of decisions that produce legal or similarly significant effects (excluding Iowa and Utah).
- Either limit (opt-out of) or require consent to process sensitive personal data.

To exercise any of these rights, you can contact us using the information provided below. We will respond to your request within a reasonable time frame, and in accordance with the applicable laws. We may ask you to verify your identity before we process your request, to ensure the security of your information.

How do we handle third party data transfers by hyperlinks on our website?

We use your personal data to technically manage our websites, customers, product surveys, and marketing to the extent required for each specific case only. We will never transmit your data to third parties outside the FORVIA Group without your consent, especially with regard to marketing purposes.

Our website may contain links to other websites that are not operated by us. These links are provided for your convenience and reference only. We are not responsible for the content, privacy practices, or security of these websites. We encourage you to review the privacy policies of these websites before you provide any personal information to them. When you click on a link to another website, you will leave our website and this policy will not apply to your use of the other website. You should exercise caution and check the privacy policy of the website you are visiting.

Your personal data is stored either in our database and on our server or, if need be, on the servers of a subcontractor processing data on our behalf.

Since FORVIA is a global group, teams processing data may be located in various countries, including outside the European Economic Area, in countries where the protection level of personal data is not equivalent to the one existing in the EEA. This is for instance the case of the company hosting our website.



In this case, FORVIA will ensure that these internal or external teams are subject to similar obligations to those existing in the EEA, for example through standard clauses or binding corporate rules.

We also would like to specify that, in the case you would use social plugins or your Facebook or LinkedIn account, these social networks may have access to some information (see below for more information).

Note that, if we are bought by or merged with another company, or if the group is restructured, your personal data will be transferred to the new entity. If this hypothesis were to ever happen, we would apply the same rules as those set forth in this Policy to your personal data as well as to your rights as for the use thereof.

However, because of applicable legal rules, and in some cases, we will have to transmit your personal data to third parties, for instance if we presume infringement or misuse of our Site. Where appropriate, we have to transmit your data to the competent authorities.

Our website contains hypertext links leading to the websites of other companies. If you click on these links, you will be redirected to the sites of these companies. You will notice it among other things because of the URL changes. We are not liable for the confidentiality of the processing of your data by these providers, as we have no influence over their privacy policy.

How we handle Security

We implement technical and organizational security measures to protect the information collected from you and managed by us against tampering, loss, destruction, or access by unauthorized persons, as well as unauthorized disclosure. Only a few authorized individuals have access to your data.

As a rule, our website data and the information you send to our website are transferred in unencrypted format. Consequently, we cannot rule out that third parties may intercept and view and/or directly access the data transferred. We ask that you take this aspect into account when deciding on whether and to what extent you are willing to transmit data to us over the Internet. On our portals that require registration and user login information, we use SSL (Secure Socket Layer) encryption for data transmission wherever possible. We are continuously improving and adapting our security measures to keep up with technological developments.

Modification of this Policy

FORVIA reserves the right to modify at any time this Privacy Policy when necessary, for example when introducing new features or to comply with new legal provisions. If a significant change to our Privacy Policy became necessary, we would notify you by any means, reminding you that you can delete your data if the changes would unfortunately not satisfy you.

How can you contact us?

If you have any questions, comments, or concerns about this policy or our privacy practices, please contact us at:

Faurecia North America General Counsel:

Email: kathleen.boll@forvia.com

Address: Faurecia USA Holdings, Inc., 2800 High Meadow Circle, Auburn Hills, MI 48326, United States



FORVIA DPO:

Email: eike.westermann@forvia.com

Address: 23-27 Avenue des Champs Pierreux, Nanterre, 92000 France