

Sensata Recruitment Privacy Statement People's Republic of China

Sensata Technologies, including any affiliates or subsidiaries, takes your privacy seriously. This Privacy Statement aims to explain how we handle personal information about you when you apply for a job at Sensata Technologies Inc., or any of its subsidiaries and affiliates in the People's Republic of China ("PRC") ("**Sensata**", "**we**" or "**us**").

This Privacy Statement explains how and why Sensata collects, processes and protects your personal data as a data controller during and after the recruitment process and the options you have to control your personal data and protect your privacy. This Privacy Statement applies to applications submitted to Sensata and third parties, such as recruitment agencies and job boards. It also applies to applications submitted via other means, such as by post and email.

This Privacy Statement will inform you about:

- What personal data Sensata collects and uses;
- How Sensata uses personal data and the legal basis on which Sensata uses it;
- Who has access to personal data;
- How personal data is protected when transferred internationally;
- How personal data is protected and stored;
- Your rights in relation to your personal data, and how you can exercise them; and
- How to contact Sensata.

Please read the following carefully to understand how we will treat your personal data.

Personal data Sensata collects and uses

Personal data is any type of information that relates to you and identifies you personally as electronically or otherwise recorded, either alone or in combination with other information available to us. Sensata will collect various types of personal data about you and from various sources. Our collection of personal data will be limited to the minimum scope necessary for achieving the purpose of processing. We may collect personal data from you directly (e.g. when you provide us with your application documents) or from other sources where permitted by law (e.g. when we perform background checks). We will only collect information in the recruitment process that is necessary to assess you for the position for which you have applied. Such personal data includes:

- General personal data: name, gender, email address, telephone number, whether there are dependents working in Sensata, education, work history, skills, training/professional qualifications.
- Sensitive personal data: ID number, salary bank statement of your previous employer, past medical history, administrative sanctions records (such as administrative detention, criminal record, etc.).
- Personal information of managers/colleagues/subordinates (excluding relatives) who may prove the applicant's abilities: name, relationship with the applicant, telephone number, employer, position.
- Personal information of emergency contacts: name, relationship with the applicant, telephone number.

How Sensata uses personal data and the basis on which Sensata uses it

Sensata collects and processes your personal information for:

- **Supporting and processing your application:** we process your personal data to perform pre-employment checks to verify your recruitment information (you will be told in advance which aspects

of your personal data will be verified including an explanation of how the pre-employment checks will be carried out), assess your ability to meet the job specification, to allow details of job applicants' skills and experience to be viewed by our personnel, for instance the manager of the department to which a vacancy relates), compare your information with other applicants, in order to shortlist applicants, to verify references and professional qualifications provided by applicants, to keep you informed of the recruitment process, to take steps at your request and to share to personal data with other Sensata affiliates for these purposes.

- **Maintaining a talent pool:** we use your personal data to keep you informed of new job opportunities which we think will be of interest to you if you have provided your consent to be included in a talent pool. You may withdraw your consent at any time.
- **Improving our application Process:** we use your personal data to ensure that our recruitment website is user-friendly and contains appropriate and helpful information.
- **Legal and regulatory compliance:** we use your personal data to ensure compliance with immigration rules, health & safety requirements and other legal or fiscal obligations, to ensure compliance with our internal policies or in connection an internal investigation or audit.
- **Protection of our interests and legal rights:** we use your personal data to protect our interests and legal rights, for instance to defend our rights in legal proceedings.
- **Criminal background checks and health assessments:** we use information from criminal background checks and health assessments where legally permitted and necessary for the position you apply to.
- **Equal opportunities monitoring:** we use your personal data for equal opportunities monitoring and anti-discrimination measures.

Sensata will only process personal data where we have a legal basis for doing so under applicable data protection legislation. Generally, the legal basis will be one of the following:

- compliance with our legal obligations: the processing may be necessary in order to comply with a legal obligation imposed on Sensata. For example, Sensata must comply with immigration, health and safety, and tax obligations or to disclose your personal data if we receive a court order;
- where it is necessary for responding to a public health emergency, or for protecting your life, health or property safety in the case of an emergency;
- where there is a public interest in using your information in a particular way to carry out any news reporting, supervision of public opinions or any other activity within a reasonable scope;
- your consent (including separate consent): where required by law, we will obtain your consent (including separate consent) to collect and use certain types of personal data, for example when we make international personal data transfer or when publicly disclosing your personal data. You may withdraw your consent at any time by using the contact details at the end of this Privacy Statement.

Access to and sharing of personal data

Your personal data will be made available for the purposes mentioned above and only to responsible Sensata employees (e.g. human resources, management) on a business need-to-know basis and only to the extent reasonably necessary for your application.

Sensata shares your personal data with trusted third parties under the following circumstances:

- Sensata affiliates: as Sensata is a global business, we share personal data within the Sensata group of companies.
- service providers and business partners: we share personal data with our trusted service providers and business partners that perform business operations and services for us, for example third party service providers who provide Sensata with background check services, recruitment services, hosting services and with HR tool providers such as Workday which hosts our recruitment portal sensata.jobs.
- law enforcement agencies, courts, regulators, government authorities or other similar third parties: we share your personal data with these parties where we believe this is necessary to comply with a legal or regulatory obligation (such as immigration obligations), or otherwise to protect our rights or the rights of any third party.
- transfer of personal data: we may need to transfer your personal data to any third party due to a merger, division, dissolution, declared bankruptcy or any other reason. Should such a transfer occur, we will use reasonable efforts to ensure that the entity to which we transfer your personal data processes it in compliance with applicable data protection laws and this Privacy Statement, and the transferee will continue to perform obligations as a personal information handler.
- professional advisors: we may share personal data with our professional advisors, for example to provide legal advice or to assist us with a criminal or regulatory investigation.

We will share your information in accordance with the requirements of the PIPL and other relevant data privacy regulations. If we share your information to other personal information handlers, we will inform you of the name and contact information of such personal information handler, the processing purposes

and methods, and categories of personal information to be shared. If required by law, we will also obtain your consent before sharing your information with such personal information handlers.

Sensata has appropriate security and privacy measures in place with all third parties to whom it transfers personal data. Where Sensata engages a third party to process personal data on its behalf, Sensata will delegate such processing in writing, will choose a processor that provides sufficient guarantees with respect to technical and organisational security measures governing the relevant processing, and will obligate the processor to act on the Sensata's behalf and under Sensata's instructions. In addition, Sensata will impose in writing appropriate data protection and information security requirements on such third-party processors, and will supervise the activities of processing of personal information carried out by them.

International transfer of personal data

Sensata is a global business and uses service providers globally, so you should be aware that Sensata transfers personal data to countries outside the PRC. For instance, Sensata's recruitment portal is hosted by Workday, a US-based service provider, and personal data is therefore stored in the US.

For purpose of compliance with the PIPL, Sensata will, before transferring personal data out of the PRC, inform you of the following information: (1) the name and contact information of the offshore recipient, (2) the purpose and method of the processing, (3) the type of personal information involved, and (4) the way for you to exercise your rights according to law against the offshore recipient. If required by law, Sensata will also obtain a separate consent from you before such international transfer of your personal data. In addition, Sensata will take actions to protect your personal data according to the PIPL and any regulatory body in China.

When we transfer personal data outside of PRC, we have put in place appropriate safeguards (such as the PRC Standard Contractual Clauses) in accordance with the PIPL to ensure that your personal data is adequately protected. For more information on the appropriate safeguards in place or if you wish to receive a copy of the relevant transfer mechanisms used, please contact us at the details at the end of this Privacy Statement.

Data security and storage

We implement technical and organisational measures to ensure a level of security appropriate to the risk to the personal data we process. These measures are aimed at ensuring the on-going integrity and confidentiality of personal data. We evaluate these measures on a regular basis to ensure the security of the processing.

Our retention of personal data will be the minimum period necessary for achieving the purpose of processing. We will retain your personal information until the position you are applying for has been filled, after which we will retain your personal information for a limited period of time that enables us to:

- check our records should you apply for another role with us;
- comply with record retention requirements under the law;
- defend or bring any existing or potential legal claims;
- deal with any queries or complaints you may have.

If you have provided your consent to be included in a talent pool, we will retain your personal data for a period of no longer than 2 years in order to contact you for future job opportunities with Sensata. You may withdraw your consent at any time.

If your application is successful, your information will form part of your personnel file and will be processed and retained in compliance with the Employee Privacy Statement which will be provided to you prior to entering into the employment agreement.

Your rights and how to exercise them

You have certain rights regarding your personal data, which depend on the data protection laws in the country where you apply for a job. These rights may include the right to:

- be informed and decide on the processing of your personal data;
- access your personal data;
- rectify the personal data we hold about you;
- erase your personal data (“the right to be forgotten”);
- restrict our use of your personal data;
- object to our use of your personal data where applicable;
- receive your personal data in a re-usable electronic format (right to data portability);
- withdraw your consent to any processing based on your consent at any time;
- require Sensata to explain our rules of processing of your personal data; and
- lodge a complaint with your local data protection authority (if any) if you believe we have not been able to assist with your complaint or concern.

We rely on you to make sure that the information submitted by you is complete, accurate and up-to-date. Please inform us promptly of any changes to or inaccuracies of your personal data by sending an email to the contact details at the end of this Privacy Statement.

If you have any questions or concerns about the processing of your personal data by Sensata or wish to exercise your rights, please use the contact details at the end of the Privacy Statement. Any request to exercise one of these rights will be assessed by us on a case-by-case basis. There may be circumstances in which we are not legally required to comply with your request or because of relevant legal exemptions provided for in applicable data protection & privacy legislation.

Automated decisions about you

Sensata may automatically process your personal data to make decisions or conduct 'profiling' about you for Sensata's recruitment purposes. This means Sensata may process your personal data using software that is able to evaluate your personal aspects and predict risks or outcomes. This may involve decisions about you that relate to, for example, your suitability for a position. The significance of Sensata's actions in this connection is that it may have legal or similar effects for you, namely whether you are offered employment with Sensata. If we conduct these types of automated decisions, the logic involved will consist of using an algorithm in order to automatically assess your suitability for the particular position you are applying for on the basis of your information.

We will only make these kinds of automated decisions about you where:

- such decisions are necessary for entering into a contract. For example, Sensata may decide not to offer you a position based on information about your educational history, professional qualifications and aptitude testing scores Sensata has collected about you;
- such decisions are required or authorised by law, for example for fraud prevention purposes; or
- you give your consent for carrying out automated decision-making.

Subject to local legal requirements and limitations, you can contact Sensata to request further information about automated decision-making, object to Sensata's use of automated decision-making, or

request an automated decision to be reviewed by a human being. Please contact us at the details at the end of this Privacy Statement and we will explain to you what your rights are in relation to the processing in question.]

Contact us

If you have questions or concerns regarding the way in which your personal data has been used, please contact: privacy@sensata.com

Changes to this Privacy Statement

This Statement may be amended from time to time in order to reflect changes in the law, regulatory guidance or our data privacy practices in compliance with the law.

New version of this Statement will be posted on <https://sensata.com/careers>

You will be able to see when we last updated the privacy notice because we will include a revision date at the bottom of the document. Please review this privacy notice from time to time to check whether we have made any changes to the way in which we use your personal data.

Last updated: October 2023