

**Notice at Collection
for Applicants Residing In the
state of California, United States of America**

Harman International Industries, Incorporated, together with its subsidiaries, (the “**Company**”) is providing you with this Notice at Collection for Applicants Residing in the State of California, United States of America (“**Notice**”) to inform you about:

1. the categories of Personal Information that the Company collects about applicants who reside in California; and
2. the purposes for which the Company uses that Personal Information.

For purposes of this Notice,

- “**Applicant**” means a natural person who (a) resides in California, and (b) who has applied to a position of employment directly with the Company
- “**Personal Information**” means information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a natural person that the Company collects about its applicants, who reside in California, in their capacity as applicants for positions with the Company.

Assistance for Disabled Applicants

Alternative formats of this Notice are available to individuals with a disability. Please contact privacy@harman.com for assistance.

1. Identifiers and Professional or Work-Related Information

1.1 Personal Information Collected: The Company collects identifiers and professional or employment-related information, including the following:

Identifiers: full legal name, preferred name, postal address, telephone number, e-mail address, signature, online identifier, Internet Protocol address, Internet Protocol Country, Internet Protocol Region, Internet Protocol City, Date of Birth, Passport Number

Professional or Employment-Related Information: education history including graduation date and grade point average, evaluations, membership in professional organizations, professional certifications, and employment history.

1.2 Purpose of Use:

- To evaluate applicants’ qualifications for employment with the Company
- To determine eligibility for HARMAN Programs (Acceleration Programs, Undergraduate, and Post Graduate Programs)
- To communicate with applicants
- To facilitate applications to international positions

- To facilitate interview expense reimbursement
- To create a talent pool for future job openings
- To comply with country requirements regarding data storage
- To demonstrate applicants' agreement to, or acceptance of, documents presented to them, e.g., pre-employment arbitration agreement, acknowledgement of employment application, offer letter
- To evaluate and improve the recruiting process
- To arrange and manage Company-recruiting events

2. Characteristics Of Protected Classifications Under California Or Federal Law

The Company collects information about ethnicity, age, national origin, disability, sex, and veteran status as necessary to comply with legal obligations, including the reporting requirements of the federal Equal Employment Opportunity Act, the federal Office of Contracting Compliance Programs (applicable to government contractors), and California's Fair Employment and Housing Act, and for purposes of diversity analytics.

The Company also uses this Personal Information for purposes including: (a) with respect to disability and/or medical condition, as necessary, to comply with Federal and California law related to accommodation; and (b) with respect to age, incidentally to the use of birth date for identity verification.

The Company collects this category of Personal Information on a purely voluntary basis, except where collection is required by law, and uses the information only in compliance with applicable laws and regulations.

3. Commercial Information

3.1 Personal Information Collected: The Company collects commercial information, including the following: products or services purchased

3.2 Purposes of Use: reimbursement of interview travel expenses.

4. Internet Or Other Similar Network Activity

4.1 Personal Information Collected: The Company collects information about applicants' use of the Internet or other similar network activity, including the following: log in/out and activity on the Company's electronic applicant systems, information regarding an applicant's interaction the Company's careers web site, application, or advertisement

4.2 Purposes of Use: to monitor use of the Company's applicant tracking systems and careers webpage, to conduct internal audits, ensure process integrity to the applicant process

5. Sensory Or Surveillance Data

5.1 Personal Information Collected: The Company collects sensory or surveillance data, including the following: footage from on-site video surveillance cameras.

5.2 Purposes of Use: to protect the safety and security of the Company's facilities and personnel through video surveillance

6. Background Screening Information

6.1 Personal Information Collected: The Company collects background screening information, including results of the following types of background screening: criminal history; sex offender registration; motor vehicle records; credit history; employment history; drug testing; and educational history.

6.2 Purposes of Use: to evaluate applicants' qualifications for employment with the Company.

Purposes Potentially Applicable to any of the Categories of Personal Information Listed Above

The Company also may use applicants' Personal Information to facilitate administrative functions and information technology operations and for legal reasons and corporate transactions. These functions include, but are not limited to the following:

- to manage and operate information technology and communications systems, risk management and insurance functions, budgeting, financial management and reporting, strategic planning;
- to manage litigation involving the Company, and other legal disputes and inquiries and to meet legal and regulatory requirements;
- in connection with a corporate transaction, sale, or assignment of assets, merger, divestiture, or other changes of control or financial status of the Company or any of its subsidiaries or affiliates; and
- to manage licenses, permits and authorizations applicable to the Company's business operations.

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