

HARMAN APPLICANT PRIVACY STATEMENT

Effective: January 21st, 2020

Thank you for your interest in working at HARMAN International (“HARMAN”). HARMAN designs and engineers connected products and solutions for automakers, consumers, and enterprises worldwide, including connected car systems, audio and visual products, enterprise automation solutions; and services supporting the Internet of Things. With leading brands including AKG®, Harman Kardon®, Infinity®, JBL®, Lexicon® and Mark Levinson®, Harman is admired by audiophiles across multiple generations and supports leading professional entertainers and the venues where they perform. Recruiting the right talent is crucial to our goals. Because we gather certain types of information about applicants during the recruitment process, we want to help you understand our practices surrounding the collection, use, disclosure, transfer and other processing of your personal information.

This Privacy Statement addresses the following topics:

- Your Consent
- Scope of This Privacy Statement
- Collection and Use of Personal Information
 - Collection and Use of Personal Information To Register To Receive Notifications Of New Job Postings By Harman
 - Collection and Use of Personal Information To Create a Profile on Harman’s Careers Site
 - Collection and Use of Personal Information Received from Applicants
 - Collection and Use of Personal Information Provided by Recruiters, Referrers, On-Boarding Professionals and Agencies
 - The Careers Site’s Use of Cookies
 - Retention of Your Profile Information
 - Retention of Your Personal Information Submitted in Connection with an Application
 - No Automated Decision Making
- How We May Share Your Information
- International Transfer of Your Personal Information
- Security for Your Personal Information
- Your Rights With Respect to Your Personal Information
- Assistance for Disabled Applicants
- No Contract or Offer
- Equal Employment Opportunity Statement
- E-Verify
- Inquiries and Complaints
- Changes to This Privacy Statement

This Privacy Statement applies to HARMAN International Industries (“Harman”; www.harman.com) and HARMAN Connected Services (“HCS”; www.services.harman.com). In this Privacy Statement, “the Company” refers to the HARMAN entity to which you are submitting your application for employment. Where Harman and HCS process your personal information differently, this Privacy Statement will describe the different processing by each company. Each HARMAN entity is responsible for handling applicants’ personal information in accordance with this Privacy Statement.

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 personal 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 personal information unless you withdraw your consent by contacting us at privacy@harman.com or delete your profile. The Company will not process your personal data 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 to information that you provide if you register to receive e-mail notifications of new job postings from Harman, to information collected for recruitment purposes through this Careers Site, and to information collected from other sources. The other sources might include information that you provide other than through the online application page as well as information provided, for example, by recruiters, referrers, on-boarding professionals, staffing agencies, and other sources. This Privacy Statement does not apply to any other site or page that the Company owns or operates. Our other sites have their own privacy policies.

Collection and Use of Personal Information

The Company’s Careers Site provides information about careers and vacancies. The Company’s Careers Site collects personal information that you as an applicant voluntarily submit or personal information that you voluntarily submit for recruitment processing purposes. A summary of the personal information collected by the Company follows.

Collection and Use of Personal Information To Register To Receive Notifications Of New Job Postings By Harman

Harman gives potential applicants the option to receive job posting notifications and notifications of new career opportunities at Harman (“Job Notifications”). In order to register to receive Job Notifications you must provide the following information:

- First and last name
- Email Address
- Type of job you are interested in
- Location of the job you are interested in

This Privacy Statement refers to this information as your “Job Notification Information.” The legal basis for Harman’s processing of your Job Notification Information is your consent. **You can choose to withdraw your consent to receive Job Notifications at any time.**

Your Job Notification Information will be stored by TMP, a third-party service provider, on a secure server located in the United States of America. Harman will retain your Job Notification Information for two years from your latest activity. Candidate activity will be logged when you update your notifications profile in some way such as unsubscribing or adding more job alerts to your current notifications profile.

Collection and Use of Personal Information To Create a Profile On Harman’s Careers Site

In order to apply for a position at Harman through Harman’s Careers Site you must first set up a profile. Harman requires you to provide the following information in order to create a profile:

- Email Address
- Password
- First and last name
- Country of residence

This Privacy Statement refers to this information as your “Profile Information.” Your Profile Information will be used to identify you when you login to the Harman Careers Site. If you choose to apply for a position at Harman, your email address will be included as part of your application materials, so Harman can contact you.

The legal bases for Harman’s processing of your Profile Information include (a) your consent, (b) as necessary for Harman’s legitimate interests in securing access to Harman’s Careers Site, 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.

Collection and Use of Personal Information Received from Applicants

- For external users, or for existing employees, in addition to requesting that you provide personal information, such as name and email address, you may be requested to supply additional personal information, such as employment history etc., for each job application submitted through the Company’s Careers Site.
 - Applications submitted via the HCS Careers Site ([https:// jobs.harman.com/](https://jobs.harman.com/)) are hosted by HireCraft, a third-party service provider with a secure server located in India.
 - Applications submitted via the Harman Careers Site (<https://jobs.harman.com/>) are hosted by SuccessFactors, a third-party service provider, on a secure server located in St. Leon-Rot, Germany.
- You are responsible for ensuring that the information submitted to the Company’s Career Site is accurate and up-to-date. The falsification of any information, falsification of other documents that you may provide, and/or the giving of incomplete information may result in the withdrawal of any employment offer and/or immediate termination of your employment now or in the future.
- To the extent appropriate and in accordance with applicable local law, the Company may seek additional data and/or verify your information by contacting your references, referrer and other third parties, such as former employers.
- The Company may use your personal information to contact you while your application for employment is pending, to send you announcements, or to request additional information as required.
- Your information may also be used for general statistical analysis and reporting purposes, including visitor activity and demographic reports. This data will be made anonymous.
- The Company does not require applicants to provide sensitive personal information (e.g. data relating to gender, race or ethnic origin, political opinions, religious beliefs, trade union membership, criminal record, physical or mental health, or sexual orientation) through the Career Site. However, to the extent any sensitive personal information is submitted with your application, you agree that such information may be used in accordance with applicable law and this Privacy Statement.

- Information submitted to the Company may be accessed and used by other divisions of the Company world-wide to evaluate your application for employment and for related recruiting, succession planning (i.e., evaluating applicants for positions that may currently be filled but will open up in the future), reporting and recordkeeping purposes, such as to check references or to conduct pre-employment screening. If the Company hires you, the information that you submitted through your online application and the information that the Company collects during the application process will become part of your employee personnel file and may be used to administer the employment relationship and for related reporting and recordkeeping purposes.
- The legal bases for this processing of your personal information include your consent, as necessary to enter into and/or perform an employment agreement with you, and as necessary for the Company's legitimate interests in recruiting qualified personnel.

Collection and Use of Personal Information Provided by Recruiters, Referrers, On-Boarding Professionals and Staffing Agencies

This section of the Privacy Statement applies to recruiters, referrers, on-boarding professionals and staffing agencies that provide personal information about themselves or about applicants whose information they submit to the Company. Applicants can skip this section of the Privacy Statement; it does not apply directly to them.

- Any information you provide about yourself or any applicant may be used in accordance with this Privacy Statement, including as described above.
- Your use of the Company's Career Site obligates you and the HARMAN entity for which you work to comply with this Privacy Statement.
- In your role as a recruiter, referrer, on-boarding professional or staffing agency, you must ensure that you have obtained the applicants' explicit consent to submit information on their behalf (including, without limitation, to the use and international transfer of such information as described above).
- You will be responsible for ensuring that the information you provide is accurate and up-to-date.
- You must provide the Company's Careers Site with the applicant's up-to-date e-mail address.
- You must ensure that your use and disclosure of applicant information maintained by the Company's Career Site, or related applications is in compliance with the above, and that you comply with all relevant legal requirements.

The Career Site'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 the Company's Career Site.

Retention of Your Profile Information

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

Retention of Your Personal Information Submitted In Connection With an Application

United States: Please note that, if you submit an expression of interest in employment in the United States, the Company must comply with U.S. Government regulations to maintain your information. To do so, the Company will maintain your application and information concerning your expression of interest for a period of three years, unless a longer period is required by law. By submitting your resume and other expression of interest in a position in the U.S., you agree to allow the Company to maintain your information. If you are hired for a position in the United States, the Company will retain your information for the duration of the employment relationship and for the number of years thereafter specified by the Company's data retention policy.

Outside the United States: With regard to non-U.S. applicants, the personal information submitted in connection with your application for employment on the Company's Careers Site will be retained in accordance with local law. Personal information submitted for applicants who are not offered employment with the Company will be retained for the duration necessary to conduct the recruitment process and/or evaluation and for one year unless a longer or shorter period is required by law. If you are hired for a position outside the United States, we will retain your information for the duration of the employment relationship and for as long thereafter as required or permitted by applicable, local law.

No Automated Decision Making

The Company does not make any decisions concerning applications of applicants within the EU by automated means. We have the capability to engage in automated decision making with respect to non-EU applicants, but will only do so for the purpose of evaluating whether to enter into an employment agreement with you.

How We May Share Your Information

The Company will not sell, lease, or license your personal information to any third party. There are limited circumstances when the Company may share the information that you submit on-line with third parties, most notably:

- With third-party service providers. For example, the Company retains a service provider to host all or portions of this Careers Site, to help maintain and manage our databases, and to assist in the recruiting process. Service providers will be permitted to use your personal information only for the purpose(s) for which it was disclosed to them and in accordance with the Company's instructions. Service providers generally will be located only in the United States or in the country where you are applying for a position;
- With other HARMAN entities, for recruitment, recordkeeping and/or reporting purposes;
- When required by law, such as when the Company responds to subpoenas, court orders, legal process, or a discovery request in civil litigation;
- If the Company believes that your actions violate applicable law, or threaten the rights, property, or safety of the Company, our users, or others;
- If the Company sells some or all of its business, the Company 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.

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

If you are hired and your applicant information becomes part of your personnel file, the Company will provide you with a notice, where required by law, that describes how your information will be shared and otherwise processed.

International Transfer of Your Personal Information

Authorized employees of the Company at locations worldwide may have access to your personal information as part of the recruitment process. These employees may use and disclose your personal information only for recruitment purposes, 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. You may contact us if you wish to find out more information regarding the countries in which the Company is located and from which the Company's authorized employees may access your personal information.

Security for Your Personal Information

The Company has implemented reasonable technical and organizational measures for the purpose of protecting applicants' personal 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 the Company cannot guarantee the security of your personal 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 the Company cannot ensure the security of such systems.

Your Rights With Respect To Your Personal Information

You may have the right, to the extent permitted by applicable law, to access, update, correct or delete the personal information the Company has collected about you. You can exercise these rights, consistent with applicable law, as follows:

- **Individuals Who Register to Receive Job Notifications:** You can withdraw your consent to receive Job Notifications at any time by selecting the "unsubscribe" option at the bottom of a Job Notification or emailing privacy@harman.com. You can exercise your rights by contacting privacy@harman.com. Harman will respond to such requests in accordance with applicable data protection law.
- **HCS Applicants:** You can exercise these rights by contacting privacy@harman.com. HCS will respond to such requests in accordance with applicable data protection law.
- **Individuals Who Create a Profile on Harman's Careers Site:** You can review or update your information at any time by accessing your profile on Harman's Careers Site. You may also delete your profile from Harman's Careers Site by clicking "Delete Profile" on the "My Candidate Profile".
- **Harman Applicants:** You can update your profile information as described above. To withdraw your application from any particular job to which you applied, you must select "withdraw application" directly on the Harman Career Site "Job Application" page. You also can submit a request to exercise your 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 personal data as well as the right to data portability. Subject to certain limitations, the right to data portability allows you to obtain from the Company, or to ask the Company to send to a third party, a copy of your personal information in electronic form that you provided to the Company with your consent.

Right To Object: Applicable law may provide you with the right to object to the processing of your personal information based solely on the Company's legitimate interests. If you do object in these

circumstances, the Company will stop processing your personal 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. The Company will respond to such requests in accordance with applicable data protection law. You may also opt out of future email communications from the Company by contacting privacy@harman.com.

You can contact the Company at privacy@harman.com if you would like to withdraw your consent to the Company's use, disclosure, transfer or other processing of your personal information as described in this Privacy Statement. Any withdrawal shall not affect the lawfulness of processing based on consent before its withdrawal, and the Company 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 the Company does not have an alternative, lawful basis for processing your personal data, the Company may not be able to consider your application for employment.

Assistance for Disabled Applicants

If you are an applicant in the United States with a disability or a disabled veteran, you may request a reasonable accommodation if you are unable or limited in your ability to use or access a HARMAN Careers Site as a result of your disability. You can request reasonable accommodations by sending an e-mail to harman.careers@harman.com.

- This option is available only to those needing an accommodation related to a disability.
- Information related to existing profiles or applications will not be provided via the above e-mail address.
- In order to express interest, it is helpful if you provide the information related to the specific position you are interested in (for example, requisition number, job title, location, etc.). Applicant profiles can also be submitted.

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 visiting the Careers Site or with any persons who submit personal information through this site. Nothing on the Careers Site shall constitute an offer of employment.

Equal Employment Opportunity Statement

The Company seeks to recruit and maintain individuals having the necessary skills, knowledge, and experience essential for the function the applicant is applying for and therefore enforces a thorough and fair recruitment process. When you submit an expression of interest in employment with the Company for a position in the United States, you will be prompted to voluntarily disclose certain information that the United States government requests the Company to collect, including race, ethnicity, age, veteran status and gender information. Such information will not be used to make interviewing or employment decisions, and it will be maintained separately from your resume and expression of interest in employment. The voluntary disclosure form is the only proper means for you to disclose race, ethnicity, and gender information. If you choose not to submit such voluntary disclosure form, this will not influence the recruitment process.

Your resume and your expression of interest for a United States position must not include information that explicitly identifies your age, race, color, ethnicity, gender, disability status, or other status protected by laws in the United States. Do not submit a photograph of yourself.

E-Verify

US Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. The Company participates in E-Verify. Click here (<http://www.uscis.gov/files/nativedocuments/PrtcpPstr-SWA-ENG-NoPhotoTool-v8.pdf>) for more information.

Inquiries and Complaints

Please direct any questions, request for removal of personal information, and comments or complaints you may have about this Privacy Statement to privacy@harman.com. Residents of the EU have the right to lodge a complaint with their local data protection authority concerning the Company's processing of their personal data.

Changes to This Privacy Statement

The Company may change this Privacy Statement from time to time in its sole discretion. If the Company 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 revised notice. The new privacy statement will apply to all current and past users of the careers site and to all 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 personal information to the Company. If the Company materially changes how we use, disclose or otherwise process your personal 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 personal information other than as described in this Privacy Statement.

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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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