

# “Employee Engagement Surveys” Privacy Notice

FAURECIA SA and all entities of FAURECIA Group (“FAURECIA” or “we”) value their employees and respect and protect their privacy.

This privacy Notice ("Notice") sets out the types of information that FAURECIA, as data controller, collects about you, the purposes for which it is collected, the basis on which it processes it, how FAURECIA handles your Personal Data (as defined below) and who may have access to it. It also explains to you what rights you have about your Personal Data.

This Notice does not form part of any contract of employment and does not confer any contractual right on you, or place any contractual obligation on us. We may update or otherwise amend this Notice at any time.

By responding to the Faurecia Employee Engagement survey, you consent to the collection and use of personal information as explained in, and agree to abide by the terms of, this Privacy Notice. For any question, you may contact our Group Data Privacy Officer ([dpo@faurecia.com](mailto:dpo@faurecia.com)).

## 1. Privacy Notice Scope

This Privacy Notice applies to the Faurecia’s annual Employee Engagement Surveys. This includes the M&P Engagement Survey and the Site Employee Surveys for MOD & TFA. It is specific to the data processing carried out by this application.

## 2. What is personal data?

Personal data is any information relating to a person who is either identified or identifiable, directly or indirectly. For instance, your name, pseudonym that you use online, your picture, your address, your phone number, etc., are personal data. Information that does not allow us to establish a connection with you is not personal data.

## 3. What data are we likely to collect and process?

When you access information through this application, data that may lead to a potential identification are recorded (for example the country you live in, your department you belong to or your age range) so that we can perform analysis of the answer to this survey. Results will be shared with managers in an aggregated format of groups not less than a minimum of 10, we commit not to perform analysis on those groups in order to protect your privacy.

## 4. For what purposes does Faurecia process and use your data?

We use your data for the following purposes: Be able to properly analyze the answers provided to this survey, compare results with previous years and build focused actions plans when required. In order to do so, we need to know for instance which country you live in, if you are a male or female, which department you belong to or your age range, etc.

Faurecia only processes your data as long as it is necessary for the purposes for which it has been collected. Data related to this survey will be kept for no more than 12 months. At the end of this period, the data is either erased or irretrievably anonymized.

## 5. Is your data transmitted to third parties?

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 Faurecia 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. In this case, Faurecia 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.

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 this survey. Where appropriate, we have to transmit your data to the competent authorities.

## 6. Protection of recorded data

When we collect data about you we save it on particularly secure servers. Access to those is only allowed to a very limited number of persons. In order to prevent any loss or misuse of the data stored by Faurecia, we take technical and operational security measures that are regularly controlled and updated in line with technological developments. Depending on the typology of the collected data and of its purposes, the processing is carried out only by authorized personnel in accordance with our requirements of confidentiality and security in the constitution of files, exchanges with our partners and subcontractors, and the transfer of this data.

## 7. Your rights relating to the personal data we record

We remind you that you have the right:

- to be informed of whether we record your data, what data is affected, and how your data is processed;
- to access your data;
- to oppose for legitimate reasons to the processing of your data, in particular to the processing of your data for business development purposes;
- to restrict certain uses of your data without erasing them;

- to rectify information that, despite our efforts to maintain an accurate and up-to-date database, would be incorrect, as well as to ask us to delete some information;
- to challenge the way your personal data is processed;
- to withdraw your consent at any time (in cases where we rely on your consent to process your data);
- to define guidelines regarding what happens to your personal data after your death pursuant to Article 32 of the French Law of 6 January 1978.

To exercise your rights (provided that you prove your identity to us), we remind you that you may contact the Data Protection Officer by email to the address [dpo@faurecia.com](mailto:dpo@faurecia.com). We will do our best to answer your questions regarding the processing of your personal data. Nevertheless, if you are not satisfied with the answers given to you, you can, if you wish, submit a complaint to the CNIL according to the terms and conditions indicated on its website (<https://www.cnil.fr/en/contact-cnil>).

## 8. Modification of this Privacy Notice

Faurecia reserves the right to modify at any time this Privacy Notice when necessary, for example when introducing new features or to comply with new legal provisions. We therefore invite you to read it regularly when you fill the survey. If a significant change to our Privacy Notice 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.