

Consent Statement for Bosch Group Online Recruitment Data Processing

The Bosch Group (Bosch) would like to thank you for your interest in working with us and visiting this website. The jobs on this recruitment page and online recruitment system are posted by the legal entities of the Bosch Group, the list of which is attached.

By accepting the Consent Statement of Bosch Group Online Job Posting Data Processing, you agree that the data you submit will be stored or processed by all legal entities of the Bosch Group for recruitment, personnel and employment purposes.

Intended uses (applications, non-recruitment job applications and employment) are as follows:

The personal data you enter or upload on the website will be used for the following:

- Recruitment process
- Post-communication, contact and sharing of job and event information
- Targeted invitations to potential talent communities

Use and Disclosure of Personal Information and Purpose Statement:

The following personal information about you will be processed:

Candidate personal information: name, email address, phone number, location, experience and education information, resume and other attachments submitted by the candidate on his/her own, ID No., position, department, planned start date, duration of first employment contract, work location, monthly salary, annual salary, variable bonus percentage, meal allowance, car allowance.

Bosch will keep your data confidential worldwide in accordance with the relevant data protection regulations. This system has been developed by Intelligent Recruitment Europe Ltd, St. Stephen's House, Arthur Road, Windsor, Berkshire, UK, postcode: SL41RU, and operates as a cloud-based service using an advanced encryption/decryption process between your device and the database. In case of emergency, Intelligent Recruitment Europe provides temporary access. The recruitment process is handled by Bosch Group HR, the user's department manager and other members of the recruitment team (e.g. employees from the department you are applying for). The various managers, department employees and HR employees involved in the recruitment process may belong to different Bosch Group companies, so your data may be transferred to any of the Bosch companies. During the recruitment process, your personal information will only be provided to third parties outside Bosch (e.g. agencies) when necessary. Bosch carefully selects third-party agencies and signs confidentiality contracts with them. Your personal data will not be provided to government agencies unless required by law. Bosch has taken various confidentiality measures to protect your data from manipulation, loss, destruction, unauthorized access or disclosure. Our security measures are constantly being upgraded as new technologies are applied. The data transmission between your local browser and our talent acquisition system is encrypted via https.

1. Applying for a specific position

By applying for a position in the Bosch Group, you are providing your personal information to the corresponding legal entity of the Bosch Group. Please note that any changes in documents or data should be changed in all applications. You can apply for a specific position or for a non-recruiting position. In either case, you may be contacted by a member of the Human Resources department to ask if you agree to redirect your application to another suitable position within the Bosch Group. If you have applied for a specific position, Bosch will only redirect your application to another position if you agree to do so. (See section 2 below for details on applications for non-employment positions).

Please make sure that the data you provide is true and accurate. You can send new information to the designated e-mail address at any time.

If you lose interest in the vacancy you have applied for, you can withdraw your application at any time. Withdrawal of your application means that you withdraw from the competition for this position. After the application process is completed, Bosch will delete your personal information in accordance with the relevant laws. After rejection or withdrawal, all data related to your application will be retained for 24 months. If applying for a position in the United States, Bosch retains the candidate's information and data related to the position for three years in accordance with the relevant laws.

2. Applications for non-recruiting positions

By applying for a non-recruiting position in the Bosch Online Recruiting System, you open your personal data to all Bosch recruiters and you agree to be contacted by Bosch employees for personnel placement purposes. Subsequently, Bosch will make the applicant's personal information and documents available to all its companies in order to find the right candidate.

In addition to you, authorized employees of the Human Resources department will have access to your data. If a vacancy is available within Bosch and your profile matches it, they will forward your data to the manager or colleague of the corresponding position.

Our goal is to provide you with the most suitable position at Bosch. Therefore, we recommend that you keep it up to date by sending new documents to the non-job application form on a regular basis. By providing your contact information, you agree to be contacted by Bosch for recruitment purposes.

If you no longer wish to be contacted, please delete your application for a non-employment position, withdraw from our applicant database, and contact the relevant recruiter by e-mail.

If you withdraw your application for a non-employment position, Bosch will delete your application data after 24 months. Your personal information will not be searched for when a vacancy is available.

If you apply for a non-employment position in the United States, Bosch retains the candidate's data and information related to the position for three years in accordance with the relevant laws.

If you do not discard, withdraw or delete your application for a non-employment position, Bosch will retain your personal data until you perform some operations. Automatic deletion may not be carried out.

3. Join the Talent Community

When applying for a position in the Bosch Group, the contact information you have reserved during registration will be used for follow-up contact with you by Human Resources and as a way to invite you to join the Talent Community.

If you are invited to join the Talent Community as a potential candidate, you can publish the information you have provided, including all application materials you have submitted to all Bosch Group recruiters in each country. Becoming a member of the Talent Community means that you agree to receive push messages about positions of interest and recruiting activities, including phone calls or emails. Invitations to the Bosch Talent Community may also be published through job advertisements, which clearly state that this is a Talent Community. You have the right to decline our invitations, and upon receipt of your decline, we will not make a second invitation for you to join the Talent Community.

If you no longer wish to be contacted by us, please contact the relevant recruiter via email and we will remove your profile from the Talent Community and Bosch will delete your profile after 24 months. Your personal information will not be searched for when a vacancy is available.

4. Your rights

4.1 Data deletion

If you wish to stop providing your personal information to Bosch, please use the following link to make a request to have your personal information deleted by Bosch

<https://www.bkms-system.net/bosch-dataprotection>

You can make a request to us to delete your personal data in the following cases:

- The purpose of processing has been achieved, cannot be achieved or is no longer necessary to achieve the purpose of processing.
- If we process personal information in violation of laws or administrative regulations or process personal information in violation of an agreement.
- If we no longer provide services to you, or the retention period has expired.
- If we collect, use, or process your personal information without your consent or do not meet other circumstances specified in laws and regulations or if you withdraw your consent.
- Other circumstances stipulated by laws and administrative regulations.

4.2 Access, copying and modification

If you need to access and modify your data, you can access and modify your resume on the Smart Recruiters Platform. We will receive your updated data after making a re-delivery.

4.3 You have the right to be informed and to make decisions about the processing of your personal information, and you have the right to restrict or refuse our processing of your personal information

4.4 Correction and addition of your personal information

5. Cross-border transfer of your personal information

Since Bosch is a global company, your personal information collected by us may be transferred across borders between several countries or regions, such as Germany and Singapore, in order to achieve the aforementioned purposes.

When we transfer your personal information from the People's Republic of China to other countries or regions, we will strictly comply with Chinese laws and regulations and take a series of reasonable measures to ensure that the processing of your personal information by the overseas recipient meets the protection standards stipulated in Chinese laws and regulations. We will transfer your personal information across borders with your sole consent or other legal basis, and carry out security assessments of personal information leaving the country in accordance with the law to adequately prevent and control risks and safeguard the security of your personal information.

Specifically, the details of the cross-border transfer of personal information for the purposes described under this statement are as follows:

Overseas recipient and contact information	Recipient's country/region	Purpose of transfer	Type of personal information to be transferred
Robert Bosch GmbH Robert Bosch GmbH Compliance.Management@de.bosch.com	Germany	Group-wide recruitment management (both Bosch China and the data recipient carry out data overseas activities based on this purpose)	Name, e-mail address, telephone number, region, experience and education information, CV and other attachments submitted independently by the candidate, name, ID No., position, department, planned start date, duration of the first employment contract, place of work, monthly salary, annual salary, variable bonus percentage, meal allowance, car allowance.
SmartRecruiters St. Stephen's House, Arthur Road, Windsor, Berkshire, UK Postcode: SL4 1RU	United Kingdom	<ul style="list-style-type: none">Recruitment ProcessPost communication, contact and sharing of job and event informationTargeted invitations to potential talent communities	

You may exercise your rights in relation to the processing of personal data to recipients outside of your country in accordance with the law by using the contact details above. You may obtain a list of overseas data recipients and a copy of the specially agreed terms for safeguarding the level of data transfer protection by contacting us at the contact details in this statement under "Contact Us".

6. How we store your personal information

In principle, we will only retain your personal information for as long as necessary to achieve the applicable purposes described above and for as long as required by law.

We will delete your personal information after completing all work related to the purpose of processing personal information, except for data that must be further stored and processed in order to exercise and defend our rights, e.g. we will store your relevant personal information for the maximum period required by law and regulation to protect against legal risks, to respond to possible regulatory, criminal or civil proceedings, etc.

Our employees and our service providers are obliged to maintain the confidentiality of our transactions and to comply with applicable data protection regulations. All such persons who are granted access to data must maintain confidentiality.

We take all necessary technical and organizational measures to guarantee an appropriate level of security and to protect your data managed by us, in particular against unintentional or unlawful destruction, manipulation, loss, alteration or risk of unauthorized disclosure or unauthorized access. Our security measures will be improved periodically in accordance with technological developments.

7. Employment

Upon being hired, the data you provide will be transferred from the current recruitment system to the HR management system of the company to which the position belongs.

8. How this policy is updated

We reserve the right to update this policy from time to time due to changes in our business and operations or changes in applicable laws. We will provide an updated version of this Policy by [email notification], so please check back for updates. Any updates to this policy will be effective immediately upon posting of the updated version of this policy from the date of the update. By continuing to use the services under this Policy after it has been updated, you acknowledge that you have read and understand the updated Policy.

The date of the most recent update will appear on the front page of this Policy. For material changes, we will provide you with appropriate notice of such material changes. Material changes within the meaning of this policy include, but are not limited to:

- 1) A Change in the purposes for which personal information is processed, the types of personal information processed, or the manner in which personal information is used.
- 2) A change in the primary recipients of the sharing, transfer or public disclosure of personal information.
- 3) A material change in your rights to participate in the processing of personal information and the manner in which they are exercised
- 4) A change in the department responsible for processing personal information security, our contact information and complaint channels.
- 5) A scenario when the personal information security impact assessment report indicates that there is a high risk. We will only process your personal information in accordance with this updated policy if we have your consent to do so.

9. Contact Information

If you need to access and learn more about the processing of your personal information or to make a request to exercise your rights, you can contact us as follows.

We will promptly respond to your request for correction of incorrect information that has been stored in accordance with the information you have provided and make timely corrections. Information collection and contact information of processing party:

Email: TalentAcquisitionTeam.BoschChina@cn.bosch.com

Contact information for the data security department.

E-mail: China.DPO@cn.bosch.com

The legal entities of the Bosch Group using the online recruitment system at this stage are as follows:

Abbreviation	Full name of legal entity	
Country and region		
AACN	Bosch Automotive Technology Service (China) Co., Ltd.	China
DCCB	Bosch Rexroth (Beijing) Hydraulic Co., Ltd.	China
DCCC	Bosch Rexroth (Changzhou) Co., Ltd.	China
DCCS	Bosch Rexroth Hydraulics & Automation Shanghai Co., Ltd.	China
DCCX	Bosch Rexroth (Xi'an) Electronic Transmission and Control Co., Ltd.	China
ETCN	ETCN Automotive Technology (Shanghai) Co., Ltd.	China
PTCD	Bosch Laser Instruments (Dongguan) Co., Ltd.	China
PTCN	Bosch Power Tools (China) Co., Ltd.	China
PUJP	Bosch Packaging Technology (Chengdu) Co., Ltd.	China
QINP	Qingdao Branch of Bosch Automotive Diesel Systems Co., Ltd.	China
RBAC	Bosch Automotive Products (Suzhou) Co., Ltd.	China
RBAG	Bosch Automotive Products (Chengdu) Co., Ltd.	China
RBCC	Bosch Automotive Products (Changsha) Co., Ltd.	China
RBCD	Bosch Automotive Diesel Systems Co., Ltd.	China
RBCN	Bosch (China) Investment Co., Ltd.	China
RBCT	Bosch Trading (Shanghai) Co., Ltd.	China
RBCY	Bosch (Hulun Buir) Automotive Testing Technology Center	China
RBDT	Bosch (Donghai) Automotive Testing & Technology Center Co., Ltd.	China
RBTS	Bosch Automotive Technology Services (Beijing) Co., Ltd.	China
SGCN	Robert Bosch Motors (China) Co., Ltd.	China
STCN	Bosch (Zhuhai) Security Systems Co., Ltd.	China
STCT	Bosch (Shanghai) Security Systems Co., Ltd.	China
SXCN	Bosch Automotive Service Technology (Suzhou) Co., Ltd.	China
TTCB	Bosch Thermotechnology (Beijing) Co., Ltd.	China
TTCQ	Bosch Thermotechnology (Shandong) Co., Ltd.	China
TTCS	Bosch Thermotechnology (Shanghai) Co., Ltd.	China
TTCW	Bosch Thermotechnology (Wuhan) Co., Ltd.	China
RBLC	Bosch (Shanghai) Smart Life Technology Co., Ltd.	China
RBCW	Bosch Automotive Systems (Wuxi) Co., Ltd.	China
RBST	Bosch Electronics Trading (Suzhou) Co., Ltd.	China
ASCC	Bosch Automotive Steering Systems Jincheng (Nanjing) Co., Ltd.	China
ASCN	Bosch Automotive Steering Systems (Nanjing) Co., Ltd.	China
ASCJ	Bosch Automotive Steering Systems (Jinan) Co., Ltd.	China
ASCH	Bosch Automotive Steering Management (Shanghai) Co., Ltd.	China
RBHK	Robert Bosch Company Ltd.	Hong Kong
STHK	Bosch Security Systems Ltd.	Hong Kong
DCHK	Bosch Rexroth (China) Ltd.	Hong Kong
RBTW	Robert Bosch Taiwan Co., Ltd.	Taiwan
DCTW	Bosch Rexroth Co., Ltd.	Taiwan
INNA	Bosch Software Innovations Corp.	U.S.A
PTNA	Robert Bosch Tool Corporation	U.S.A
PTNF	Freud America Inc.	U.S.A
PTNS	sia Abrasives, Inc. USA	U.S.A

RBFS	ROBERT BOSCH FUEL SYSTEMS LLC	U.S.A
RBHA	Bosch Automotive Service Solutions Holdings, Inc.	U.S.A
RBUF	Robert Bosch Finance LLC	U.S.A
RBUS	Robert Bosch LLC	U.S.A
STNA	Bosch Security Systems, Inc.	U.S.A
TTNA	Bosch Thermotechnology Corporation	U.S.A
TTNM	FHP Manufacturing Company	U.S.A
AKUS	Akustica Inc	U.S.A
BBSN	Robert Bosch Battery Systems	U.S.A
BESS	Bosch Energy Storage Solutions	U.S.A
DCUS	Bosch Rexroth Corporation	U.S.A
ETUS	ETAS Inc	U.S.A
RBNC	Bosch Brake Components LLC	U.S.A
ASUS	Robert Bosch Automotive Steering LLC	U.S.A
SGUS	Robert Bosch Starter Motors Generators LLC	U.S.A