

# PRIVACY NOTICE

Westlake Corporation, Inc. is pleased about your visit to our website and your interest in our company.

The following notes provide a simple overview of what happens to your personal data when you visit this website. Personal data is any data that can be used to identify you personally. For detailed information on the subject of data protection, please refer to our Privacy Notice listed below this text.

**Further Privacy Information is available on our [Westlake Data Privacy page](#), which contains information for California Residents, Job Applicants and Business Partners.**

## **A. Information about the controller and the data protection officer**

Responsible for the website of Westlake ([www.westlaketalent.com](http://www.westlaketalent.com)) is:

### **I. Name and contact details of the responsible body**

**Westlake Corporation, Inc.**

Post Oak Blvd., Suite 600

Houston, Texas 77056, USA

[privacy@westlake.com](mailto:privacy@westlake.com)

## **B. Information about the processing of personal data**

### **I. Informational use of the website**

In the case of the purely informational use of the website, the browser used on your end device will, for technical reasons, send certain information to the server of our website, for example your IP address. We process this information to provide the content you have accessed on the site. To ensure the security of the IT infrastructure used for the provision of the website, this information is also stored temporarily in a so-called web server log file.

To provide the search functions of our website, data that you enter into our search functions is temporarily processed on our web server.

## **II. Use of online contact forms**

On the website, we offer you the opportunity to contact us via contact forms. We process the information provided by you in the contact forms to process your request. If necessary, we also store the information as evidence for the possible assertion, exercise or defense of legal claims or for the fulfillment of statutory, especially commercial and tax, storage requirements.

When using the contact forms on the website, the browser used on your end device will, for technical reasons, send certain information to the server of our website, for example your IP address. We process this information to provide the contact forms on the Web and to ensure the security of the IT infrastructure used to deliver the form.

### **III. Applicant Portal**

If you submit your application including attachments online to us via the applicant portal, your details from the portal will be stored with us for processing the application. We do not share this information with third parties without your consent.

The processing of the data entered into the application portal thus takes place exclusively on the basis of your consent. You can revoke this consent at any time. The legality of the data processing operations carried out until the revocation remains unaffected by the revocation.

The data entered by you in the application portal will remain with us until the application process has been completed and the deletion is not precluded by any retention periods. If you give us your consent for further storage of the documents, you can revoke them at any time.

In the case of hiring your application documents are part of the personnel file and are subject to the local retention periods.

This site uses, for security reasons and to protect the transmission of confidential content, such as orders or requests that you send to us as a site operator, an SSL or TLS encryption. An encrypted connection is indicated by the browser's address bar changing from "http: //" to "https: //" and the lock icon in your browser bar.

If SSL or TLS encryption is enabled, the data you submit to us cannot be read by third parties.

### **IV. Hosting and Content Delivery Networks (CDN)**

This website is hosted by an external service provider (host). Personal data collected on this website are stored on the servers of the host. These may include, but are not limited to, IP addresses, contact requests, metadata and communications, contract information, contact information, names, web page access, and other data generated through a web site.

The host is used for the purpose of fulfilling the contract with our potential and existing customers and in the interest of secure, fast, and efficient provision of our online services by a professional provider.

Our host will only process your data to the extent necessary to fulfil its performance obligations and to follow our instructions with respect to such data.

We are using the following host:

Amazon Web Services provided by Westlake Corporation, Inc.

## **V. Use of third-party plug-ins (for example, social media plug-ins or online map service plug-ins)**

The website includes so-called third-party plug-ins that allow you to use third-party functionalities offered on the website. The plug-ins are integrated on the website via a so-called "2-click solution". With this solution, the respective plug-in is not activated directly when the website is called, but only when you activate the activation button for the respective plug-in.

If you activate a third-party plug-in, you use a functionality offered by the provider of the respective plug-in on its own responsibility, which is only optically embedded in the presentation of our website. When activating the respective plug-in, the provider of the respective plug-in may possibly receive personal data from you. In addition, when the plug-in is activated, the provider of the particular plug-in may use cookies or similar technologies. We have no knowledge of the specific purposes, content and storage duration as well as the need for consent of the cookies or similar technologies used by the provider of the plug-in. Specific information on this can be found in the additional information provided by the respective third-party provider (see below).

Below you will find more detailed information:

### **1. Processing of personal data by providers of third-party plug-ins**

The 2-click solution ensures that your Internet browser initially does not connect to servers of the provider of the respective plug-in when the website is accessed. When the website is called up, the provider of the respective plug-in cannot collect any personal data from you via the respective plug-in. The respective plug-in is activated only when you activate the button provided for activating the respective plug-in. As a result of the activation, a connection is made to servers of the provider of the respective plug-in. This allows the provider of the respective activated plug-in to collect personal data from you. Activation of the respective plug-in is technically comparable to clicking on a link to an external website, with the difference that the content called up does not appear in a new window / tab of your Internet browser but optically embedded in our website. The data exchange initiated by you through the activation and use of the plug-in takes place exclusively between your Internet browser and the servers of the provider of the respective plug-in. If you activate a third-party plug-in, you are therefore using a functionality offered by the provider of the respective plug-in, which is optically embedded in the presentation of our website.

When activating the respective plug-in, the provider of the respective plug-in (comparable to calling an external website via a link) can receive in particular your IP address as well as the address (URL) of the website from which you are activating. In addition, the provider of the respective activated plug-in can receive information from any cookies of the respective provider stored in your internet browser. The provider of the respective plug-in can thus at least receive the information that our website was called up under the IP address assigned to you at the time of the call by activating the respective plug-in. If you are registered as a user with the respective third-party provider, the provider of the respective plug-in can generally also assign the received data to your user account. We point out that we have no knowledge of the data collected specifically by the provider of the respective plug-in. In addition, we have no knowledge of the specific purpose of processing the data collected by the provider of the respective plug-in or other details of the data processing of the respective provider. In particular, we do not know whether the respective provider processes the data collected solely for the purpose of providing the functionality of the respective plug-in (eg for the sharing of specific content or the submission of comments) or, for any other purpose (eg Formation of user profiles or for the personalization of advertising).

### **2. Information about the social media plug-ins used**

We are using business accounts on Facebook and LinkedIn. When you visit our pages on these social media, you have the opportunity, among other things, to respond to our posts, comment on them and send us private messages. Your visit to our profile sets in motion a variety of data processing operations relating to your personal data. We inform you about the rights you have with regard to the processing of your personal data towards us. You are not obliged to provide us with your personal data. However, this

may be necessary for individual functionalities of our profiles in social networks. We process your data for customer-oriented company presentation, for market-effective external presentation and for exchange with users of our appearances in social media. This is necessary to protect our legitimate interests. Your interests or fundamental freedoms and rights are not to be regarded as predominant in this context, as you have voluntarily opted for this form of interaction and communication.

If you use our profiles on social media to contact us, the data you provide us with will be processed by us solely for the purpose of being able to contact you.

#### Data transfer to a third country

Social media is based in the USA. This means that all of your data will be transferred to an unsafe third country where no comparable level of data protection as in the European Union applies. This data transfer takes place through your voluntary use of the platforms in accordance with applicable Data Protection Laws.

We would like to point out that the platform operators use web tracking and profiling systems that create extensive profiles about the users of these platforms. However, we have no influence on these systems. When you visit our appearances on social media, your personal data is collected, used and stored not only by us, but also by the operators of the social media. This happens even if you yourself do not have a profile in the respective social network. For details about the collection and storage of your personal data and about the type, scope and purpose of their use by the social media, please refer to their privacy statements:

- Facebook.com <https://www.facebook.com/privacy/policy/>
- Twitter.com <https://twitter.com/en/privacy>
- LinkedIn.com <https://www.linkedin.com/legal/privacy-policy>

### **3. Information about the other third-party plug-ins used**

#### GOOGLE ANALYTICS

This website uses functions of the web analysis service Google Analytics. The provider is Google Inc, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA. Google Analytics uses so-called "cookies". These are text files that are stored on your computer and enable an analysis of your use of the website. The information generated by the cookie about your use of this website is usually transmitted to a Google server in the USA and stored there.

**Activation of analytics cookies will only happen when you have consented on Westlake's Cookie Banner.**

#### IP anonymization

We have activated the IP anonymization function on this website. This means that your IP address will be shortened by Google within member states of the European Union or in other states party to the Agreement on the European Economic Area before being transmitted to the USA. Only in exceptional cases will the full IP address be transmitted to a Google server in the USA and shortened there. On behalf of the operator of this website, Google will use this information for the purpose of evaluating your use of the website, compiling reports on website activity and providing other services relating to website activity and internet usage to the website operator. The IP address transmitted by your browser as part of Google Analytics will not be merged with any other data held by Google.

#### Browser Plugin

You may refuse the use of cookies by selecting the appropriate settings on your browser, however please note that if you do this you may not be able to use the full functionality of this website. You can also prevent the collection of data generated by the cookie and related to your use of the website (including your IP address) to Google and the processing of this data by Google by downloading and installing the browser plugin available at the following link: <https://tools.google.com/dlpage/gaoptout?hl=en>.

### Joint Controllershship

In order to comply with the strict requirements of the European data protection authorities when using Google Analytics, we have concluded a joint responsibility agreement with Google. In this context, we would like to point out that Google carries out analyses on its own responsibility, over which we have no influence.

### Google Maps

This site uses the map service Google Maps via an API. The provider is Google Inc, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA ("Google").

To use the functions of Google Maps, it is necessary to store your IP address. This information is usually transferred to a Google server in the USA and stored there. The provider of this site has no influence on this data transmission.

The use of Google Maps is in the interest of an appealing presentation of our online offers and an easy location of the places indicated by us on the website. This represents a legitimate interest.

More information on the handling of user data can be found in Google's privacy statement: <https://www.google.com/policies/privacy/>.

### Google Tag Manager

This website uses the Google Tag Manager. Through this service, website tags can be managed via an interface. The Google Tool Manager only implements tags. This means that no cookies are used and no personal data is stored. The Google Tool Manager triggers other tags, which in turn may collect data. However, the Google Tag Manager does not access this data. If a deactivation has been made at domain or cookie level, it remains in place for all tracking tags, insofar as these are implemented with the Google Tag Manager.

### Google Web Fonts

To ensure that fonts used on this website are uniform, this website uses so-called Web Fonts provided by Google. When you access a page on our website, your browser will load the required web fonts into your browser cache to correctly display text and fonts.

To do this, the browser you use will have to establish a connection with Google's servers. As a result, Google will learn that your IP address was used to access this website. The website operator has a legitimate interest in a uniform presentation of the font on the operator's website. If you have consented to the use of cookies on Westlake's cookie banner, the data will be processed exclusively on this basis. Any such consent may be revoked at any time.

If your browser should not support Web Fonts, a standard font installed on your computer will be used.

For more information on Google Web Fonts, please follow this link: <https://developers.google.com/fonts/faq> and consult Google's Data Privacy Declaration under: <https://policies.google.com/privacy?hl=en>.

## Paradox Recruiting Assistant

This website provide the usage of an AI based chatbot solution by the vendor Paradox Inc. The Recruiting assistant, called Olivia, supports candidates to provide the needed information during the recruiting procedure. The job search integration allows for Paradox to provide requisition information to candidates while searching for a job through a chat. Olivia can guide the candidate through an assisted conversation to search for a job that they are interested in. There is no automated decision making in use.

For more information on Paradox, please follow this link: <https://www.paradox.ai/legal/privacy-policy>

### **C. Information about the use of cookies**

#### **I. General information about cookies**

Cookies are small text files containing information that can be placed on the user's device when visiting a website via the browser. When the website is called up again with the same device, the cookie and the information stored therein can be retrieved.

**First- and Third-Party-cookies** – Depending on where a cookie comes from, so-called first-party and third-party cookies can be distinguished:

First-Party-cookies	Cookies set and called by the operator of the website as controller or by a processor assigned to it.
Third-Party-cookies	Cookies set and accessed by other controllers, other than the operator of the website, who are not acting as processors on behalf of the operator of the website.

**Transient and persistent cookies** – Depending on the validity period, so-called transient and persistent cookies can also be distinguished:

Transient cookies (session-cookies)	Cookies that are automatically deleted when you close your browser.
Persistent cookies	Cookies that remain stored on your device after closing the browser for a certain period of time.

**Consent-free and consent-requiring cookies** - Depending on their function and purpose, the use of certain cookies may require the consent of the user. In this respect, cookies can be differentiated according to whether their consent requires the consent of the user:

Consent-free cookies	Cookies whose sole purpose is to carry out the transmission of a message via an electronic communications network.
	Cookies that are strictly necessary for the provider of an information society service that was explicitly requested by the subscriber or user to be able to provide this service ("essential cookies")

Consent-requiring cookies	Cookies for all purposes other than those mentioned above.
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## II. **Management of the cookies used on this website**

You can manage the use of cookies via Westlake's cookie banner (choose the icon on our website) or in the settings of your browser. Different browsers offer different ways to configure the cookie settings in the browser.

Absolutely necessary cookies cannot be deactivated via the cookie management function of this website. You can always deactivate these cookies in your browser at any time. However, we would like to point out that some features of the Website may not work or may not work properly if you generally disable cookies.

## D. **Information about your rights**

As the data subject, you have the following rights in relation to the processing of your personal data:

### I. **Right to information**

The right to information about your personal data processed by us and certain other information (such as those given in this Privacy Notice).

### II. **Right to rectification**

If your personal information is incorrect or incomplete, you have a right to rectification.

### III. **Right to deletion**

On the basis of the so-called "right to be forgotten", you can request the deletion of your personal data, unless there is a retention obligation. The right to cancellation is not an unqualified right. We may, for example, continue to process your personal information if such processing is necessary to comply with our statutory obligations or to assert, exercise or defend legal claims.

### IV. **Right to restriction of processing**

This right includes limitation of use or manner of use. This right is limited to specific cases and exists in particular if: (a) the data is incorrect; (b) the processing is unlawful and you reject the deletion; (c) we no longer need the data, but you need the information to assert, exercise or defend your rights. If processing is restricted, we may continue to store but not use the data. We keep a list of those persons who have exercised the right to limit processing in order to ensure this restriction.

### V. **Right to data portability**

This right implies that, if technically possible, we transmit your personal data in a structured, common and machine-readable format for your own purposes;

## **VI. Right to objection**

You may object to the processing of your personal data if it is processed on the basis of legitimate interests.

You have the right to object at any time, on grounds relating to your particular situation, object to the processing of personal data concerning you which is carried out on the basis of legitimate interest; this also applies to profiling based on these provisions.

## **VII. Right to revoke consent**

If the processing is based on a consent, you have the right to withdraw your consent at any time. The revocation of consent does not affect the legality of the processing carried out on the basis of the consent until the revocation. We will inform you of this before submitting your consent.

## **VIII. Right to complain to the supervisory authority**

As the data subject, you have the right to lodge a complaint with a relevant supervisory authority.

## **E. Further Information**

### **I. Forwarding to other Westlake websites**

Forwarding to other Westlake websites

We have included links to the websites of third parties. When you click on these links, data is transmitted to the operator of the website. This Privacy Notice does not regulate the collection, transfer or handling of personal data by third parties. Please check the Privacy Notice of the responsible party.

### **II. Use of site by children**

The Website contains information that may be of interest to children, but Westlake does not seek through the Website to gather personal information from or about persons under the age of 17. We are committed to complying with applicable laws and requirements, such as the United States' Children's Online Privacy Protection Act (COPPA)

## **F. Status and Modification of this Privacy Notice**

This Privacy Notice is effective March 2024

Due to technical advances and / or due to changed legal and / or regulatory requirements, it may be necessary to adapt this Privacy Notice.