

Bosch Privacy Policy – Highlights

If you are an applicant (internal and external) in Canada, this Privacy Policy explains how Robert Bosch Inc. and its Canadian affiliates (collectively, “Bosch” or “We”) collect, uses, processes, discloses, and retains your personal information, personal data, and personally identifiable information we gather from internal and external applicants for a job or contract role with us.

We collect your personal information directly from you (such as through your application, resume, and interviews) and indirectly from third-party sources (such as background check providers, references, and publicly available sources). We use your personal information primarily to evaluate your candidacy, administer the recruitment process, conduct pre-employment screening, comply with legal obligations, and for other purposes described in this Privacy Policy. We may share your personal information with Bosch affiliates, service providers (such as hosting providers, applicant tracking system providers, background check providers, and staffing firms), and other third parties as described below. Your personal information may be transferred to and stored in jurisdictions outside of Quebec and Canada, including the United States and Germany, where it may be accessible to courts, law enforcement, and governmental authorities. Subject to applicable law, you may have the right to access and correct your personal information and to withdraw your consent to its collection, use, or disclosure.

When applying to and/or agreeing to work for or be employed by Bosch or otherwise providing us with your personal information, you are hereby consenting to Bosch’s collection, use, and disclosure of your personal information in accordance with this Privacy Policy. We may ask you for additional consent in certain circumstances, such as when the practice is optional, or where express consent is required by law.

Robert Bosch Inc. and its Canadian affiliates act as controllers of your personal information. We determine how and why personal information can be used.

Any comments, complaints, or questions regarding the processing of your personal information may be emailed to the Privacy Officer at privacy.policy@us.bosch.com or mailed to the Privacy Policy Administrator 38000 Hills Tech Drive, Farmington Hills, Michigan 48331.

You can obtain more information about how we collect, use, disclose and safeguard your personal information by reviewing our full Privacy Policy below.

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RECRUITING PROCESS PRIVACY POLICY

Privacy Policy of Robert Bosch Inc. and its Canadian affiliates.

Introduction

Bosch thanks you for your interest in our company. We are dedicated to protecting your personal information and putting you in control of how we collect and process your personal information.

Scope

This Privacy Policy covers our processing of personal information, personally identifiable information, and personal data (for simplicity, referred to as personal information), as required by applicable privacy laws in Canada.

Personal Information Purpose(s), Collection and Third-Party Communication(s)

Bosch collects the personal information described below. If any additional personal information is collected by Bosch, we will provide any required notice(s), and where applicable obtain any required consent(s), in accordance with applicable laws.

Information You Create or Directly Provide to Us

- **Applicant Profile Information:** We collect personal information when you create, access, or maintain an account or submit an application or resume to us. The personal information collected includes your name, address, email address, telephone number and other contact information, resume or CV, cover letter, previous and/or relevant work experience or other experiences, education, transcript, references, background check results, interview notes, assessment results, desired salary, current compensation, or benefits expectations, type of employment sought (full-time, part-time), willingness to relocate, preferred work location, work schedule preferences, or other information that you may have provided to us in support of an application and/or recruitment process, account login name and password. This personal information is used for the purposes of the recruiting process particularly for the purpose of preparation for an employment relationship, verifying identity and work eligibility, considering candidates for positions, and communicating with you in connection with your application. We share this information with contracted service providers performing work on our behalf such as hosting providers, background check providers, and staffing firms.

- Accommodations: We may also collect any information about special needs, health conditions, or accommodations requested during the recruitment process. This information is used to ensure you are properly accommodated during the recruitment process.
- Communication and Customer Support: We collect personal information when you request information from us, contact our customer service, or sign up for email newsletters or marketing communications. The personal information collected includes your name, email address, phone number. Personal information collected from you is used for the purposes of registration, applicant support, fulfilling or meeting the reason you provided the information and dispute resolution. We share this data with contracted service providers performing work on our behalf such as hosting providers.

Information Collected Indirectly:

- Background Checks: We or our background check provider may collect personal information about you from third-party sources in connection with pre-employment screening. This may include the results of criminal record checks, employment verification, education verification, credit checks, and reference checks, where permitted by law and relevant to the role. We may also receive personal information provided by your references, such as opinions regarding your qualifications, competencies, and suitability for the position. Finally, we may verify your information using certain public sources, such as your professional profiles. We will obtain your consent for these checks where required by law. This information is used to verify and confirm the information you provided in support of your application and to assess your suitability for the position. We share this information with contracted background check and screening service providers performing work on our behalf.
- CCTV Cameras: If you visit a Bosch location, you may be recorded via closed circuit television (CCTV) cameras. Bosch uses a CCTV system that allows us to view events live, and recorded archive footage for later reference for a temporary period. Footage may be used for many purposes, including but not limited to legal compliance, security and safety concerns, and operational efficiencies. Footage can be referenced at any time to obtain supporting material required for further investigation.

In addition to the purposes listed above, personal information collected may be used and disclosed for:

- Compliance with legal and/or regulatory requirements.
- Evaluating or conducting a merger, sale of assets, consolidation or restructuring, financing or acquisition of all or a portion of any Bosch business, asset or opportunity by, with or into another business, entity or company.
- Protecting rights, safety and security, including protecting the rights and property of the company, candidates, employees, or the public in the recruitment context.

- Technical administration and maintaining the safety, security, and integrity of our websites, products and services, databases and other technology assets, and business.

Consent

By submitting a job application, or otherwise participating in our recruitment processes, you are consenting to the relevant collection and use of your personal information as described in this Privacy Policy. If you do not consent, do not continue to use this platform. When using personal information for a new purpose not disclosed in this Privacy Policy, we will obtain consent.

We will obtain separate, explicit consent prior to (1) processing your sensitive personal information such as for background checks, (2) processing your personal information for a purpose not reasonably expected, or (3) processing your personal information in a manner that creates a meaningful residual risk of significant harm to you.

Retention of Personal Information

We will retain your personal information to accomplish the purpose(s) for which it was collected and to comply with legal obligations.

We will not retain your personal information in an identifiable form when the purpose(s) for collection have been accomplished and there are no business or legal requirements for retaining your personal information. Your personal information will be destroyed, deleted, de-identified, and/or removed from our systems in accordance with our policies and procedures.

Storage of Personal Information

Your personal information will be stored outside of Canada, including in the United States of America and Germany where it will be accessible to system administrators for platform service providers, consultants, licensors, affiliates, staffing vendors, human resources, hiring partners, management, service providers, and other partners and entities performing work on our behalf.

Artificial Intelligence (AI) and Automated Decision Making in Recruitment

When applying for a position within the organization, we may use artificial intelligence and other automated technologies as part of the recruitment and selection process to help recruiters and hiring managers. These technologies may process personal information contained in your application, resume, professional profile, responses to screening questions, or other information associated with your application.

How Bosch Uses AI in Recruiting

AI and automated technologies may be used (1) for candidate matching - to compare your qualifications against job-related criteria established for the position, (2) screening – to generate information about your application such as filtering, matching results, ranking candidates, scoring candidates, recommending candidates and evaluating your candidacy, and/or (3) otherwise assess candidates.

Human Oversight of AI Decisioning

All AI output, including candidate evaluations, shortlisting decisions, candidate rejections and hiring decisions, must be reviewed and approved by recruiters and/or hiring managers. No hiring or screening decisions are made solely by automated processing. AI-generated results are used only to support recruiters and hiring managers' decision-making. Recruiters and hiring managers review the AI results together with all other application materials and make their own independent decisions. They have full authority to disagree with or override the AI recommendations.

Where required by applicable law, we will provide additional information regarding the use of technologies that profile or assess candidates or that are used in automated decision-making, including information about the personal information used and any applicable rights. If you are located in a jurisdiction where this right applies and wish to submit observations regarding the decision to a member of our personnel who is authorized to review the decision, please contact: HRServiceCA@ca.bosch.com.

Security

We take commercially reasonable efforts to ensure that your personal information collected by Bosch through this platform is protected against tampering, loss, destruction, access by unauthorized persons or unauthorized disclosure. Our security measures are being continuously improved in accordance with the state of technological developments; however, absolute protection is not possible. Therefore, we cannot 100% guarantee the security of your personal information.

International Data Transfer

We may also transfer your personal information to a third party(s) outside your province, state or country of origin. This includes, without limitation, the United States of America and Germany. Accordingly, your personal information may be accessible to courts, law enforcement and national authorities in countries other than the country in which you reside. You can obtain information about our policies and practices with respect to foreign service providers (including affiliates), or ask questions about the collection, use, disclosure or storage of personal information by such service providers, by contacting our Privacy Policy Administrator as described below.

International Transfer within Bosch

When processing your personal information, we may transfer your personal information to our parent company, Robert Bosch GmbH located in Germany, or to any other Bosch affiliates throughout the world, for the purposes described above. Accordingly, your personal information may be accessible to courts, law enforcement and national authorities in countries other than the country in which you reside.

Children's Privacy

We do not knowingly collect or use any personal information from individuals under the age of 16. We do not knowingly allow visitors under the age of 16 to participate in any job or contract hiring cycles.

Your Rights

Individuals located in Canada have certain rights pursuant to Canadian Privacy Laws. Subject to certain exceptions and limitations, and depending upon the jurisdiction where you reside, such rights may include:

Right to access - to be informed of the existence, use, and disclosure of your personal information and shall be given access to your personal information. When you successfully demonstrate inaccuracy or incompleteness of your personal information, we will correct, delete, or amend as appropriate.

Right to data portability – to request your personal information be provided to you in written and intelligible transcript. If not feasible, your personal information will be provided in a structured, commonly used technological format. At your request, we will transfer the personal information to any third party authorized to collect such data. If you have a disability, a reasonable accommodation will be provided on request.

Right not to be subject to automated decision-making - you will be notified of decisions made exclusively by automated processing of your personal information. Upon your request we will inform you of (1) the personal information used to render the decision, (2) the reasons and the principal factors and parameters that led to the decision, and (3) your right to have the personal information used to render the decision corrected. You have the option to request a review of the decision.

Right to withdraw your consent - to the collection, use or disclosure of your personal information. This right may be subject to certain limitations.

Right to challenge - you have the right to address a challenge concerning compliance with Canadian privacy law to the contact method listed in the Section How to Exercise Your Rights.

How to Exercise Your Rights

We will not discriminate against you for exercising any of your rights. If you choose to exercise your rights, send an email to: privacy.policy@us.bosch.com

To assist Bosch to process your request, the following information may be required: your full name, phone number, and address. Please also include any additional information about your previous contact with Bosch (e.g. contact point with Bosch, screenshots, reference to a specific product/newsletter) which may help expedite the request. We can only respond if we can verify your identity or authority to make the request.

Response Timing and Format

We respond to all verifiable privacy requests within the time period required by law, generally within thirty (30) days. In some cases, more time may be needed to provide a response. We will

inform you of the reason and extension period in writing. If we cannot comply with a request, a written response explaining the reasons will be provided.

We do not charge a fee to process or respond to your verified privacy request, unless it is excessive, repetitive, or manifestly unfounded, and then only where charging a fee is permitted under applicable laws. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

Filing a Complaint

If you are dissatisfied with our response to an objection or challenge filed under this Privacy Policy, you may file a complaint with a government authority or privacy commissioner.

Controller Contact

To obtain more information on Bosch's recruitment process, you may submit your inquiry using one of the contact methods below:

Email: HRServiceCA@ca.bosch.com

Postal Address:

ATTN: Human Resources
38000 Hills Tech Dr,
Farmington Hills, MI 48331

You may also contact as follows:

Phone: 1-855-922-5547

Data Protection Incident

Please use the [Data Protection Incident Reporting System](#) to notify us of any data protection incidents.

Changes to Privacy Policy

We reserve the right to revise this privacy policy as required. You should check our website frequently to see recent changes. Published revisions are effective immediately, unless we are required to provide direct notice or obtain your consent pursuant to applicable laws. The effective date of this privacy policy is 10/09/2026.