



USA:

Career Website Privacy Policy

October 13, 2025

Our goal at Exyte is to develop an online environment that is easy to use and respects the rights and expectations of visitors to the Exyte website.

The responsible data controller for this website is Exyte GmbH, Loewentorstrasse 42, 70376 Stuttgart, Germany (“**Exyte**”, “**we**” or “**us**”). Further information is available at our website [Imprint](#).

This privacy policy explains in detail how Exyte and its affiliates collect, use, store, disclose, or otherwise process your personal data (meaning information related to you that can be used to reasonably identify you) when you visit this career website. If you decide to apply, please note our supplemental [personal data processing applicant notice](#). If you decide to join our Talent Pool, please note our [additional data protection notice](#) for that.

This Applicant Notice does not cover our handling of your personal data in your role as a user of Exyte’s products and services. We may process personal data on other occasions, such as your use of our general non-career website or when conducting business with you. In these cases, we will provide you with separate data protection information. This privacy policy also does not cover your interactions with any third-party websites and/or apps that you may use, including those to which we link in our websites. Such third-party offerings are covered by the relevant third party’s policies and terms. You should review the terms and policies for third-party websites and apps before interacting with them.

Instead of this Career Website Privacy Policy for users in the USA a different (global or country-specific) version of this policy may apply to you if you visit this career website from other countries than the USA. Please see the list of relevant countries [here](#).

Please note that this privacy policy does not constitute a contract or an offer for a contract but is for your information only. We may update it from time to time. We will post any changes to this privacy policy [here](#) and update the date above.

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1. Operation of the website, general purpose and legal basis

We process your personal data to provide you with the information available on our website, to attract as many interested parties as possible to our website, and to best tailor the services offered on our website to your preferences and interests in connection with careers at the Exyte Group.

We do this by continually improving the website and its services, including by using information about your use of the website and how you arrived at our website. Below you will find detailed information about which personal data we process.

- Unless explicitly stated otherwise in the following sections, the legal basis for this processing of personal data is Article 6 para. 1 f) of the General Data Protection Regulation (GDPR), i.e., a balancing of interests – based on our legitimate interest in providing internet users with our website and the services offered on it, if possible tailored to their preferences, as well as introducing the Exyte Group to potential job applicants and making it as visible as possible. Furthermore, it is our legitimate interest to see which users interact with our website, whether our advertising campaigns were successful and how users became aware of our website.

If we process your personal data based on another legal basis, such as consent (e.g., for non-essential cookies), you will find this information below.

2. Processed types of data, purpose

a. Data you enter for general website use

For the purposes described in this privacy policy, we may use any personal data you provide to us on our website (for example, by using the website search form, or by selecting the language or relevant country/region of our global career website).

How we process these data depends on the purpose for which you provide them to us. The specific details of what personal data are collected from you, for which purpose, and based on which legal basis, are set out below or on the web page where we ask you to provide the respective personal data.

b. User account registration and login

If you create a user account for our career website, we will use your email address and the password you define to manage your registration and use of that account. You can also store additional contact information (such as your full name or telephone number) in your account profile and use it to apply for jobs and/or join our Talent Pool. Please see our [Supplemental Data Protection Notice for the user account \(Talent Pool\)](#).

c. Job applications

If you apply for a job and provide additional data to us as part of your application, please note our supplemental [personal data processing applicant notice](#).

d. Talent Pool

If you join our optional Talent Pool, please note our [additional data protection notice for the Talent Pool](#).

e. Automatically collected data

(i) Essential website operation:

In order to provide you with the right information in the right form on our website, we process the following personal data for your use of the website:

- Randomly assigned ID numbers to recognize your device
- Your IP address
- The address of the web page you are visiting on our website
- Date and time of your visit and your time zone
- The time spent on the website
- The address of the web page you visited immediately before coming to our site (the “referrer”), if any, or other methods you used to find our website (e.g., directly typing in our web address)
- Transferred amount of data
- Access status
- Whether you use a mobile device
- Default browser language
- Characteristics of your device, including its operating system, the browser you are using, and the size of your browser’s display window
- Whether you have consented to the use of cookies and other tracking technologies

Some of the personal data above are processed using cookies. To learn more about the cookies used on our website, click on the “[Cookie Settings](#)” link in the footer of our website.

(ii) Optional personalization and performance purposes:

If you consent to personalization and performance purposes, we will use the data above and the following additional data based on your consent:

- The location of your device’s IP address (down to the city / district)
- The specific online advertisement which you have clicked to visit our career website, if any
- Your interactions with the various features of our career website

Processing these data helps us to better understand the users of our website (and how they use it), to tailor the website to the users’ needs and requirements, and to improve our online marketing activities so that we can attract more users to the website.

With your consent, we will disclose the above data to the marketing network provider Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland (“**Google**”). Google may combine the data received from us with other data that you may have provided to it or that it may collect from your use of other online services.

The legal basis for this processing of your data for personalization and performance purposes is your consent, Art. 6 para. 1 a) GDPR. Your consent for personalization and performance purposes is optional and you can use our website without giving your consent. If you have given your consent, you may withdraw it at any time. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal. To give or withdraw your consent, or to learn more about the corresponding cookies and other technologies used on our website, click on the “[Cookie settings](#)” link in the footer of our website.

f. California Consumer Privacy Act

Under the California Consumer Privacy Act (“**CCPA**”), the types of personal information we collect about you are categorized as identifiers; characteristics of protected classifications under California or federal law (such as if you voluntarily include your race/ethnicity in a message to us); internet or other electronic network activity (such as information about how you interact with our website); and sensitive personal information (such as when you voluntarily provide information related to your health condition in a message to us).

g. De-identified personal information

We may aggregate or de-identify personal information such that it no longer reasonably identifies you. We may use and disclose such information for any purpose and in any way in our discretion.

3. Communication & chat bot

If you send inquiries to us or our affiliates via the website, by email, through the “Career Bot” chat bot or in any other form, we will process the information you provide in such message (including your contact information) to process your inquiry and provide you with a response. We will store this communication information for future reference.

The chat bot may refer you to an application processing the personal data as detailed in the [personal data processing applicant notice](#).

Exyte is a global group of companies. Therefore, we may disclose information from your message to people who work for one of our affiliates if this is necessary to process your request. A list of all Exyte affiliates can be found [here](#).

Depending on the nature of your request this may involve the transfer of personal data to Exyte affiliates located in countries outside the EU (some of which are countries for which the EU Commission has not decided that they ensure an adequate level of protection for personal data). Even in case of such transfers, Exyte and its affiliates will always process your data in accordance with the requirements of applicable law, our legitimate interest in maintaining contact with you, and only to process your inquiry and provide you with a response. Exyte has a group-wide privacy policy in place to protect your personal data and all members of the Exyte Group have agreed to a Data Processing and Joint Controller Agreement to protect your personal data accordingly. In this regard, we may take additional security precautions depending on the nature of your request and the company you wish to contact. If you would like more information about the safeguards that apply to your specific request, please contact us at privacy@exyte.net.

The legal basis for this processing of data is Article 6 para. 1 b) and/or f) GDPR, i.e., performance of a contract or pre-contractual measures and/or a balancing of interests – based on Exyte’s legitimate interest in processing requests from users of its website.

For more information about how we process personal information about our customers, clients, business partners and other interested parties, please follow this [link](#).

4. External vendors and service providers

We use various external vendors and service providers (e.g., data center operators) to operate our website. To the extent necessary, these vendors and service providers also process personal data. We carefully select and monitor our vendors and service providers. They process the personal data only in accordance with our instructions. Where necessary, we have entered into a data processing agreement with these external vendors and service providers.

5. Retention periods

Generally, we will process your personal data for the time only which is necessary to complete the purpose. The length of time for which we retain personal data depends on the purposes for which we collected and use it and any applicable legal requirements. We determine retention periods by evaluating our legal obligations and legitimate business interests (such as backing up systems or maintaining our organizational history).

In general, personal data collected via our web servers are anonymized after one week and deleted after 90 days. Communication between you and Exyte (e.g., email communication as mentioned above) will normally be retained for a period of up to seven years.

6. Recipients

If you consent to our personalization and performance purposes, we may disclose certain personal data to our social media and analytics partners as described above.

Exyte is a global group of companies. Therefore, we may disclose your data to other members of the Exyte Group. A list of all Exyte affiliates can be found [here](#). The other Exyte entities will use these data for the same purposes and in accordance with the same regulations as we do, unless we have received your permission to use the data otherwise. This may involve the transfer of personal data to Exyte affiliates located in countries outside the EU (some of which are countries for which the EU Commission has not decided that they ensure an adequate level of protection for personal data). Even in case of such transfers, Exyte and its affiliates will always process your data in accordance with the requirements of applicable law, our legitimate interest in maintaining contact with you, and only to process your inquiry and provide you with a response. Exyte has a group-wide privacy policy in place to protect your personal data and all members of the Exyte Group have agreed to a Data Processing and Joint Controller Agreement to protect your personal data accordingly. In this regard, we may take additional security precautions depending on the nature of your request and the company you wish to contact. If you would like more information about the safeguards that apply to your specific request, please contact us at privacy@exyte.net.

Furthermore, the following types of transfers to other recipients may occur:

- Transfers with your express permission (Art. 6 para. 1 a) GDPR or Art 9 para. 1 GDPR).
- Transfers to third parties that we engage to fulfil our contractual obligations based on Art. 6 para. 1 b) GDPR if the data subject is the contract partner, otherwise based on Art. 6 para. 1 f) GDPR with the legitimate interest to initiate, settle and implement the respective contract.
- Transfers to third parties to which we are legally obliged (for example to the tax office or other governmental authorities) according to Art. 6 para. 1 c) GDPR.
- Transfers to third parties to fulfil our commercial and tax obligations (for example to our tax auditors) according to Art. 6 para. 1 c) GDPR if we are legally obliged to transfer such data, or Article 6 para. 1 f) GDPR if the transfer is not mandatory but necessary for our legitimate interest to efficiently communicate and proceed with authorities and comply with our obligations.
- In order to assert legal claims or to defend against legal claims we may disclose data to authorities or to lawyers, agents, experts etc. based on Art. 6 para. 1 f) GDPR, where our legitimate interest is to assert or defend against legal claims. In case of special categories of personal data, we may disclose such data based on Art. 9 para. 2 f) GDPR to assert or defend against legal claims.

Please note, under the CCPA, California residents have certain rights to opt out of most disclosures of personal information that qualify as a “sale” or “sharing” of personal information as those terms are narrowly defined in the CCPA. Although we make various disclosures of personal information (as detailed in this section), in 2024, we did not “sell” or “share” job applicant personal information as defined in the CCPA, and we have no plans to do so, regardless of the age of the individual.

7. Security

We use a variety of technical, physical, and organizational security measures designed to protect personal data against unauthorized access, alteration, disclosure, or destruction of information. Please keep in mind that no security measures are perfect or impenetrable.

8. Profiling and automated decision making

Where permitted by law, we may use automated decision-making and similar tools for automated processing of personal information in certain jurisdictions (collectively, “**automated processing**”). In certain jurisdictions we may use automated processing in the following situations, in each case to the extent permitted by applicable law:

- To monitor use of our candidate application portals or other Exyte application systems
- To comply with legal obligations and defend legal rights

- To prevent, investigate and/or detect unauthorized or illegal activity

We work to provide meaningful information about the logic involved in automated processing to help ensure that consent to automated processing is specific, informed, and voluntary and to ensure that applicants are not adversely affected by a decision to withhold or revoke consent to automated processing.

We do not base decisions which produce legal or similar significant effects to you solely on automated processing.

Under some laws, you may have the right to opt out of the processing of your personal information for purposes of profiling or automated decision-making in furtherance of decisions that produce legal or similarly significant effects. You may do so by following the instructions in the following section regarding “Your rights”.

9. Your rights

You may have certain rights with respect to the handling of your personal data in our custody or control.

Depending on applicable law, upon request, we will inform you whether Exyte stores any personal data about you, and if yes, which.

In some jurisdictions, you have the right to object to the processing of your personal data for advertising purposes at any time. If you object to the processing for advertising purposes, your personal data will not (or no longer) be processed for such purposes. The easiest way to object to advertising purposes is to send an email to info@exyte.net. However, we will accept any other form of advertising objection that allows us to clearly identify you.

Furthermore, in some jurisdictions, you have the right to object at any time, on grounds relating to your particular situation, to the processing of personal data concerning you which is based on Article 6 para. 1 f) GDPR (i.e., legitimate interest), including any profiling based on this provision. In case of such objection, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms, or for the establishment, exercise or defense of legal claims.

Under the conditions set forth in the GDPR, you also have the right to request the correction of inaccurate or incomplete personal data pursuant to Art. 16 GDPR, as well as the right to request the deletion of your personal data pursuant to Art. 17 GDPR, and the right to restrict the processing of your personal data under Art. 18 GDPR.

In accordance with Art. 20 GDPR you also have the right to receive from us, in a structured, commonly used and machine-readable format, the personal data concerning you that you have provided to us. You have the right to transfer (or have transferred) these personal data to another controller.

If the processing of your personal data concerning you is based on your consent, you have the right to withdraw your consent at any time. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.

You also have the right to lodge a complaint with a supervisory authority for data protection matters. Unless stated otherwise, the competent authority for Exyte is the “Landesbeauftragte für den Datenschutz und die Informationsfreiheit Baden-Württemberg” in Baden-Württemberg, Germany.

If you are a California resident, you may have some of the rights described above. Specifically, the CCPA may permit you to request that we:

- Provide access to and/or a copy of certain information we hold about you;
- Delete certain information we have about you;
- Correct certain personal information we have about you;
- Opt you out of certain processing of your information using an “automated decision-making technology” (as such term is defined under the CCPA);
- Inform you about the categories of personal information we have collected about you in the preceding 12 months; the categories of sources of such information; the business or commercial purpose

for collecting or selling your personal information; and the categories of third parties with whom we have disclosed certain personal information, and more specific detail about what categories of information were "sold" or "shared" (as defined in the CCPA) or disclosed to particular categories of third parties, similar to the detail provided above in the Applicant Notice. As described in Section 6 of this privacy policy, we do not "sell" or "share" the personal information covered by this policy and have not done so in the twelve months prior to its effective date.

Please note that certain information may be exempt from such requests under California law.

To request to exercise any of the rights described in this Section 10, please contact us – preferably by email at privacy@exyte.net – with your name and the type of request you are making. We reserve the right to require verification of your identity before we fulfill a request, which may include requiring you to login to an existing Exyte account, providing us with information that matches our records for you, responding to an email we send, or taking other steps relevant to your relationship with us and the nature of your request.

If you are an agent making a request on behalf of an applicant, we reserve the right to take steps to verify that you are authorized to make that request, which may include requiring you to provide us with written proof such as a notarized authentication letter or a legally sufficient power of attorney signed by the data subject pursuant to California Probate Code sections 4121 to 4130, or other written authorization acceptable to us. We also may require the applicant to verify their identity directly with us where permitted. We are not responsible for the security risks of this or any other arrangements that a consumer may have with an agent. For clarity, this is not permission for any user to disclose their login credentials to an agent or any third party. Such disclosure is prohibited and is not required for an agent to make requests under this privacy policy.

For security and legal reasons, however, Exyte reserves the right not to accept requests that require us to access third-party websites or services.

In accordance with applicable law, you have a right not to receive "discriminatory treatment" (within the meaning of the CCPA) or be subject to retaliation for the exercise of the privacy rights conferred by the CCPA.

10. Contact

For general questions or suggestions regarding data protection, please contact the Exyte Data Protection Team at privacy@exyte.net.

If you have any concerns, complaints or suggestions regarding the processing of your personal data, please contact our Data Protection Officer at

Exyte Management GmbH
Data Protection Officer
Compliance
Loewentorstrasse 42
70376 Stuttgart
Germany

Email: privacy@exyte.net

11. Cookie settings

Cookies are small text files used by websites to store information on, and read information from, your device.

We may store and read cookies on your device to the extent strictly necessary for the operation of this site. For all other cookie types, we require your consent.

With your consent to personalization and performance purposes, we also use cookies and other technologies to personalize content and advertising, provide social media features, and analyze traffic to our website. In doing so, we disclose information about your use of this site to our partners for advertising,

analytics, and social media. Our partners may combine this information with other information that you have provided to them or that they collect from your use of other online services.

To give or withdraw your consent, or to learn more about the corresponding cookies and other technologies used on our website, click on the "[Cookie Settings](#)" link in the footer of our website.