

Online Recruiting User Consent

For a translated version of this consent form in German, French, Italian or Dutch, please click the following link: <https://www.momentive.com/en-us/subsidiaries/online-recruiting-user-consent/>

By submitting your personal data or creating a profile/account in our system, this data will be accessible to Momentive globally. It is important that you carefully review this User Consent.

Use of Personal Data

Your personal data may be used for hiring and employment purposes and for Momentive to evaluate your credentials for job opportunities available at the company or for a specific job opportunity selected by you. Momentive strives to maintain very high standards for the collection, processing, use and transfer of personal data gathered for these purposes in accordance with its global Privacy Policy <https://www.momentive.com/en-us/privacy-policy/>.

Type of Data Collected

Momentive requires that you provide certain personal data during the online resume submission process. This data is likely to include (depending on the personal data that you choose to submit): your name, address, telephone number, your e-mail address, your resume and references.

Momentive does not require data regarding race, color, religion, sex, sexual orientation, age, gender identity or gender expression, national origin, citizenship, marital status, disability or veteran status, political opinions or affiliations, affiliations with trade organizations or unions in the resume submission process. Therefore, you should not submit this type of data as part of your online resume. If you decide to transmit this type of data to us during the resume submission process, we reserve the right to delete such information from our databases.

Processing of Data

Personal data collected through the online resume submission process will be stored and used for the purpose of evaluating your application. If you are hired, Momentive will further process your personal data during human relations administration. Processing of personal data includes using, storing, recording, transferring, adapting, summarizing, amending, sharing and destroying personal data as necessary under the circumstances, or as otherwise required by law. Momentive also may require you to provide original documents containing personal data that verify your employment eligibility and identification; this information may be processed in the same manner.

Storage of Data

Momentive will retain your personal data in its system for as long as necessary under locally applicable legal requirements.

In the European Economic Area and in the United Kingdom, the following rules apply:

Your personal data will be retained

- for a period of 12 months if you register a job alert and/or if you create or update your profile/account in our system or
- for a shorter period if you request that Momentive does not consider your application for an employment position and if you delete your profile/account.

You may withdraw your consent in writing at any time regarding the future storage, processing or use of your personal data or a part of it. Such withdrawal will not have any adverse consequences. Any withdrawal has to be sent to the following email address: TalentAcquisition@momentive.com.

Upon request, Momentive will provide you with all necessary information regarding the collection, use and/or deletion of your personal data. For this purpose please contact TalentAcquisition@momentive.com.

Should you become a Momentive employee, your personal data will become part of your employment file.

Transfers of Data

As a global company, Momentive is able to leverage technology to efficiently obtain candidate applications online. To adequately evaluate your online resume submission, Momentive may provide access to your personal data to company personnel for the purposes of evaluating your suitability for employment and, if hired, for human relations administration. This may involve the transfer of your personal data in and outside your country including to countries which do not provide an adequate level of data protection as required by data protection authorities of certain countries such as the member states of the European Economic Union. However, in such case, Momentive ensures an adequate level of protection of your personal data by the means specified in its global Privacy Policy. Your personal data may be transferred to the following entities: <https://www.momentive.com/en-us/subsidiaries/>

By checking the "I have read and accept the User Consent" box, you expressly agree as follows:

- You have reviewed this User Consent carefully and agree to these policy statements;
- You consent to the collection, use, storage and transfer of your personal data by Momentive, its affiliates and subsidiaries as set out in this User Consent, and that such data may be processed and used for recruiting purposes and to evaluate your online resume submission;
- You agree that this online submission process and the policy statements noted above do not constitute an offer or promise of employment and, unless otherwise noted, do not form part of any contract of employment.