

U.S. PRIVACY POLICY ADDENDUM

LAST MODIFIED: 05/2025

1. GENERAL DISCLOSURES

This U.S. Policy sets forth our data policies and practices for the United States. If you are outside of the United States, please also review the provisions of our [Data Protection Regulations](#). Depending on your country of residence, applicable privacy laws may provide you with a right to additional disclosures as well as special data subject rights with regards to your personal information.

This U.S. Policy applies only to FST's Website and Services, and not to other companies' or organizations' websites, mobile applications and services to which we link. We are not responsible for the privacy practices of other businesses or the content of other websites, including any websites that may indicate a special relationship or partnership with us (such as co-branded pages or "in cooperation with" relationships). To ensure protection of your privacy, always review the privacy U.S. Policy of the companies with whom you engage.

2. WHAT INFORMATION WE COLLECT AND DISCLOSE AND FOR WHAT PURPOSES

In the course of performing our Services, we collect a variety of different kinds of personal information from a variety of different individuals. What information we collect and the purposes for which it is collected will depend on the context of our activities or the Service that is being performed. Therefore, just because this U.S. Policy lists a particular data collection practice does not mean that we have necessarily collected that data from you. Instead, please review the applicable disclosures below to learn about how we may have collected personal information from you depending on how you have interacted with us.

Website Visitors

When you visit our Websites, we may automatically collect the below personal information from you for the specified purposes.

- We may collect online identifier, geolocation, internet, electronic network activity and device information relating to you.
- We may use this information to operate our Sites and provision them to you, personalize your use of our Sites, measure, and to track and analyze trends and usage in connection with your use or the performance of our Sites.
- We generally collect this information from you directly, although we may collect information from referring websites, third-party data providers or from our information technology, security and site hosting providers.
- We may disclose this information to our service providers, affiliates and operational vendors.
- We do not “sell” this information in the usual sense of the word, that is, we do not give this information to third parties in exchange for money. However, we may provide this information to third-parties in exchange for marketing, advertising and analytics services.
- We may share this information with our marketing vendors for the purposes of targeted advertising or cross-contextual behavioral advertising.

For a complete and specific description of how we may collect, use and disclose personal information relating to you when you engage with our Websites, please see the chart below:

Categories Collected	Sources of Collection	Business Purpose	Categories of Third Parties to Which Personal Information is Disclosed
The personal information we collect may include:	We may collect your personal information from:	The purposes of our collection, use and disclosure include:	We may disclose your personal information to:
Identifier Information (includes your internet protocol (IP) address and online identifiers)	<ul style="list-style-type: none"> • you, directly • referring websites 	<ul style="list-style-type: none"> • personalizing and facilitating your use of our Sites 	<ul style="list-style-type: none"> • our service providers (marketing services vendors, security monitoring providers, data analytics providers, database and hosting vendors and our auditors)

		<ul style="list-style-type: none"> enforcing any applicable terms of service or other applicable agreements or policies securing our networks, systems and databases against external threats marketing and advertising of our products and services developing, maintaining and enhancing our sites, products and services as required by law or to resolve, investigate or manage actual or suspected legal claims 	<ul style="list-style-type: none"> our affiliates other entities during a corporate transaction entities that operate plug-ins or social media features on our Sites our online advertising and marketing partners courts, litigants, regulators, arbitrators, administrative bodies or law enforcement for legal purposes
Geolocation Information	<ul style="list-style-type: none"> you, directly referring websites 	<ul style="list-style-type: none"> personalizing and facilitating your use of our sites measuring, tracking and analyzing trends and usage in connection with your use or the performance of our Website marketing and advertising of our services developing, maintaining and enhancing our sites, products and services as required by law or to resolve, investigate or manage actual or suspected legal claims 	<ul style="list-style-type: none"> our service providers (marketing services vendors, security monitoring providers, data analytics providers, database and hosting vendors and our auditors) our affiliates entities that operate plug-ins or social media features on our sites other entities during a corporate transaction courts, litigants, regulators, arbitrators, administrative bodies or law enforcement for legal purposes
Internet or Other Electronic Network Activity Information	<ul style="list-style-type: none"> you, directly referring websites 	<ul style="list-style-type: none"> personalizing and facilitating your use of our Sites 	<ul style="list-style-type: none"> our service providers (marketing services vendors, security monitoring providers, data analytics providers,

(includes date and time of the request, time zone, content of the request (specific page), access status/HTTP status code, the amount of data transferred in each case, the website that the request comes from)		<ul style="list-style-type: none"> measuring, tracking and analyzing trends and usage in connection with your use or the performance of our Sites marketing and advertising of our Services developing, maintaining and enhancing our Sites, products and Services as required by law or to resolve, investigate or manage actual or suspected legal claims 	<ul style="list-style-type: none"> database and hosting vendors and our auditors) our affiliates entities that operate plug-ins or social media features on our Sites other entities during a corporate transaction courts, litigants, regulators, arbitrators, administrative bodies or law enforcement for legal purposes
Device Information (your operating system and platform and other technology on the devices you use to access the sites, the browser, the operating system and its interface, the language and version of the browser software you are using)	<ul style="list-style-type: none"> you, directly referring websites 	<ul style="list-style-type: none"> personalizing and facilitating your use of our Sites measuring, tracking and analyzing trends and usage in connection with your use or the performance of our Sites marketing and advertising of our Services developing, maintaining and enhancing our Sites, products and Services as required by law or to resolve, investigate or manage actual or suspected legal claims 	<ul style="list-style-type: none"> our service providers (marketing services vendors, security monitoring providers, data analytics providers, database and hosting vendors and our auditors) our affiliates entities that operate plug-ins or social media features on our Sites other entities during a corporate transaction courts, litigants, regulators, arbitrators, administrative bodies or law enforcement for legal purposes

Further, we may collect personal information from you in the form of cookies. For information regarding how we collect, process and disclose personal information in the context of cookies, view our primary [Data Protection Regulations](#) policy.

Current or Prospective Business Partners

If you are an employee of one of our customers, vendors or other entity and who is involved in our relationship with your employer, or if you engage with us as a proprietor of your own business, we may collect the following information about you for the described purposes and disclose it to the described recipients:

- We may collect business identifier and professional information relating to you.
- We may use this information to administer and facilitate our relationship with you or your employer, market and advertise our Services as well as to develop, maintain and enhance our Sites, products and Services.
- We generally collect this information from you directly, although we may collect information from referral sources as well as publicly-available databases.
- We may disclose this information to our service providers, affiliates and operational vendors.
- We do not sell this information.
- We do not use or disclose this information for the purposes of targeted advertising or cross-context behavioral advertising.

For a complete and specific description of how we may collect, use and disclose personal information relating to you when you engage with us in a business-to-business capacity, please see the below charts:

Categories Collected	Sources of Collection	Business Purpose	Categories of Third Parties to Which Personal Information is Disclosed
The personal information we collect may include:	We may collect your personal information from:	The purposes of our collection, use and disclosure include:	We may disclose your personal information to:
Business Identifier Information (includes your name, e-mail, phone number, fax number,	<ul style="list-style-type: none"> • you, directly • referral sources 	<ul style="list-style-type: none"> • administrating and facilitating our relationship with you or your employer 	<ul style="list-style-type: none"> • our affiliates • other entities during a corporate transaction

physical address and job position information)	<ul style="list-style-type: none"> publicly available sources 	<ul style="list-style-type: none"> securing our networks, systems and databases against external threats corresponding with you providing business event planning, provision and operation services marketing and advertising of our Services developing, maintaining and enhancing our Sites, products and Services as required by law or to resolve, investigate or manage actual or suspected legal claims 	<ul style="list-style-type: none"> courts, litigants, regulators, arbitrators, administrative bodies or law enforcement for legal purposes
Sensitive Identifier Information (your log-in account and password information)	<ul style="list-style-type: none"> you, directly 	<ul style="list-style-type: none"> administrating and facilitating our relationship with you or your employer securing our networks, systems and databases against external threats as required by law or to resolve, investigate or manage actual or suspected legal claims 	<ul style="list-style-type: none"> our service providers (includes our web security providers, database hosting vendors and our auditors) other entities during a corporate transaction courts, litigants, regulators, arbitrators, administrative bodies or law enforcement for legal purposes

Our Use Of Artificial Intelligence Tools

As part of our business, we may utilize tools and programs that are powered by artificial intelligence. Different laws and authorities define artificial intelligence in different ways, but here are examples of how FST may use these types of tools and programs:

- Internally by our employees.** Our employees may use artificial intelligence tools to help them in their day-to-day jobs, such as summarizing large amounts of information, transcribing meetings or writing documents and emails.

- **As part of our Sites.** We may offer an artificial intelligence virtual assistant chatbot with which you can interact with in order to find out more information about us and our Services. When you interact with the chatbot, you are not interacting with a human person. The chatbot is powered and supported by an artificial intelligence tool, which may include generative artificial intelligence models and capabilities, and you are directly interacting with this artificial intelligence.

Deidentified and Aggregated Information

We may process your personal information into aggregated, anonymized or de-identified form for any purpose. Aggregated, anonymized or de-identified information is information that can no longer reasonably identify a specific individual and is no longer “personal information.” We will only maintain and use this type of information in deidentified form and we will not attempt to reidentify this information, except for the purposes of validating our deidentification process.

When possible, we collect personal information directly from you. However, in the course of providing our Services or administering our Website, we may collect personal information about you from another source. For example, if you access our Website through an external platform or click on external links, we may receive some information about you from that referring website. We also may collect information from social media platforms that may share information about how you interact with our social media content. The collection, use, and disclosure of your information and your use of those sites will also be subject to the privacy policies and other terms of such external parties and platforms. We have no control over the information collection and processing practices of such external parties and you should review such privacy policies or terms of the websites or parties to which you give your information.

3. PERSONAL INFORMATION RELATING TO CHILDREN

It is our policy to refrain from knowingly collecting or maintaining personal information relating to any person under the age of 18. The Children's Online Privacy and Protection Act (COPPA) regulates online collection of information from persons under the age of 13. Therefore, if you are under the age of 18, please do not supply any personal information through the Website. If you are under the age of 18 and have already provided personal information through the Website, please have your parent or guardian contact us immediately using the information provided under [Contact Us](#) so that we can remove such information from our files. Please delete all FST related cookies and restrict further collection of cookies by clicking "Show settings" on the cookie banner and then selecting the link to "only allow necessary Cookies. Alternatively you can toggle off "Statistics" and "Marketing" cookies. You can update these preferences at any time by clicking the "[Cookies](#)" link in the footer of the Site.

4. HOW LONG WE RETAIN YOUR INFORMATION

We may retain your personal information for a period of time that is consistent for us to perform our Services, as well as to comply with applicable law, applicable statute of limitations and our data retention practices. We may also retain your personal information as we believe is reasonably necessary to comply with legal process or governmental request, to detect or prevent fraud, to collect fees owed, to resolve disputes, to address problems, to assist with investigations, to enforce other applicable agreements or policies or to take any other actions consistent with applicable law. Cookies are stored on your own device. You can find out more information about the retention of cookies in our primary [Data Protection Regulations](#) policy.

5. MARKETING AND PROMOTIONAL COMMUNICATIONS

You may opt-out of receiving marketing and promotional messages from us, if those messages are powered by us, by following the instructions in those messages. If you decide to opt-out, you will still receive non-promotional communications that are necessary in the performance of our Services.

We use remarketing services to advertise on third party websites to you after you visit the Website. We and our service providers use cookies to inform, optimize and serve ads based on your past visits to our Website. You can opt-out of this marketing by deleting all FST related cookies and

restrict further collection of cookies by clicking “Show settings” on the cookie banner and then selecting the link to “only allow necessary Cookies.” Alternatively you can toggle off “Statistics” and “Marketing” cookies. You can update these preferences at any time by clicking the [“Cookies”](#) link in the footer of the site.

6. INTEGRATIONS AND LINKS TO OTHER SITES

This U.S. Policy applies only to our Website, and not to other companies’ or organizations’ websites to which we link from our Website. FST is not responsible for the privacy practices or the content of such websites or organizations, including any websites that may indicate a special relationship or partnership with us (such as co-branded pages or “powered by” or “in cooperation with” relationships). Other linked websites may collect personal information from you that is not subject to our control. To ensure protection of your privacy, always review the privacy U.S. Policy of the websites you may visit.

7. SECURITY

We take reasonable measures, including administrative, technical and physical safeguards, to protect your information from loss, theft, misuse and unauthorized access, disclosure, alteration and destruction. We hold information about you at our own premises and with the assistance of service providers. Further public disclosure here of our security measures could aid those who might attempt to circumvent those security measures. If you have additional questions regarding security, please contact us directly using the information provided under [Contact Us](#).

8. YOUR PRIVACY RIGHTS

There are a number of U.S. states that provide specific consumer rights to residents of those jurisdictions regarding personal information. This section of this U.S. Policy describes the rights available to those individuals who are entitled to them. Please note that if you are a resident of California, you have access to special data rights and disclosures that are described in this U.S. Policy under a separate section titled [Data Rights For California Consumers](#).

What Data Rights Do You Have?

If you are a consumer living in Nebraska or Texas, you have the following rights with regards to your personal information. These rights are explained in further detail below:

- **Right to Confirmation and Access.** You may have the right to confirm whether or not FST is processing your personal information and to access such personal information. The general categories of personal information that we collect, process and disclose are listed above under the section: [What Information We Collect And Disclose And For What Purposes](#). If you wish to access the specific pieces of personal information that we process about you, please submit a request as directed in the section titled [How To Submit A Data Rights Request](#).

- **Right to Correct.** You may have the right to request that FST correct inaccurate personal information that we maintain about you, taking into account the nature of the personal information and the purposes of the processing of the personal information.
- **Right to Delete.** You may have the right to request that FST delete the personal information that Freudenberg maintains about you. You can delete your personal information collected and processed through the website by submitting a deletion request to our DPO,
- **Right to Portability.** You may have the right to request to receive your personal information in a portable and readily usable format, to the extent technically feasible.
- **Right to Opt-Out of Sale/Targeted Advertising.** You may have the right to request to opt out of a “sale” of your personal information or processing of your personal information for purposes of targeted advertising. “Targeted advertising” generally means displaying advertisements where the advertisement is selected based on personal information obtained from your activities over time and across websites or online applications to predict your preferences or interests.

We may provide your online browsing personal information to third parties for “targeted advertising” purposes or in ways that constitute “sales” under applicable laws. With regards to the “selling” or “sharing” of your online browsing information, you can opt out by clicking “Show settings” on the cookie banner and then selecting the link to “only allow necessary Cookies”. Alternatively you can toggle off “Statistics” and “Marketing” cookies. You can update these preferences at any time by clicking the “Cookies” link in the footer of the site. If you are not presented with a cookie banner, please delete your cookies and re-visit the Site. Further, you can explore the technology specific opt-outs as described in our primary [Data Protection Regulations](#) policy.

Do Not Track (“DNT”) is an optional browser setting that allows you to express your preferences regarding tracking across websites. Most modern web browsers give you the option to send a Do Not Track signal to the websites you visit, indicating that you do not wish to be tracked. However, there is no accepted standard for how a website should respond to this signal, so we do not take any action in response to this signal. FST does not have a mechanism in place to respond to DNT signals.

- **Right to Opt-Out of Profiling.** You may have the right to request to opt out of automated profiling using your personal information that produces legal or similarly significant effects concerning you (if any). Applicable state laws allow you to opt out of the application of automated profiling when it relates to substantive decision making, such as denial of financial or lending services, housing, insurance, education enrollment or opportunity, criminal justice, employment opportunities, health-care services, or access to essential goods or services. However, we do not profile individuals in a manner that produces legal or similarly significant effects on those individuals.

9. YOUR CALIFORNIA PRIVACY RIGHTS

Your California Consumer Privacy Act Rights

The California Consumer Privacy Act (“CCPA”) provides the residents of California with the right to request the data rights as described in this section. For more information, or if you have questions, you can contact us using the information provided under [Contact Us](#).

Right to Know: California residents have the right to know what personal information FST has collected about them, including the categories of personal information, the categories of sources from which the personal information is collected in the past 12 months, the business or commercial purpose for collecting, selling or sharing personal information, the categories of third parties to whom Freudenberg discloses personal information and the specific pieces of personal information Freudenberg has collected about them.

The categories of personal information, the categories of sources from which the personal information is collected, the business or commercial purpose for which we collect personal information and the categories of third parties to whom we disclose personal information are found here: [What Information We Collect And Disclose And For What Purposes](#).

You may further request to know the specific pieces of personal information collected by Freudenberg beyond 12 months into the past, but note that this additional time frame only applies to personal information collected by Freudenberg after January 1, 2022, and Freudenberg may have deleted your personal information in accordance with our data retention U.S. Policy.

Right to Delete: California residents have the right to request the deletion of their personal information maintained by Freudenberg.

California residents have the right to request that Freudenberg delete the personal information that we maintain about them.

Right to Correct: California residents have the right to request that a business correct inaccurate personal information about them.

California residents have the right to request that a business correct inaccurate personal information maintained by the business about them. You may be required to provide documentation to support your assertion that your personal information as maintained by Freudenberg is incorrect. If you fail to provide this documentation, your request may be rejected. We reserve the right to delete your inaccurate personal information instead of correcting it, if permitted by the CCPA.

Right to Non-Discrimination: California residents have the right to not be discriminated against due to the exercise of their privacy rights under the CCPA.

California residents have the right to be free from discriminatory treatment by Freudenberg for the exercise of their privacy rights. However, the exercise of certain privacy rights by California residents may make it so that we are no longer able to provide those residents with certain services or communications. For example, if, at the request of a California resident, Freudenberg

deletes all of the California resident's personal information that it maintains, Freudenberg will no longer be able to send communications to that resident.

Right to Opt-Out: California residents have the right to opt-out of the “sale” or “sharing” of their personal information.

California residents can request that a business stop “selling” or “sharing” (which is a term used under California law to address the sharing of information for targeted advertising purposes) their personal information.

With regards to the “selling” or “sharing” of your online browsing information, you can opt out by clicking “Show settings” on the cookie banner and then selecting the link to “only allow necessary Cookies”. Alternatively you can toggle off “Statistics” and “Marketing” cookies. You can update these preferences at any time by clicking the “Cookies” link in the footer of the site. If you are not presented with a cookie banner, please delete your cookies and re-visit the Website.

Further, you can explore the technology specific opt-outs as described in our primary [Data Protection Regulations](#) policy.

Even if you opt-out of targeted advertising, you may still see Freudenberg ads because we may advertise through other methods that are not based upon your behavior.

Right to Limit Use and Disclosure of Sensitive Personal Information: California residents have the right to direct a business to limit its use and disclosure of their “sensitive” personal information.

California residents can request that a business limit its use or disclosure of their “sensitive” personal information to that use or disclosure which is necessary to perform the services or provide the goods reasonably expected by an average consumer, or to those uses or disclosures otherwise authorized by California law in CCPA regulation § 7027(m).

However, we do not offer this right to limit because we do not use or disclose your “sensitive” personal information for any purpose other than for the specific purposes described under the CCPA regulation § 7027(m) and always in a manner reasonably necessary and proportionate for these permitted purposes. For information on how we use or disclose your “sensitive” personal information, please see the applicable disclosures in the section titled: [What Information We Collect From You And For What Purposes](#).

Right to Make Requests Through an Authorized Agent: California residents can designate an authorized agent to make a request under the CCPA on their behalf.

California residents can designate an authorized agent to make requests under the CCPA on their behalf relating to the residents' personal information. Only you as a California resident, or a person you have designated in writing as your authorized agent, may make a consumer request related to your personal information.

If you wish to have an authorized agent make a verifiable consumer request on your behalf, they will need to provide us with sufficient written proof that you have designated them as your

authorized agent, such as a power of attorney pursuant to California Probate Code sections 4000 to 4465. We will still require you to provide sufficient information to allow us to reasonably verify that you are the person about whom we have collected personal information.

We can deny any request made by a purported authorized agent who does not submit proof that they have been authorized by the California resident to act on the California resident's behalf.

10. HOW TO SUBMIT A REQUEST

You can submit your request to exercise your data rights through the below:

- **E-mailing** us at dataprivacy@fst.com

11. HOW WE PROCESS DATA RIGHTS REQUESTS

Once we receive your request to exercise a right, we will confirm receipt and begin to evaluate, and if appropriate, process the request. Please note that:

- We may require that you provide additional information to confirm your identity, including providing us with at least two or more pieces of personal information to match against personal information that we currently maintain about you. We reserve the right to reject your request if we are unable to verify your identity to a sufficiently high level of certainty. The information you provide to verify your identity will only be used for verification purposes, and a record of your request, including certain information contained within it, will be maintained by Freudenberg for our files.
- To authenticate any request to correct personal information, you may be required to provide authentication information.
- Certain laws or other legal requirements might prevent some personal information from being disclosed or deleted.

If you fail or refuse to provide the necessary information, we may not be able to process your request.

If we reject a request for any reason, we will inform you of the basis of the rejection. Not all individuals about whom we possess information will have access to these rights and we may not be able to provide these rights to everyone due to legal and jurisdictional limitations. We may not be able to comply with your request for a number of reasons, including:

- you do not live in a state that grants you the specific right that you have requested;
- the information that you've requested is not subject to the regulation that grants you the right to make a request in relation to your personal information;
- we are prevented or exempted by law, regulation or rule from complying with your request;
- we are not the owner or controller of the data about which you are requesting;
- we do not maintain your personal information in a manner that is connected to your identity;
- we are not able to comply with your request without incurring disproportionate burden or expense; or

- if complying with your request conflicts with our proper and reasonable ability to administer our sites, to administer our business and related relationships or to establish, defend or administer legal claims.

If any of the above reasons apply, we will let you know in our response to your request.

Submitting A Request Through Browser Controls Or An Authorized Agent

Some states allow you to designate an authorized agent to make a request on your behalf. An authorized agent should make a request through the same mechanisms that are available to individuals as described in this U.S. Policy. The request should clearly identify that the request is being made by an authorized agent and must include evidence of authorization. If we receive a request from an individual or an entity purporting to make the request on behalf of another individual, we can only comply with the request if we are allowed by applicable state law and able to sufficiently authenticate both the identity of the individual as well as the authorized agent's authority to act on that individual's behalf.

California has special rules regarding submitting requests through agents, so please review the appropriate disclosure in the section titled [Data Rights For California Consumers](#).

Appeals And Complaints

If you disagree with our decision to reject your request or with any portion of our response, you have the right to appeal within a reasonable period of time. If you wish to appeal, please clearly and plainly describe your basis of disagreement with our decision by responding through the same means by which we communicated our refusal or by submitting your appeal through the information provided under [Contact Us](#). We will review your appeal and either change our decision or reject your appeal, and in either case, we will provide a written explanation of the reason for the decision. This decision will be final.

However, if you still disagree with our decision, you have the right to submit a complaint to your attorney general of your state of residence. Your attorney general may have an online portal with details regarding how to submit complaints:

- If you are a resident of Nebraska, the Nebraska Attorney General can be contacted through the means described [here](#).
- If you are a resident of Texas, the Texas Attorney General can be contacted through the means described [here](#).

12. CHANGES TO THIS PRIVACY U.S. POLICY

We may amend this U.S. Policy at any time by posting revisions on our Website. If we make any material changes in the way we collect or process your personal information, we will notify you by prominently posting notice of the changes on our Website.

13. CONTACT US

To submit questions, you can contact us by:

- **E-mailing** us directly at dataprivacy@fst.com.