

Global Privacy Policy
CTS Corporation

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CTS Corporation is committed to protecting your privacy and personal data. This Privacy Policy ("Policy") describes how CTS Corporation and its subsidiaries and affiliates (collectively, "CTS," "we," "us," or "our") collect, process, share, and protect information that identifies, describes, or could reasonably be linked to you ("Personal Information") through our websites, including www.ctscorp.com (collectively, the "Sites") and when you interact with us.

Please read this Policy carefully and contact us if you have any questions. If you do not agree with our policies and practices, do not use our Sites, or provide your Personal Information to us. **By using our Sites or providing your Personal Information, you expressly agree to this Policy.** This Policy may change from time to time. We will post changes on this page and, if the changes are material, we will provide a more prominent notice as required by applicable law. The date this Policy was last revised is at the top of the page. Your continued use of our Sites or provision of Personal Information after we amend this Policy will be considered your acceptance of those changes, so please check this Policy periodically for updates. Where required by applicable law, if you need to be provided with an accessible version of this section or the Policy, please contact us using the information below.

PERSONAL INFORMATION THAT WE COLLECT

Personal Information Collected from Website Visitors. We may collect personal information from you when you visit our Sites, including Identifiers like your name and contact information and information collected automatically as described below.

Personal Information Collected from Vendors and On-Site Visitors. We may collect personal information from employees of our vendors or customers and visitors to our facilities, including:

- *Identifiers* including name, contact information, and government identifier like a driver's license, passport, or other state identification number, as well as device identifiers.
- *Audio, video, or similar information* including photographs, images, or call or video recordings.
- *Internet or Other Electronic Network Activity Information* as described above.
- *Other Personal Information* you provide to us.

Personal Information Collected from Employees and Job Applicants. We may collect the following information from employees and job applicants:

- *Identifiers* including name, contact details, social security number, driver's license or other state identification number, passport number, or INS or visa number.
- *Credentials* including account and user ID, access or security code, or password.
- *Professional or employment-related information* including education and employment history, work location, qualifications, professional associations and affiliations, and salary expectations.
- *Benefits-related information* including insurance details and financial account.
- *Characteristics of protected classifications under applicable law* including age, ethnicity, race, marital status, military or veteran status, nationality, citizenship, medical condition, physical or

mental disability, pregnancy, childbirth and related medical conditions, gender, gender identity, and gender expression.

- *Biometric Data*, including fingerprints and facial scans. Such data may be used to verify your identity and maintain the safety and security of individuals and our assets, with your consent, where required.
- *Audio, video, or similar information* including photographs, images, or call or video recordings.
- *Geolocation* derived from an IP address, computer or mobile device, or other means.
- *Email and Messages Content*. Emails sent from and received to your CTS email address, and chat messages.
- *Internet or Other Electronic Network Activity Information* including Internet usage, browsing history on CTS-issued devices, all activity and inactivity on CTS computing systems and networks (including Guest Networks) and communications sent through CTS assets.
- *Other personal information* you provide to us.

Some of the personal information collected may be considered sensitive personal information under applicable law, including governmental identifiers (e.g., social security number, driver's license, and passport number), account access credentials, communications, racial or ethnic origin, and health data. Some of the above personal information may be collected through third party vendors and platforms. For information regarding those vendors' privacy practices, contact the individual vendor to whom you have submitted information via the details on their portal.

HOW WE COLLECT YOUR PERSONAL INFORMATION

We collect your Personal Information:

- **Directly from you** when you provide it to us. For example, we may collect your Personal Information when you submit an inquiry through our Sites or complete documentation related to your employment or job application.
- **Automatically** as you navigate through our Sites. Personal Information that we collect automatically may include usage details; your IP address; browser type; browsing activity; the pages and products on our Site that you viewed; time and date of access to our Sites; and other information collected through cookies, web beacons, and other tracking technologies.

CTS does not sell your personal information and will not do so in the future without providing you an opportunity to opt-out of such sale when required by law.

HOW WE USE YOUR PERSONAL INFORMATION

We use and disclose your Personal Information as expressly set forth in this Policy or with your consent for the following reasons:

To provide our products, services, and other information: We use and disclose your Personal Information to provide our products or services to you; facilitate the sale of our products to you; provide you with information and support that you request from us; to test, analyze, and improve our products and Sites; and to contact you about your orders and requests.

For HR Management and Benefits Administration: We may use this personal information for human resources management and employment-related matters, including to administer benefits; to evaluate you as a potential candidate; to manage the health and safety of our employees and others; maintain the safety and security of individuals, our facilities and assets, and our Sites and services; to operate and maintain our electronic systems and networks; for network security and access control purposes; or as otherwise permitted by law or to fulfill the reasons you provided the information.

For marketing and advertising purposes: We use and disclose your Personal Information to send you information about our products, services, and new offerings; send newsletters, advertisements, or other promotional communications about our Sites, products, and services; and administer surveys, sweepstakes, promotions, and contests using your information; learn about customer trends and interests; and personalize digital content.

In response to law enforcement or legal requests or requirements: We will use and disclose your Personal Information with organizations or individuals outside of CTS if we have a good-faith belief that access, use, preservation or disclosure of the information is reasonably necessary to meet any applicable law, regulation, subpoena, legal process or enforceable governmental request; investigate of potential violations; detect, prevent, or otherwise address fraud, security or technical issues; and protect against harm to the rights, property or safety of CTS, our users, customers or the public as required or permitted by law.

In connection with a transfer in the event of a corporate sale or change of control: If the ownership of all or substantially all of our business changes or we otherwise transfer assets relating to our business or our Sites to a third party, such as by merger, acquisition, bankruptcy proceeding or otherwise, we may transfer your Personal Information to the new owner.

For auditing purposes: We will use and disclose your Personal Information to perform audits related to a current interaction with you and concurrent transactions, including, but not limited to, counting ad impressions to unique visitors, verifying positioning and quality of ad impressions, and auditing compliance with applicable law.

In connection with these uses, we may disclose your Personal Information to our trusted vendors, service providers, and business partners (including our subsidiaries and affiliates). These organizations will have access to your Personal Information to provide these services to us, but—when this occurs—we implement reasonable contractual and technical protections to limit their use of your Personal Information.

LAWFUL BASIS FOR PROCESSING YOUR PERSONAL INFORMATION

As required by applicable law, we have a lawful basis for each of our processing activities (except when an exception applies as described below), including:

- **Consent.** By using our Site or otherwise providing us your Personal Information, you consent to our collection, use, and sharing of your Personal Information as described in this Policy. If you do not consent to this Policy, please do not use the Site, or provide us with your Personal Information.
- **Legitimate Interests.** We will process your Personal Information as necessary for our legitimate interests. Our legitimate interests include facilitating communication between CTS and you; improving our Sites; safeguarding our IT infrastructure and intellectual property; detecting and

preventing fraud and other crimes; promoting and marketing our business; and developing our products and services.

- **To Fulfill Our Obligations to You under our Contract.** We process your Personal Information to fulfill our obligations to you pursuant to our contract with you to deliver our products and services; and
- **As Required by Law.** We may also process your Personal Information when we are required or permitted to by law; to comply with government inspections, audits, and other valid requests from government or other public authorities; to respond to certain legal processes, such as lawfully-issued subpoenas; or as necessary for us to protect our interests or otherwise pursue our legal rights and remedies (for instance, when necessary to prevent or detect fraud, attacks against our network, or other criminal and tortious activities), defend litigation, and manage complaints or claims. To the extent that your Personal Information is not relevant to any of these legal processes, we will use our best efforts to remove or otherwise protect your Personal Information from disclosure in response to these requests.

HOW WE DISCLOSE OR SHARE YOUR PERSONAL INFORMATION

In the preceding 12 months, we have disclosed the following categories of Personal Information for business purposes: Identifiers; Commercial Information; Financial Information; Internet or Network Activity; and Sensory Information. We may disclose your Personal Information for a business purpose to the following categories of service providers and contractors:

- **Service Providers** engaged by us to facilitate services such as order fulfillment and payment processing.
- **Contractors** that provide consultancy and advisory services, such as our third-party auditors.
- **Analytics and Marketing Partners**, such as social media and performance marketing providers, for the purpose of marketing services and products you may want.
- **Entities Involved in a Business Sale or Similar Transaction** where we may buy, merge, or partner with other companies.

In the preceding 12 months, we have not sold or shared your Personal Information for cross-contextual or targeted advertising.

COOKIES WE USE AND HOW WE USE THEM

CTS and our service providers use cookies, web beacons, and other automatic data collection technologies to receive and store certain types of information whenever you interact with us and our Sites. Cookies may store unique identifiers, user preferences, and other information. You can modify your browser to refuse all cookies or to receive notice when a cookie is sent. However, some Site features or services may not function properly without cookies. We use cookies to improve the quality of our service, including for storing user preferences, and tracking user trends. You can find more information about cookies at <http://www.allaboutcookies.org>.

We use software to analyze Site traffic, but all data collected is de-identified and aggregated.

We use Google Analytics and CookiePro to gather and store aggregate information about visitors. To understand more about Google Analytics and CookiePro, please visit the following websites: www.google.com/policies/privacy/partners and <https://www.cookiepro.com/products/cookie-consent>.

We currently do not process or comply with any web browser's "Do Not Track" signal or other similar mechanism that indicates a request to disable online tracking of individual users who visit our Sites or use our services. Some of our third-party service providers may collect Personal Information on users of our Sites over time and across different websites when users are visiting our Sites.

LINKS TO THIRD PARTY WEBSITES

Our Sites may contain links to third party sites not owned or controlled by CTS. We are not responsible for the privacy practices of third parties, and we encourage you to review any notice available from each third party with which you interact. CTS DISCLAIMS ALL REPRESENTATIONS AND WARRANTIES, WHETHER EXPRESS OR IMPLIED, REGARDING ANY THIRD-PARTY WEBSITE INCLUDING WEBSITE CONTENT AND ANY GOODS OR SERVICES THAT YOU OBTAIN FROM THIRD-PARTY PROVIDERS.

COLLECTION OF PERSONAL INFORMATION FROM MINORS

We do not market our products or knowingly collect, sell, or share Personal Information from minors under the age of eighteen. If you are under the age of eighteen, please do not provide your Personal Information to us. If we learn that we have collected Personal Information from a user under the age of eighteen, we will promptly delete such Personal Information. If you believe we might have any information from a user under the age of eighteen, please contact us using the information provided in the Contact Us section below. We are not liable for any damages that may result from a user's misrepresentation of age.

YOUR CHOICES AND RIGHTS OVER YOUR PERSONAL INFORMATION

We strive to provide you with choices regarding your Personal Information. We have created mechanisms to provide you with control over your Personal Information:

- **Reviewing Your Personal Information.** You may notify us of any changes or errors in your Personal Information to ensure that it is current, complete, and accurate. You can also ask us to notify any third parties that we provided incorrect information to about the correction, where required by applicable law. Please note that we are not able to accommodate your request if we reasonably believe it would violate any law or legal requirement or cause the information to be incorrect.
- **Tracking Technologies and Advertising.** You can set your browser to refuse all or some browser cookies, or to alert you when cookies are sent. If you disable or refuse cookies, please note that some parts of our Sites may be inaccessible or not function properly.
- **Promotional Offers from CTS.** We will only use your email address and other contact information to promote our own products and services with your consent. If you wish to consent to such use, you can check the relevant box located on the form on which we collect your Personal Information or otherwise seek such consent. If you wish to change your choice, you may do so at any time by sending us an email stating your request to mediarelations@ctscorp.com.
- **Communication Opt-out Requests:** If we have sent you a promotional email, you may send us a return email asking to be removed from future email distributions. This opt-out does not apply to information provided to CTS because of a product purchase, product service experience, or other transactions.

Where required by applicable law, you may have some or all the following rights with respect to your Personal Information:

- **Right to Know and Access:** You may have the right to request that CTS disclose certain information to you about our collection and use of your Personal Information over the past twelve (12) months.
- **Right to Portability:** You may have the right to obtain a copy of your Personal Information in a structured, commonly used, and machine-readable format and to have that information transmitted to another organization in certain circumstances.
- **Right to Delete:** You may have the right to request that CTS delete the Personal Information that we collect from you, subject to certain exceptions.
- **Right to Correction:** You may have the right to request that we modify or correct errors in the Personal Information that we collect from you.
- **Right to Limit the Use, Disclosure, or Processing:** You may have the right to restrict or limit the use, disclosure, or processing of your data for any secondary purposes.
- **Right to Withdraw Consent:** To the extent that our processing of your Personal Information is based on your consent, you may withdraw your consent at any time by contacting us using the information below. Withdrawing your consent will not, however, affect the lawfulness of the processing based on your consent before its withdrawal, and will not affect the lawfulness of our continued processing that is based on any other lawful basis for processing your Personal Information.
- **Right to Request Details on Automated Decision-Making:** You may have the right to request details on the use of automated decision-making technology, including reviewing decisions made based on automated decision-making.
- **Right to Appeal Decision or Lodge a Complaint with the Regulator:** You may have the right to appeal a decision we make about your privacy request, or you may have the right to lodge a complaint with your applicable supervisory authority.
- **Right to be Free of Discriminatory Treatment:** You may also have the right to be free of discriminatory treatment for exercising your rights or choices listed above.

To exercise your rights, submit a request to us as outlined above in the Contact Us section. Only you or, where required by applicable law, a person you authorize to act on your behalf ("an Authorized Agent") may make a request related to your Personal Information. Except for the Right to Opt-out, once we receive your request, we will verify your identity or the identity of your Authorized Agent using information you provide to us in the request and matching it with information we have about you. With few exceptions, we will only review and fulfill a request from your Authorized Agent if (a) you grant the Authorized Agent written permission to make a request on your behalf, (b) you or the Authorized Agent provides us notice of that written permission, and (c) we are able to verify your and the Authorized Agent's identity in connection with that notice and the request. Please note that we cannot respond to your request or provide you with Personal Information if we cannot verify your identity, the identity of your Authorized Agent, or the authority of the Authorized Agent to make the request. We do not charge a fee to process or respond to your request unless it is excessive, repetitive, or manifestly unfounded. 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.

EU-US DATA PROTECTION FRAMEWORK AND CROSS-BORDER TRANSFERS OF PERSONAL INFORMATION

Your Personal Information may be transferred, processed, or stored overseas for a variety of reasons, including: (i) to CTS group companies located overseas to help us deliver or support the provision of our products and services to you; and (ii) third party organizations operating overseas with whom we partner

to provide our products and services to you, including our contracted technical providers who may operate overseas.

CTS complies with the EU-US Data Privacy Framework (“EU-US DPF”), the UK Extension to the EU-US DPF, and the Swiss-US Data Privacy Framework (“Swiss-US DPF”) as set forth by the US Department of Commerce. CTS has certified to the US Department of Commerce that it adheres to the EU-US Data Privacy Framework Principles (“EU-US DPF Principles”) regarding the processing of personal data received from the European Union and the United Kingdom in reliance on the EU-US DPF and the UK Extension to the EU-US DPF. CTS has certified to the US Department of Commerce that it adheres to the Swiss-US Data Privacy Framework Principles (“Swiss-US DPF Principles” and, collectively, with the EU-US DPF Principles, the “Principles”) regarding the processing of personal data received from Switzerland in reliance on the Swiss-US DPF. If there is any conflict between the terms in this Policy and the EU-US DPF Principles and/or the Swiss-US DPF Principles, the applicable Principles shall govern. To learn more about the Data Privacy Framework (“DPF”) Program, and to view our certification, please visit <https://www.dataprivacyframework.gov/>. All subsidiaries listed in our DPF certification record, specifically CTS Advanced Materials, LLC, CTS Electronic Components, Inc., CTS Valpey Corporation, Quality Thermistor, Inc., Sensor Scientific, Inc., and TEWA Sensors LLC, also adhere to the Principles.

In compliance with the EU-US DPF, the UK Extension to the EU-US DPF, and the Swiss-US DPF, CTS will resolve DPF Principles-related complaints about our collection and use of your personal information. EU, UK, and Swiss individuals with inquiries or complaints regarding our handling of personal data received in reliance on the EU-US DPF, the UK Extension to the EU-US DPF, and the Swiss-US DPF should first contact CTS at: mediarelations@ctscorp.com, or by calling CTS at: +1-630-577-8800. In compliance with the EU-US DPF and the UK Extension to the EU-US DPF and the Swiss-US DPF, CTS commits to cooperate and comply respectively with the advice of the panel established by the EU data protection authorities (“DPAs”) and the UK Information Commissioner’s Office (“ICO”) and the Swiss Federal Data Protection and Information Commissioner (“FDPIC”) with regard to unresolved complaints concerning our handling of personal data received in reliance on the EU-US DPF and the UK Extension to the EU-US DPF and the Swiss-US DPF. The Federal Trade Commission has authority over CTS’ compliance with the EU-US DPF, the UK Extension to the EU-US DPF, and the Swiss-US DPF.

By using and accessing our Sites, you expressly consent to the transfer and processing of your Personal Information on servers located outside of the country where you reside, and that the protections and rights over such information may be different than required under the laws of your residence or location.

HOW WE SAFEGUARD YOUR PERSONAL DATA

Protecting your Personal Information is one of our top priorities. We have implemented reasonable and appropriate physical, administrative, and technical safeguards and security measures to protect against the loss, misuse, or alteration of your Personal Information under our control. However, the Internet is not a completely secure environment, and we cannot guarantee, ensure, or warrant the security of any information you transmit to us or that the information will not be accessed, disclosed, altered, or destroyed.

HOW LONG WE RETAIN YOUR PERSONAL INFORMATION

We retain your Personal Information as long as necessary for the purposes for which it was provided or to comply with any legal requirement; on our backup and disaster recovery systems in accordance with

our backup and disaster recovery policies and procedures; and for as long as necessary to protect our legal interests or otherwise pursue our legal rights and remedies. We may aggregate or otherwise render information anonymous in such a manner that you are no longer identifiable. In such situations, we may retain such aggregated or anonymous information indefinitely. For any Personal Information that has not been permanently aggregated or de-identified, we will delete or destroy it upon fulfillment of the purpose for which it was collected, when we no longer have a lawful basis to store it, or as required by applicable law.

CONTACT US

If you have any questions, concerns, complaints, or suggestions regarding our Policy or would like to exercise your rights with respect to your Personal Information, please contact us at: CTS Corporation, 4925 Indiana Ave., Lisle, IL USA 60532, by email at mediarelations@ctscorp.com, or at +1-630-577-8800.