



Data Privacy Statement

Yamaha Motor Corporation, USA, including as applicable its affiliates, ("the Company") values your trust and is committed to the responsible management, use and protection of personal information. This Applicant Privacy Statement ("Statement") describes our practices in connection with all the information collecting through the Career section of the websites (located at the Company's career site) ("Career Site") in connection with your application for a job or internship.

Information we collect

Information You Provide

In connection with your application, the Company will collect the following information classified either as identifiers, personal information categories listed in the California Customer Records statute, or professional or employment-related information: Name, address, telephone number, e-mail address, and other contact information;

- * Username and password;
- * Work authorization status;
- * CV, résumé, cover letter, previous work experience and education information;
- * Skills;
- * Professional and other work-related licenses, permits and certifications held;
- * Information relating to references; and employment preferences, willingness to relocate, current salary, desired salary, awards or professional
- * Any other information you elect to provide to us (e.g., employ memberships).

We ask that you avoid submitting the following information that may qualify as sensitive information under applicable law, except where such information is legally required: information on race, religion, ethnicity, nationality or national origin, age, gender identity, sex life or practices or sexual orientation, marital status, medical or health information (including disability status), genetic or biometric information, biometric templates, political or philosophical beliefs, political party or trade union membership, background check information, judicial data such as criminal records or information on other judicial or administrative proceedings, and veteran status.

To the extent the personal information you provide contains details of the information referenced in the preceding paragraph or your job evaluations or educational records, you expressly authorize the Company to handle such details for the purposes of your job application.

Any information you submit must be true, complete and not misleading. Submitting inaccurate, incomplete, or misleading information may lead to a rejection of your application during the application process or disciplinary action including immediate termination of employment. In addition, it is your responsibility to ensure that information you submit does not violate any third party's rights.

If you provide us with personal information of a reference or any other individual as part of your application, it is your responsibility to obtain consent from that individual prior to providing the information to us.

Information from Other Sources

The Company may obtain information about you from your references or from a background check report in connection with your application, as permitted by applicable law.

Use of Information/ Legal Basis

We collect and process information about you for the following reasons:

- a) Because you voluntarily provide this information;
- b) Because this information is necessary to take steps at your request prior to entering into an employment or internship;
- c) Because this information is necessary for the purposes of the legitimate interests pursued by the controller; or
- d) To comply with a legal obligation

The information that you submit on the Career Site will be used for the Company's global personnel recruitment, management and planning purposes, as permitted by local law, including:

- * To process your application;
- * To assess your capabilities and qualifications for a job;
- * To conduct reference checks;
- * To respond to your inquiries and communicate with you about your application, and to send you information regarding the Career Site and changes to our terms and policies;
- * To comply with or monitor compliance with any applicable law or regulation;
- * To conduct background checks if we offer you a position; and
- * To preserve our other legitimate interests, for example, for the Company's administrative purposes, aggregate management reporting, internal training, and as generally required to conduct our business within the Company.

The information about you will be added to the Company's database. If we hire you, personal information we collect in connection with your application may be incorporated into our human resources system and may become part of your employee file and may be used for other employment-related purposes.

The Company may also use the information as we believe to be necessary or appropriate: (a) under applicable law, including laws outside your country of residence; (b) to comply with legal process; (c) to respond to requests from public and government authorities including public and government authorities outside your country of residence; (d) to enforce our terms and conditions; (e) to protect our operations; (f) to protect our rights, privacy, safety or property, and/or that of you or others; and (g) to allow us to pursue available remedies or limit the damages that we may sustain.

If you do not provide sufficient information, we'll be unable to consider your employment application.

Disclosure of Personal Information

The Company may share personal information with affiliates that are involved in evaluating candidates for a given position. The Company will remain responsible for personal information that is jointly used with affiliates. We will make the information available to personnel with a business need to know the information, including personnel in the recruiting, human resources and information technology departments, and in the department responsible for the position for which you are applying.

The Company may share personal information with our third-party service providers who provide services such as hosting and operating the Career Site.

The Company also may share personal information as we believe to be necessary or appropriate: (a) under applicable law, including laws outside your country of residence; (b) to comply with legal process;

(c) to respond to requests from public and government authorities including public and government authorities outside your country of residence; (d) to enforce our terms and conditions; (e) to protect our operations; (f) to protect our rights, privacy, safety or property, and/or that of you or others; and (g) to allow us to pursue available remedies or limit the damages that we may sustain.

We do not disclose your personal information for monetary consideration or for cross-context behavioral advertisement to third parties.

Data Retention

We keep your personal information for as long as needed or permitted in light of the purpose(s) for which it was obtained. The criteria used to determine our retention periods include (i) for as long as we have an ongoing relationship with you (such as an application process); as required by a legal obligation to which we are subject to; or as advisable in light of our legal position (such as in regard of applicable statutes of limitations, litigation, or regulatory investigations).

We may also retain your information for the purpose of considering whether your skills are suitable for other opportunities. If you do not wish us to do this, please contact yamahacareers@yamaha-motor.com. We may remove personal information for inactive accounts from our database, subject to any applicable legal or regulatory obligations. Furthermore, the Company may delete personal information about you (including your CV/résumé) from our database at any time and without providing any reason. Therefore, please retain your own copy of the personal information provided to us.

Passive Information Collection: Cookies and Similar Technology

We and our service providers may use "cookies" and similar technologies on the Career Site. Please see the [Cookie Policy](#) for more information.

Access and Correction

If you register on the Career Site, you may access, review, and change your personal information stored therein by logging into the Career Site and updating your account information. The updated profile will be used as the default the next time you apply for a job using your account online. To change personal information that you have already submitted for consideration for a specific position, please update your profile and resubmit your application for that position. We encourage you to promptly update your personal information if it changes or is inaccurate.

Apart from information contained in your profile, you may, where permitted by applicable law, request (i) access to personal information we collect, (ii) its modification or suppression, (iii) that we restrict its processing, (iv) that we cease using it (objection right); and/or (v) that we transfer personal information to you or another organization in a structured, commonly used and machine-readable format (right to data portability). Please email us at yamahacareers@yamaha-motor.com with any such requests. In your request, please make clear what personal information you would like to access or have changed, whether you would like to have personal information that you have provided to us suppressed from our database or otherwise let us know what limitations you would like to put on our use of your personal information. For your protection, we may only implement requests with respect to the information associated with the particular email address that you use to send us your request, and we may need to verify your identity before implementing your request. We will try to comply with your request as soon as reasonably practicable. Please note that certain personal information may be exempt from such access, correction, or suppression rights pursuant to local data protection laws.

Security

We seek to use reasonable organizational, technical and administrative measures to protect personal information within our organization. Unfortunately, no data transmission or storage system can be guaranteed to be 100% secure. If you have reason to believe that your interaction with us is no longer secure (for example, if you feel that the security of any account you might have with us has been compromised), please immediately notify us of the problem by contacting us at yamahacareers@yamaha-motor.com.

Do not send sensitive information to us via email. It is your sole responsibility to use the appropriate level of care whenever you communicate with us.

The Company hereby disclaims, as far as permitted by local laws, any liability for itself and its affiliates and contractors for any personal information we collect in connection with your application that is lost, misused, illegally accessed, disclosed, altered or destroyed or not timely delivered to our Career Site.

Links to Third-Party Websites

The Career Site may contain links to other websites. This Statement does not address, and we are not responsible for, the privacy, information or other practices of any third parties, including any third party operating any website or service to which the Career Site links. The inclusion of a link on the Career Site does not imply endorsement of the linked site or service by the Company or our affiliates. We encourage you to read the legal notices posted on those sites, including their privacy policies.

Law Applicable to Job Application

The Career Site allows you to apply for jobs world-wide, This Career Site is operated from the United States. Accordingly, any personal information you submit to the Career Site will be collected in the United States and will be subject to its laws. However, if we share your personal information with an affiliate located in another country in its capacity as a potential employer, the affiliate will handle your personal information in accordance with this Statement. Any hiring or other employment-related decisions will be made by the hiring affiliate in accordance with the laws of the country where the job will be located.

About children

The Career Site is not intended for minors under the age of 18, except for certain employers solely in the US.

Current Personnel of Company

If you currently work for the Company or one of our affiliates, you must be eligible to apply for a different position within the Company to use the Career Site. If you accept such a position, your benefits programs and Human Resources policies may change. Please consult with the HR manager for the new position concerning application eligibility, benefit programs, and HR policies applicable to that position.

The Career Site is not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to local law or regulation.

Specific Rights Under the CCPA

The California Consumer Privacy Act of 2018 as amended by the California Privacy Rights Act of 2020 (“CCPA”) provides California residents with specific rights regarding their personal information including in HR context, which you can find more in detail in section 6 (Privacy Statement for California Residents) in our privacy policy <https://yamaha-motor.com/privacy-policy>. If you are a California resident, you may exercise your rights by contacting us at HRDataPrivacy@yamaha-motor.com.

Changes to the Statement

We reserve the right to amend this Statement at any time in order to address future developments of the Company, the Career Site or changes in industry or legal trend. Any changes will become effective upon the posting of the revised Statement on this Career Site. By continuing to use the Career Site following such changes, you will be deemed to have agreed to such changes. If you do not agree with the terms of this Statement, in whole or part, you can choose to not continue to use the Career Site and if you already have given information to the Company through the Career Site, you can request the suppression of such information by emailing us at yamahacareers@yamaha-motor.com.

Contact Us

If you have questions or requests, please feel free to contact us at yamahacareers@yamaha-motor.com. As part of our commitment to you, we will try to resolve any questions or concerns that you may have.