



## **Privacy Statement for U.S. and Canada Applicants Pursuant to Canadian and US State Privacy Laws**

The purpose of this Applicant Privacy Statement ("Statement") is to inform our applicants located in Canada and the United States about how Westlake Corporation and its subsidiaries in these countries (collectively, "Westlake" or "we" or "our") collect, use, disclose and protect applicants' personal information and to inform you about how to access, correct and update your personal information with us and how to contact Westlake with privacy-related questions or comments. Applicants who reside in California should also refer to the California privacy notice for job applicants for more information.

We act as data controller with respect to your employment application and are responsible for deciding how we hold and use personal information about you.

### ***I. Westlake is Responsible for the Security of Personal Information***

Westlake is responsible for the confidentiality and security of your personal information. For this reason, we are committed to ensuring that the confidentiality and security of your personal information held by us is preserved, in accordance with the law concerning the protection of personal information and using it only for the purposes set forth in this Statement.

### ***II. Personal Information That Westlake Collects and Uses from Job Candidates***

Westlake only collects necessary personal information regarding the duties of the position to be filled.

During the recruitment and selection process, we may collect the following personal information from our job candidates and only to the extent permitted by applicable law. If prohibited by applicable law, we will not request to collect such information from you.

- **Identification data:** full name and date of birth (only if these are required by law or regulation for a specific job), signature
- **Contact information:** complete address, e-mail address, mobile and/or landline telephone number
- **Information related to your personality, abilities, skills and aptitudes:** this information is the result of the questionnaires, tests and interviews that may be conducted during the recruitment and selection process
- **Employment data:** if and only to the extent permitted by applicable law, employment references, resume, data related to previous employment, current and past position and salary data related to previous employment, current and past position and salary
- **Academic data:** academic background, certificates, degrees, or professional licenses
- **Identification and contact data of third parties/other persons:** name, telephone number and/or e-mail address of the persons you designate to provide personal or work references. Before providing us with personal information of third parties/other persons, please make sure you have their consent or authorization



**Health data:** If and only to the extent permitted by applicable law, during the last stages of the recruitment and selection process for particular positions to corroborate your aptitude of qualifications to perform the job requirements and only after your consent is obtained.

The personal information we collect from our job candidates may be processed to fulfill the following necessary purposes:

- Corroborate the information provided. In case of performing pre-employment checks, Westlake will ask for your consent
- Involve you in our recruitment and selection processes, evaluate your profile, and, if necessary, put together a job offer for you
- Allow us to contact you, as needed
- Allow you access to our facilities
- Ask for employment references
- Conduct the necessary review, evaluations, and interviews during the recruitment and selection process
- Evaluate your ability to perform the job sought
- Create a candidate file in conformance with our standard process
- Transfer personal information as described in the section below ***“Personal Information Disclosure to Third Parties by Westlake, Including Cross-Border Transfers”***
- Notify you of material changes we make to this Privacy Statement
- Comply with the requirements of competent authorities, legal obligations, enforce our rights and defend ourselves in case of litigation
- To ensure the security of our information, our facilities, other candidates, employees, and other third parties

Where personal information is collected and used to manage your application, only those whose functions require it will have access to your personal information.

### ***III. Personal Information Disclosure to Third Parties by Westlake, Including Cross-Border Transfers***

Westlake is a global manufacturer and supplier with subsidiaries located around the world. Westlake and its subsidiaries operate under a matrix organizational structure whereby employees are expected to interact with colleagues, managers, and senior leadership in international locations.



In particular, to fulfill any of the purposes described in this Statement, you consent to the transfer of your personal information, in electronic or other form, to authorized staff and (senior) management employed by Westlake. In addition, authorized personnel from U.S.-based third-party service providers may also be retained to fulfill any of the purposes described in this Statement, provided that such third-party service providers are subject to confidentiality obligations with respect to your personal information.

In addition, we will provide third parties, including law enforcement authorities, with your personal information only in accordance with this Statement or only where necessary to manage the application process, to allow third parties to perform their contractual obligations to you or to Westlake, to comply with legal requirements based on a good faith belief, to respond to claims or assert defenses, to protect the rights, property or safety of Westlake, its affiliates, their respective employees, contractors, clients, other applicants or the public or to verify an employment reference. We will comply with any applicable laws to obtain your consent if we intend to disclose your personal information to third parties for any purpose that is not otherwise identified in this Statement.

#### ***IV. Personal Information Protection by Westlake***

Westlake has adopted security practices in an effort to protect the privacy and confidentiality of your personal information in the possession of Westlake. We consider personal information provided by you to be private and confidential and accordingly we treat it with care.

#### ***V. Retention and Destruction of Your Personal Information***

During your candidacy, our human resources personnel store your personal information securely in Workday, a human capital records management cloud service solution. Once you are hired, we will continue to securely store your personal information in Workday, and human resources personnel may also maintain secure, separate, and confidential hard-copy personnel and medical files for which there is restricted access.

In case you are not selected, we may process your personal information to consider you in future recruitment and selection processes for 12 (twelve) months.

#### ***VI. Rights to Access, Rectification and Deletion***

You have the right to access, update and for deletion of the personal information that we hold about you. If any personal information is incorrect or inaccurate, you also have the right to request rectification of the information. To request access, rectification or deletion, you can submit a request in writing to [privacy@westlake.com](mailto:privacy@westlake.com), or call the US toll-free number 1-866-832-6541 and Westlake shall specify the personal information you wish to access. Westlake will use reasonable efforts to ensure that your personal information is accurate and current.



### ***VII. Data Breach and Notification***

In the event of a security breach that places you at risk as a result of your personal information being lost or accessed by an unauthorized party, you will be notified of this breach, and to the extent possible, the period of time during which it occurred and the personal information that was lost or accessed. You will also be notified of the steps that have been taken to reduce the risk of harm to you as a result of this breach. The applicable provincial privacy commissions or commissioners will be notified of this breach where required or appropriate.

### ***VIII. Contacting us***

If you have any requests, questions or comments about your personal information or this Statement, you may contact Westlake:

#### **For US Applicants:**

Westlake Management Services, Inc.  
2801 Post Oak Blvd.  
Suite 600. Houston  
Texas 77056  
USA  
[privacy@westlake.com](mailto:privacy@westlake.com)  
866-832-6541

#### **For Canadian applicants who do not reside in Quebec:**

Westlake Canada Inc.  
199 Bay Street, Suite 4000  
Toronto  
Ontario  
M5L 1A9  
Canada  
[privacy@westlake.com](mailto:privacy@westlake.com)

#### **For Canadian applicants who reside in Quebec**

Westlake Chemical Canada Inc.  
31 Rue de l'Industrie  
Beauharnois  
Quebec J6N 0C2  
Canada  
[privacy@westlake.com](mailto:privacy@westlake.com)



### ***IX. Modifications to the Statement***

This Statement takes precedence over all other policies or practices previously in use. It should be noted that Westlake reserves the right to make certain changes to this Statement to adequately reflect its changing needs.

**October 2025**