



Last Updated: January 1, 2023

Applicant Notice at Collection - California Consumer Privacy Act (“CCPA”)

Schindler Elevator Corporation (“Schindler”) is providing this Applicant Notice at Collection (“Applicant Notice”) to California residents in accordance with California Civil Code Sec. 1798.100(b). This Applicant Notice applies to all information collected: (1) on the career page on the Schindler website; and (2) in any other form such as a paper application form, (collectively referred to as “the Site”) in connection with your application for employment with us (“Applicant Personal Information”). The provisions of the Schindler website’s [Privacy Policy](#) and terms of use should be read together with this Applicant Notice and are incorporated herein by reference.

The Site is operated by Schindler, in part, to support its recruitment efforts. The Site is not intended for distribution or use in any jurisdiction or country where such distribution or use would be contrary to local law or regulation. Also, the Site does not extend binding offers or terms or conditions of employment. Any employment offer that may result from your submitting information in response to a job opening listed on the Site is in accordance with the specific terms of that offer and is not based in any way on the description of the job on the Site. Except as otherwise prohibited by law, nothing on the Site shall be construed as a contract of employment or as a guarantee of continued employment or employment for any specific duration. It also means that your wages, hours, working conditions, compensation rate and other conditions and benefits of employment will be subject to change by Schindler, in accordance with applicable law.

Schindler operates in different locations across the United States. You understand and agree that, by applying through the Site for a particular position(s), your application also may be considered for other positions or other positions may be recommended to you.

Applicant Personal Information. The chart below describes the categories of Applicant Personal Information that may be collected in connection with the application and the purposes for which such information may be used.

Categories of Personal Information That May Be Collected
<p><u>Identifiers and Contact information.</u> This category includes names, addresses, telephone numbers, mobile numbers, email addresses, dates of birth, Social Security numbers, driver’s license or state identification numbers, and other similar contact information and identifiers.</p>
<p><u>Protected classification information.</u> This category includes characteristics of protected classifications under California or federal law.</p>
<p><u>Internet or other electronic network activity information.</u> This category includes without limitation:</p> <ul style="list-style-type: none">• all activity on Schindler’s information systems, such as internet browsing history, search history, and email communications• all activity on Schindler’s communications systems including phone calls, call logs, voice mails, text messages, chat logs, and app use

Geolocation data. This category includes GPS location data from Schindler-issued mobile devices and Schindler-owned vehicles.

Audio, electronic, visual, thermal, olfactory, or similar information. This category includes, for example, information collected from camera and similar devices.

Professional and employment-related information. This category includes without limitation:

- data submitted with employment applications including employment history, recommendations, etc.
- background check and criminal history
- work authorization
- fitness for duty data and reports

Education information. This category includes education history.

Inferences drawn from the Applicant Personal Information in the categories above This category includes engaging in analytics, including but not limited to, identifying certain correlations about individuals and success on their jobs, analyzing data to improve retention, and analyzing employee preferences to inform HR Policies, Programs and Procedures.

Sensitive Personal Information. This category includes sensitive information such as:

- social security, driver's license, state identification card, or passport number,
- financial account information that allows access to an account, including log-in credentials, financial account numbers, passwords, etc.,
- precise geolocation,
- racial or ethnic origin, religious or philosophical beliefs, or union membership,
- content of mail, email, and text messages unless the Company is the intended recipient of the communication,
- genetic data,
- biometric information for the purpose of uniquely identifying a consumer, and
- information concerning health and sex life or sexual orientation.

Purposes Personal Information May Be Used

- Collect and process employment applications, including confirming eligibility and qualifications for employment, background and related checks, as necessary.
- Evaluate an individual's appropriateness for a particular position at Schindler, or promotion to a new position.
- Communicate with you about your application.
- Maintaining personnel records and record retention requirements.
- Complying with applicable state and federal labor, employment, equal employment opportunity, and related laws.
- Preventing unauthorized access to or use of Schindler's property, including Schindler's information systems, electronic devices, network, and data.
- Investigating complaints, grievances, and suspected violations of Schindler policy.

- Protect the legal rights, privacy, safety or property of Schindler or its employees, agents, contractors, customers or the public.
- Protect against fraud or other illegal activity or for risk management purposes.
- Enforce the Site's terms of use.
- Carry out a license, sale or transfer of all or a portion of the business or assets (including in connection with any bankruptcy or similar proceedings), or manage or arrange for acquisitions, mergers and re-organizations.
- Design, implement, and promote Schindler's diversity and inclusion programs.

Schindler may add to the categories of Applicant Personal Information it collects and the purposes for which it uses Applicant Personal Information. In that case, Schindler will inform you.

Disclosure. Schindler does not sell or share, as those terms are defined under applicable law, the above categories of Applicant Personal Information. We do not use or disclose your Sensitive Personal Information for purposes that, with limited exceptions, are not necessary for the application or employment related purpose for which we collect it or as reasonably expected by an average individual in this context or for other permitted purposes under the CCPA or as authorized by regulation.

To carry out the purposes outlined above, Schindler may share Applicant Personal Information with third parties, such as background check vendors, third-party human resources and information technology vendors, cloud service providers, recruiting companies, outside legal counsel, and state or federal governmental agencies.

In addition, by submitting your application and to the extent permitted by law, you authorize Schindler to conduct its own investigation of your references, employment history and education, and authorize designated references and prior employers to provide Schindler information related to your employment history and qualifications for the position for which you are applying, without prior notice.

For additional information on how we disclose Applicant Personal Information or the categories of sources from whom we collect Applicant Personal Information, please see our [Privacy Policy](#).

Retention. We retain Applicant Personal Information for as long as is necessary to process your application for employment or for purposes that are reasonably compatible with the original purpose for collecting your information. We are required to temporarily retain certain information relating to candidates applying for jobs. If there is no activity in relation to Applicant Personal Information, Schindler may remove it from its database subject to Schindler's data retention obligations, its legitimate business needs, applicable legal or regulatory obligations, the period of time permitted by local laws, or for the purpose of considering whether your skills are suitable for other opportunities. Note that Schindler may delete Applicant Personal Information at any time (including your CV/résumé), without any reason. Therefore, please retain your own copy of the information provided to us. Applicant Personal Information does not include certain categories of information such as publicly available information from government records and deidentified or aggregated consumer information.

California Resident Individual Rights Requests. Applicants who are residents of the State of California have certain individual rights with respect to their Personal Information. You can obtain information about these rights and how to exercise them by visiting our [Privacy Policy](#) or contacting us at uswebmaster.us@schindler.com.

Changes to Notice. We reserve the right to amend this Applicant Notice at any time without advance notice in order to address future developments of Schindler, the Site, changes in industry or legal trends or legal requirements. We will post the revised Applicant Notice on the Site or announce the change on

the home page of the Site. You can determine when the Applicant Notice was revised by referring to the "Last Updated" legend on the top of this Applicant Notice. Any changes will become effective upon the posting of the revised Applicant Notice on the Site. By continuing to use the Site following such changes, you will be deemed to have agreed to such changes. If you do not agree with the terms of this Applicant Notice in whole or part, you can choose to not continue to use the Site.