



Applicant California Consumer Privacy Act (“CCPA”) Notice

Schindler Elevator Corporation (“Schindler”) is providing this notice to California residents in accordance with California Civil Code Sec. 1798.100(b). This Applicant Privacy Statement (this “Statement”) applies to all of the information collected on: (1) the Schindler job application website by Schindler; 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 general privacy statement and terms of use should be read together with this Statement 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 based on your qualifications.

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.

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.

We are an equal employment opportunity employer. Schindler's policy is not to discriminate against any applicant or employee based on race, color, religion, national origin, gender, age, sexual orientation, gender identity or expression, marital status, mental or physical disability, and genetic information, or any other basis protected by applicable law. Schindler also prohibits harassment of applicants or employees based on any of these protected categories.

Any information you submit must be true, complete, not misleading and you must have the lawful right to provide it. If not, this may lead to a rejection of your application during the application process or disciplinary action including immediate dismissal if you have been employed. If you intend to provide us with details of a reference or any other third party as part of your CV/résumé, it is your responsibility to obtain consent from that third party prior to passing the personal information to us. If you become an employee, any personal information that you submit may become part of your employment file and may be used for other employment/work-related purposes as permitted by local law.

To carry out the purposes outlined above, Schindler may share 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. Schindler may add to the categories of Applicant Personal Information it collects and the purposes it uses Applicant Personal Information. In that case, Schindler will inform you.

By agreeing to this Statement, you agree to the transfer of Applicant Personal Information about you to countries outside your home country, including countries where data protection laws may differ from those of your home country. Statements here and elsewhere on the Site concerning the treatment of your information may not apply with respect to information already in Schindler's possession, such as information obtained by Schindler in connection with your current or former employment at Schindler, or information that is publicly available to Schindler.

Data Retention. 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 and policies and any applicable legal or regulatory obligations or for the period of time permitted by local laws, for the purpose of considering whether your skills are suitable for other opportunities. Note that Schindler may delete personal information about you at any time (including your CV/résumé), without any reason. Therefore, please retain your own copy of the personal information provided to us.

Consent. The provision of personal information, including on the Site, is voluntary. Please note however that the failure to provide sufficient information may result in Schindler being unable to consider you for employment, promotion, transfer, or relocation. Please read this Statement carefully and by completing and submitting your application on the Site, confirms your acceptance of our collection, retention, use, transfer and disclosure of Applicant Personal Information and the other provisions concerning your application as described in this Statement.

Changes to Statement. We reserve the right to amend this Statement 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 Statement on the Site or announce the change on the home page of the Site. You can determine when the Statement was revised by referring to the "Last Updated" legend on the top of this Statement. Any changes will become effective upon the posting of the revised Statement 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 Statement, in whole or part, you can choose to not continue to use the Site.