

FOR JOB APPLICANTS RESIDING IN CALIFORNIA

Notice of Collection of Personal Information

Overview.

This notice is intended to inform job applicants residing in California (“California Applicants”) as to the categories of personal information and applicant data that Bosch¹ collects, uses, discloses and retains for employment and human resources-related purposes. This notice also is intended to comply with the California Consumer Privacy Act of 2018 (the “CCPA”), as amended by the California Privacy Rights Act of 2020 (the “CPRA”).

As outlined below, Bosch collects, uses, discloses and retains personal information and applicant data for various reasons. Security of personal information and applicant data is top priority. Bosch stores and protects the information and data in a secure fashion, in the same manner that Bosch stores and protects all other confidential and sensitive information. Bosch does not sell or unlawfully disclose personal information and/or applicant data to any person or third party. Bosch also does not collect, use, disclose or retain the data in any way that violates equal opportunity laws (such as Title VII of the Civil Rights Act of 1964 (Title VII), the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA) and the Genetic Information Nondiscrimination Act (GINA)), or any other applicable law, including the Fair Credit Reporting Act (FCRA) or state laws protecting or limiting the disclosure of confidential or personal information.

Scope.

This notice covers the collection and use of the following information from applicants who are residents of California (collectively, “Personal Information”):

- Information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular job applicant.
- Human Resource data that comes from workforce and business systems maintained or used by Bosch (e.g., SAP® SmartRecruiters, also known as TalentHub).
- “Sensitive Personal Information,” as defined under the CPRA and listed in the below table under Appendix A.

For purpose of this notice, “Personal Information” does not include any (1) publicly available information (*i.e.*, information lawfully made available from federal, state or local government records), (2) de-identified or aggregated Personal Information, or (3) information excluded from the CPRA’s scope, such as (i) health or medical information protected by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act, or (ii) personal information protected by the Fair Credit Reporting Act (FCRA).

Examples of the different types of Personal Information collected and used by Bosch in connection with its employment practices are set forth in further detail below.

¹ All references to “Bosch” or the “Company” mean the legal entity to which you are applying for employment. By way of example, the legal entity could be Robert Bosch LLC, Bosch Security Systems, Inc., Robert Bosch Tool Corporation or any of their direct or indirect subsidiaries or affiliates.

Collection of Personal Information.

Bosch collects and uses your Personal Information as an applicant of the Company. The categories of Personal Information collected by Bosch, as well as additional details associated with Bosch's use and retention of such Personal Information, are set forth in the attached **Appendix A**.

Bosch will continue to collect the Personal Information described in **Appendix A**. If any additional Personal Information is collected by Bosch, Bosch will provide any required notice(s), and, where applicable, obtain any required consent(s), in accordance with applicable laws.

Bosch will not collect additional categories of Sensitive Personal Information or use Sensitive Personal Information for additional purposes that are incompatible with the disclosed purpose set forth in **Appendix A** without providing you with notice, to the extent required under applicable law.

Sources of Personal Information.

Bosch obtains the categories of Personal Information listed above from the following sources:

- Directly from an applicant.
- From workforce or business systems maintained or used by Bosch related to job recruiting and employment applications (e.g., SAP®, HR Global, SAP® SmartRecruiters, also known as TalentHub).
- From vendors, recruiters or other third parties assisting with benefits administration, hiring and recruiting.

Purpose for Collection and Use of Personal Information.

Bosch collects, uses, discloses and retains Personal Information for various reasons. As set forth above, Bosch may use Personal Information for employment and human resources-related purposes, including for the following reasons:

- To make employment decisions (i.e., hiring, promotion, demotion or termination decisions).
- To develop retention or reduction in force strategies.
- To conduct analyses of Company policies and practices.
- To conduct background checks and/or reference checks.
- To regulate and/or limit access to Bosch-owned or Bosch-controlled properties.
- To develop workforce strategies and conduct analyses based on workforce analytics to:
 - Ensure best human resources practices;
 - Predict turnover;
 - Make decision related to the retention of critical roles; and
 - Maintain a diverse workforce.
- To monitor and ensure compliance with applicable laws and regulations, including labor and employment laws and safety regulations.

Disclosing or Sharing of Personal Information.

Bosch does not sell any of the categories of Personal Information listed above and in the below table under **Appendix A**. However, Bosch may share or disclose Personal Information to a third party for human resources and employment-related purposes. When Bosch discloses or shares Personal Information it protects it in a secure fashion, in accordance with applicable law. Bosch enters into contracts with third parties that describe the purpose of the disclosure. These contracts require the recipient to keep the Personal Information confidential and they prohibit use of Personal Information by the third party for any purpose except performance of the contract.

As set forth in the below table, Bosch may disclose Personal Information with the following categories of third parties:

- Recruiting agencies.
- Third parties assisting with the hiring or onboarding process.
- Entities that conduct background or reference checks and/or other forms of employment screenings.
- Vendors assisting with affirmative action plans and related compliance.
- Workforce or human resources consultants.
- Entities providing workforce analytics services and technology.
- Regulatory entities to whom Bosch has legal disclosure obligations.
- Other entities to whom Bosch has legal disclosure obligations (*e.g.*, entities who have served lawfully valid subpoenas and/or other private entities to whom Bosch owes a legal duty to disclose).

Privacy Policy.

To review the Company’s CPRA-compliant privacy policy applicable to job applicants residing in California, click here:

https://www.bosch.us/media/career/job_offers/2023_CPRA_Compliant_Privacy_Policy.pdf

APPENDIX A
Collection of Personal Information

Collection of Personal Information.

If you submit an application for employment, Bosch may collect and use your Personal Information. In particular, Bosch collects the following Personal Information in connection with employment and human resources practices:

Category	Examples	Purpose	Sold or Shared?	Retention Period
Identifiers.	Real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver's license number, passport number, personnel numbers, global identification numbers or other similar identifiers.	<ul style="list-style-type: none"> • To make employment decisions (<i>i.e.</i>, hiring, promotion, demotion or termination decisions). • To conduct background checks and/or reference checks. 	Not sold. Shared for business-related purposes with the following service providers and/or contractors: <ul style="list-style-type: none"> • Recruiting agencies. • Third parties assisting with the hiring or onboarding process. • Entities that conduct background or reference checks and/or other forms of employment screenings. • Vendors assisting with affirmative action plans and related compliance. • Regulatory entities to whom Bosch has legal disclosure obligations. • Other entities to whom Bosch has legal disclosure obligations (<i>e.g.</i>, entities 	<p>If an applicant is hired, Personal Information will be retained throughout the applicant's employment and for certain periods following termination of employment, to the extent necessary to comply with applicable laws and company rules governing employment and human resources practices.</p> <p>Depending on Bosch's use of the Personal Information, more specific retention periods may apply. If you are hired, you will be provided an additional Notice of Collection that includes examples of these specific retention periods.</p> <p>If an applicant is not hired, Personal Information will be retained for three years.</p>

Category	Examples	Purpose	Sold or Shared?	Retention Period
			who have served lawfully valid subpoenas and/or other private entities to whom Bosch owes a legal duty to disclose).	
Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	Name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. Some Personal Information included in this category may overlap with other categories.	<ul style="list-style-type: none"> • To make employment decisions (<i>i.e.</i>, hiring, promotion, demotion or termination decisions). • To conduct background checks and/or reference checks. 	Not sold. Shared for business-related purposes with the service providers and/or contractors listed above.	<i>See</i> retention period description for “Identifiers”, above.
Sensitive personal information The examples of information listed under this category are collectively	Personal identification numbers, including social security, driver’s license, passport or state ID card numbers, precise geolocation	<ul style="list-style-type: none"> • To make employment decisions (<i>i.e.</i>, hiring, promotion, demotion or termination decisions). • To conduct background checks 	Not sold. Shared for business-related purposes with the service providers and/or contractors listed above.	<i>See</i> retention period description for “Identifiers”, above.

Category	Examples	Purpose	Sold or Shared?	Retention Period
referred to herein as “ Sensitive Personal Information ”.	information, information concerning race, ethnicity, or religious or philosophical beliefs, information regarding union membership, genetic or biometric data, and personal information concerning sex life or sexual orientation.	<p>and/or reference checks.</p> <ul style="list-style-type: none"> • To develop workforce strategies and conduct analyses based on workforce analytics to: (i) ensure best human resources practices; (ii) predict turnover; and (iii) maintain a diverse workforce. • To monitor compliance with applicable laws and regulations, including labor and employment and safety regulations. 		
Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).	<ul style="list-style-type: none"> • To develop retention or reduction in force strategies. • To develop workforce strategies and conduct analyses based on workforce analytics to: (i) ensure best human resources practices; (ii) predict turnover; and (iii) maintain a diverse workforce. • To monitor compliance with applicable laws and regulations, including labor and employment regulations. 	Not sold. Shared for business-related purposes with the service providers and/or contractors listed above.	<i>See</i> retention period description for “Identifiers”, above.
Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing		Not sold. Shared for business-related purposes with the service providers and/or	<i>See</i> retention period description for “Identifiers”, above.

Category	Examples	Purpose	Sold or Shared?	Retention Period
	or consuming histories or tendencies.		contractors listed above.	
Sensory data.	Audio, electronic, visual, thermal or similar information.	<ul style="list-style-type: none"> • To regulate and/or limit access to Bosch-owned or Bosch-controlled properties. • To monitor compliance with applicable laws and regulations, including labor and employment and safety regulations. 	<p>Not sold.</p> <p>Shared for business-related purposes with the service providers and/or contractors listed above.</p>	<i>See</i> retention period description for “Identifiers”, above.
Professional or employment-related information.	Current or past job history, work experience, employment history, education history, work authorization, immigration status, compensation history, performance evaluations, information related to leaves of absence, disability-related information, payroll information, benefits enrollment and/or coverage information, training or professional certification information, criminal record, credit history, civil litigation history and driving record information.	<ul style="list-style-type: none"> • To make employment decisions. • To develop retention or reduction in force strategies. • To conduct analyses of company policies and practices. • To conduct background checks and/or reference checks. • To develop workforce strategies and conduct analyses based on workforce analytics to: <ul style="list-style-type: none"> ○ Ensure best human resources practices; ○ Identify performance trends and focus on areas for improvement; ○ Predict turnover; ○ Make decision related to the retention of critical roles; and 	<p>Not sold.</p> <p>Shared for business-related purposes with the service providers and/or contractors listed above.</p>	<i>See</i> retention period description for “Identifiers”, above.

Category	Examples	Purpose	Sold or Shared?	Retention Period
		<ul style="list-style-type: none"> ○ Maintain a diverse workforce. ● To monitor compliance with applicable laws and regulations, including labor and employment and safety regulations. 		
Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	<ul style="list-style-type: none"> ● To make employment decisions. ● To develop retention or reduction in force strategies. ● To conduct analyses of company policies and practices. ● To conduct background checks and/or reference checks. 	Not sold. Shared for business-related purposes with the service providers and/or contractors listed above.	<i>See</i> retention period description for “Identifiers”, above.
Inferences drawn from other Personal Information.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	<ul style="list-style-type: none"> ● To develop workplace trainings. ● To make employment decisions. ● To develop workforce strategies and conduct analyses based on workforce analytics to: <ul style="list-style-type: none"> ○ Ensure best human resources practices; ○ Predict turnover; and ○ Maintain a diverse workforce. 	Not sold. Shared for business-related purposes with the service providers and/or contractors listed above.	<i>See</i> retention period description for “Identifiers”, above.