

PRIVACY POLICY ADDENDUM
ADDITIONAL INFORMATION FOR INDIVIDUALS RESIDING IN CALIFORNIA

Overview.

This privacy policy is intended to inform individuals residing in California of their rights regarding personal information and applicant data that Bosch¹ collects, uses, discloses and retains for employment and human resources-related purposes. This policy 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”).

Scope.

This privacy policy 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 privacy policy, “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).

Sources of Personal Information.

Bosch collects, uses, discloses and retains Personal Information for various reasons. 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 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.

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.

- 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.

Bosch does not use or disclose Sensitive Personal Information (as such phrase is defined under the CPRA) for purposes other than those specified in CPRA’s implementing 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).

Your Rights and Protections.

Applicants residing in California have additional privacy rights under the CPRA with respect to their Personal Information and Sensitive Personal Information. More specifically, California residents who submit an application for employment to Bosch (collectively, “California Applicants”) have the following rights:

- **The right to know.** California Applicants have the right to request information regarding the collection, use and disclosure of categories of Personal Information, including the type of information collected, the purposes of any collection, any categories of information sold, shared or disclosed, and the third parties receiving that information. Bosch will timely respond to any such requests.
- **The right to data portability.** California Applicants have the right to obtain a transferable copy of the specific pieces of Personal Information Bosch has collected. Upon request by the applicant,

Bosch will transfer that information to another entity directly, following any appropriate redactions.

- **The right to request deletion.** California Applicants have the right to request deletion of certain Personal Information provided to Bosch by the California Applicant. This right is subject to certain limitations and exceptions. Once a verifiable request has been received, Bosch will delete Personal Information received from the California Applicant, unless an exception applies. Note that many of the categories of Personal Information described in this policy will fall under one of the relevant exceptions. For example, Bosch may retain Personal Information provided by a California Applicant, as necessary, for employment purposes (such as hiring practices), to comply with legal or recordkeeping obligations or requirements, to perform on its obligations under a contract, or to ensure proper defenses against legal claims.
- **The right to correct.** California Applicants have the right to request that Bosch correct any inaccurate Personal Information. Bosch shall use all commercially reasonable efforts to correct such inaccuracies, to the extent required under the CPRA.
- **The right to opt-out of sales and sharing.** California Applicants have the right to opt out of the selling or sharing of Personal Information with third parties. Many exceptions will apply to this right in the employment and human resources-related context. For example, Bosch “shares” certain Personal Information with third party service providers and contractors. However, those entities are not considered “third parties” under the CPRA. This means that an opt-out request does not prevent Bosch from sharing Personal Information with those entities for the purposes outlined in this policy.
- **The right to limit or restrict use of sensitive information.** California Applicants have the right to restrict the use and disclosure of Sensitive Personal Information, subject to certain exceptions. This right does not apply to information that does not qualify as “Sensitive Personal Information” under the CPRA.
- **The right of no retaliation.** Bosch will not retaliate against, and expressly prohibits retaliation against, any California Applicant for exercising rights under the CPRA.

How to Exercise Your Rights.

To exercise any of the rights outlined above, submit a request to Bosch by either:

- Calling us at 1-855-9-CALL-HR (1-855-922-5547); or
- Sending an email to: hserviceus@us.bosch.com

Only an applicant who is a resident of California, or an agent authorized by the California Applicant, may make a request to exercise the majority of rights outlined above. Additional identifying information may be requested in connection with a request, including information needed for Bosch to verify an applicant’s (or an agent’s) identity. For example, Bosch may request a copy of an applicant’s written permission for the authorized agent to submit the applicable request. Bosch reserves the right to deny requests that Bosch cannot verify or fraudulent requests.

Bosch will endeavor to respond to a verifiable applicant request to know or delete, as applicable, within forty-five (45) calendar days of its receipt, or sooner where required by applicable law. If Bosch requires more time (up to a total of ninety (90) calendar days), as permitted by applicable law, Bosch will inform the applicant of the reason for the additional time and the extension period in writing.

Any disclosures provided in response to an applicant's request will only cover the 12-month period preceding the request's receipt, unless otherwise required by applicable law. The response provided will also explain the reasons Bosch cannot comply with any portion of a request, if applicable.

For data portability requests, where applicable, Bosch will select the format in which the requested Personal Information will be provided. The format will be readily usable and will allow transmission of the information from one entity to another.

Note regarding opt-out requests: Bosch will act on a request to opt-out, if such requirements are applicable, as soon as feasibly possible (but no later than 15 business days). To request an opt-out or otherwise exercise the right to opt-out, you may submit a request to us via e-mail at hrrserviceus@us.bosch.com. As set forth above, exceptions will likely apply to most applicant requests to opt-out in the employment and human resources-related context, precluding Bosch from granting certain opt-out requests.

For additional information regarding the rights described above, or how to exercise such rights, contact HR Service at hrrserviceus@us.bosch.com.

Changes to this Policy.

Bosch reserves the right to change, update, revise and/or modify this policy at any time, at Bosch's sole discretion.

Collection and Disclosure of Personal Information within Last 12 Months.

Bosch begins to collect Personal Information from California Applicants when the applicants start the employment applicant process. However, within the last 12 months, Bosch has collected, shared and/or disclosed Personal Information from other applicants for employment. Additional details related to that collection, use and disclosure are included in the table set forth in **Appendix A**.

Personal Information for Individuals Under 16.

Bosch does not sell or share the Personal Information of any applicant for employment who is under 16 years of age.

Revision Date.

This privacy policy addendum was last revised: May 1, 2023.

Contact Information.

To obtain more information about the collection or use of your Personal Information or this policy, you can contact HR Service at hrrserviceus@us.bosch.com.

APPENDIX A

Collection and Disclosure of Applicant Personal Information within Last 12 Months

Category	Examples	Purpose for Collection and Disclosure	Sold or Shared?
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 comply with recordkeeping and reporting requirements under applicable employment laws. 	<p>Not sold.</p> <p>Shared for business-related purposes with the following service providers and/or contractors:</p> <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. • Workforce or human resources vendors and 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 (<i>e.g.</i>, entities who have served lawfully valid subpoenas and/or other private entities to whom Bosch owes a legal duty to disclose).

Category	Examples	Purpose for Collection and Disclosure	Sold or Shared?
<p>Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).</p>	<p>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.</p>	<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. • To comply with recordkeeping and reporting requirements under applicable employment laws. 	<p>Not sold.</p> <p>Shared for business-related purposes with the service providers and/or contractors listed above.</p>
<p>Sensitive Personal Information</p>	<p>Personal identification numbers, including social security, driver's license, passport or state ID card numbers, account or debit or credit card numbers combined with passwords or codes that would enable access to the accounts, precise geolocation information, information concerning race, ethnicity, or religious or philosophical beliefs, information regarding union membership, genetic or biometric data, and personal information</p>	<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. • 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. 	<p>Not sold.</p> <p>Shared for business-related purposes with the service providers and/or contractors listed above.</p>

Category	Examples	Purpose for Collection and Disclosure	Sold or Shared?
	concerning sex life or sexual orientation.		
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. 	<p>Not sold.</p> <p>Shared for business-related purposes with the service providers and/or contractors listed above.</p>
Biometric information.	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints (or measurements of fingerprints), or other physical patterns, and sleep, health, or exercise data.	<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>
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>
Professional or employment-related information.	Current or past job history, work experience, employment history,	<ul style="list-style-type: none"> To make employment decisions. To develop retention or reduction in force strategies. 	<p>Not sold.</p> <p>Shared for business-related purposes with</p>

Category	Examples	Purpose for Collection and Disclosure	Sold or Shared?
	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 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; ○ Predict turnover; and ○ Maintain a diverse workforce. • To monitor compliance with applicable laws and regulations, including labor and employment and safety regulations. 	the service providers and/or contractors listed above.
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.
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 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.