

Privacy Notice For Permobil Applicants

Background and purpose

Permobil stores and processes personal information* about you during the application process. We need this data to make hiring decisions and comply with applicable law.

The California Consumer Privacy Act (CCPA) requires Permobil to inform you regarding what personal information we store and how we use it. The purposes of the legislation are:

- for persons to be in control of their personal information,
- to make companies be transparent about how they collect and process personal information,
- minimize risk for data breaches,
- to make companies design systems in a way that limits the collection and the accessibility to personal information

This document contains information on what personal information we process and why we process the data. Applicants with disabilities may access this notice in an alternative format by contacting Natalie Halverson, Counsel (natalie.halverson@permobil.com).

**For the purposes of this notice, personal information includes all related definitions of an individual's personally identifying information, including personal information as defined by the CCPA.*

What personal information are we collecting?

The categories of personal information Permobil may process from applicants include:

Category	Examples	Purpose
Identifiers	applicant name, mailing address, email address	<ul style="list-style-type: none">• Communication with the applicant, information to the applicant
Basic demographic information	voluntary self-disclosure information regarding minority, veteran, and disability status	<ul style="list-style-type: none">• Comply with applicable laws
Characteristics of protected classifications under California or Federal law	Information regarding disability, sex, military or veteran status, or other voluntarily-disclosed protected classification	<ul style="list-style-type: none">• Provide statistics and other information that the employer is obliged to report in accordance with applicable laws and regulations
Professional or employment-related information	employment history or other related information	<ul style="list-style-type: none">• Making employment decisions• Preparation of statistics for personnel management
Education information	GPA, classes taken, information on a transcript	<ul style="list-style-type: none">• Making employment decisions• Provide statistics and other information that the employer is obliged to report in accordance with applicable laws and regulations• Resource and recruitment planning

If you do not disclose your personal information, Permobil cannot fulfill its contractual and legal obligations or effectively make hiring decisions.

With whom may we share your personal information?

Permobil may share your personal information with the following individuals or third parties:

- Permobil's HR function
- Governmental authorities with appropriate legal authorization and/or consent
- System and service providers regarding job creation and staffing planning

In the event that Permobil sells or purchases activities or assets, the company may also provide your personal information to a potential seller or buyer of such business or assets.

Contact Us

If you have any questions or concerns about this privacy notice or the manner in which Permobil processes your personal information, please contact us using the following contact details:

Office of the General Counsel
Permobil, Inc.
300 Duke Drive
Lebanon, TN 37090
US_Box_Legal@permobil.com

Acknowledgment

I have been informed of how Permobil processes my personal information.

Applicant (printed)

Applicant signature