

EFFECTIVE DATE: JANUARY 1, 2023

**NOTICE TO CALIFORNIA APPLICANTS/EMPLOYEES
TARGUS**

This notice is to all job applicants, current and former employees, owners, directors, officers, and contractors who work for or on behalf of Targus and who reside in the State of California. During your work with or for Targus we may need to collect, use, and store information that is personal to you. We are committed to protecting the privacy and security of such personal information and to being transparent about the purposes for which we use your personal information. This notice sets forth our policies and practices for handling the information we collect and use in the employment context.

For more information about Targus' policies, please refer to the Targus privacy policy in its handbook.

California's California Consumer Privacy Act ("CCPA") and California Privacy Rights Act ("CPRA") provide California applicants and employees with the following rights, subject to Targus' verification:

- Knowledge of and access to information collected;
- Deletion of information collected;
- Opt-out of information collected;
- Opt-in of information collected;
- Correction of information collected;
- Go to court;
- Limit use of information collected;
- Not to be discriminated or retaliated against for exercising rights under the law;
- Restrict the use of sensitive Personal Information; and
- Access Information on Automated Decision-Making.

Where We Get Your Information From

Targus may collect information about you from the following sources: 1) you; 2) prior employers, references, recruiters, job-related social media platforms; 3) third-party sources of demographic information; 4) third-party companies, such as background check companies, drug testing facilities; 5) claim administrators and investigators; and 6) from or during the onboarding process and during the selection of your benefits as an employee.

Personal and Sensitive Personal Information That We May Collect

We may collect the following information:

- Identifiers, such as name, government-issued identifier (e.g., Social Security number), and unique identifiers (e.g., employee ID);

- Personal information, such as real name, signature, SSN, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, passport number, federal identification authorizing work in the United States, access and/or passcodes, insurance policy number, education, employment, employment history, bank account number, other financial information, medical information, or health insurance information;
- Characteristics of protected classifications under California or federal law, such as age, marital status, gender, sex, race, color, disability, citizenship, primary language, immigration status, military/veteran status, request for leave, and medical conditions;
- Commercial information, such as transaction information and purchase history (e.g., in connection with travel or other reimbursements or purchases from Targus);
- Internet or network activity information, such as browsing history and interactions with our online systems and websites and any personal information that you provide while accessing Targus' computer systems, such as personal credit card information and passwords;
- Geolocation data, such as device location from usage of Targus' devices;
- Audio, electronic, visual, and similar information;
- Professional or employment-related information, such as work history and prior employer;
- Non-public education information;
- Benefits filings, e.g., disability, Workers' Compensation; and
- Inferences drawn from any of the Personal and Sensitive Personal Information listed above to create a profile or summary about, for example, an individual's preferences and characteristics.

We may or may not have collected Personal and Sensitive Personal Information about you from each of the above sources.

How Your Personal and Sensitive Personal Information May Be Used

We may use Personal and Sensitive Personal Information:

- To operate, manage, and maintain our business;
- For hiring, retention, and employment purposes;
- To otherwise accomplish our business purposes and objectives, including, for example:
 - Emergency services;
 - Conducting research, analytics, and data analysis;
 - Maintaining our facilities and infrastructure;
 - Quality and safety assurance measures;
 - Conducting risk and security controls and monitoring;
 - Protecting confidential and trade secret information;
 - Detecting and preventing fraud;
 - Performing identity verification;

- Performing accounting, audit, and other internal functions, such as internal investigations;
- Complying with the law, legal process, and internal policies;
 - Maintaining records;
 - Claims processing;
 - Responding to legal requests for information and subpoenas; and
 - Exercising and defending legal claims.
- Any other purposes authorized by the California Privacy Protection Agency, California or Federal law.

We may or may not have used Personal and Sensitive Personal Information about you for each of the above purposes.

Sharing of Personal Information

We only share your information with the following third-party entities:

- Payroll agencies, e.g., ADP
- Employment verification and employment eligibility agencies, e.g., I-9, HireRight
- Healthcare providers, e.g., Gallagher
- Financial Advisors, e.g., Fidelity, investment plan and pension benefits auditors
- Employee Stock Purchase Plan, e.g., B. Riley, parent corporation
- Employees product purchase programs, e.g., SheerID for discount code and Shopify on Targus.com
- Corporate compliance, e.g., KYC for banking institutions
- Expense and travel portal, e.g., Concur and Corporate Traveler

Selling of Personal Information

Targus DOES NOT sell your personal information.

Data Retention

Targus retains the information it receives about you for no longer than is reasonably necessary to fulfill the purposes we collected it for, or as required to satisfy any legal, accounting, or reporting obligations including those required by California or Federal law.

For Inquiries and/or to Submit Requests for Information, Deletion or Correction

We may update this notice from time to time, in which case the revised notice will be posted to our intranet or provided to you in writing, by email, or mail. Please contact Human Resources at HR.Americas@targus.com for inquiries about Targus' policy, or to submit your requests for information, deletion, or correction.