

## **Saronic Technologies, Inc.**

### **Privacy Notice for California Employees and Applicants**

CALIFORNIA LAW REQUIRES THAT WE PROVIDE YOU THIS NOTICE ABOUT THE COLLECTION AND USE OF YOUR PERSONAL INFORMATION. WE ENCOURAGE YOU TO READ IT CAREFULLY. UPON REQUEST, THIS NOTICE CAN BE MADE AVAILABLE IN ALTERNATIVE FORMATS. PLEASE CONTACT: PEOPLE@SARONIC.COM FOR AN ALTERNATIVE FORMAT.

Last Update January 2026

This privacy notice (“Notice”) describes the categories of personal information that Saronic Technologies, Inc. and our affiliated entities (collectively, the “Company,” “we,” “us” and “our”) collect about our employees and applicants who are California residents (“you,” “your” and “employees”), and the purposes for which we use that information.

For purposes of this Notice, “personal information” has the meaning given in the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act (the “CCPA”) but excludes information exempted from the CCPA’s scope.

This Notice does not create or form part of any contract for employment.

#### **1. Information we collect about employees and applicants**

##### ***A. Categories of personal information***

The categories of personal information we may collect and process during the course of your employment and the application and recruiting process include:

- Contact information, such as name, home address, telephone number and email address;
- Personal information such as name, signature, Social Security Number and/or other governmental ID number and bank account and other financial information;
- Personal information about your beneficiaries or dependents such as names, signatures, addresses and other identifying information;
- Biographical and demographic information (including information regarding characteristics related to protected classifications under California and federal law), such as name, gender, race, date of birth, professional history, veteran status, disability status, language proficiencies, education details, and information you make available directly to us or publicly available through job search or career networking sites;
- Internet or other similar network activity, such as browsing history, search history, or other identifying data we may obtain when you interact with our systems;
- Professional or employment-related information, such as your job history, performance evaluations and related information;
- Insurance and benefits and related health information (including with respect to beneficiaries under your policies);

- Information from job application materials or recruiters, such as your job application, resume or CV, cover letter, writing samples, references, work history, education transcripts, whether you are subject to prior employer obligations, and information that referrers provide about you;
- Professional qualifications, such as memberships, and certifications;
- Information needed to understand and assess accommodation requests regarding potential disabilities or other health conditions;
- Information from the application process, such as any phone-screens, interviews, evaluations and outcomes of recruiting exercises;
- Information that would allow us to verify your employment eligibility;
- Job preferences, such as desired position and compensation (as permitted by law), location preferences and willingness to relocate;
- Employment history;
- Background check information, such as information necessary to complete background and/or other checks when permitted by law, and information received during these checks;
- Audio and visual information; and
- Other information that you may provide to us.

In certain cases we may ask you for additional information for purposes of complying with applicable laws. We may also inquire about criminal records. We will do so only where permitted by applicable law and consistent with those laws.

#### ***B. Sources of personal information***

We collect personal information from you when you apply for a job and throughout the job application, recruiting and onboarding processes as well as through the course of your employment. We may also collect your personal information from other sources and combine it with the personal information you provide us. For example, we may collect your personal information from:

- Websites you may use to apply for a job with us;
- Prior employers that provide us with employment references;
- Professional references that you authorize us to contact;
- Pre-employment screening services, such as background check providers (where permitted by law);
- Your public social media profile or other publicly available sources;
- Employment agencies and recruiters;
- Your educational institutions;
- Third parties as necessary for providing you with benefits and ancillary services;
- Online activity information that we and our service providers collect using server logs, “cookies” and similar technologies;
- Forms and other data that you provide directly to us or to third parties such as benefit providers;
- Recorded phone or video calls; and

## **2. How we use personal information about employees**

### ***A. Purposes for which we use personal information***

We may use the categories of personal information above for the following purposes:

- Human resources and employment processing and administration, such as:
  - Payroll, tax and expense report processing and administration, including expense reimbursement, direct deposit, and payroll deductions;
  - Administration of benefits, including enrollment;
  - Employee onboarding;
  - Conducting performance reviews and evaluations, as well as making decisions about promotions and job mobility;
  - Managing business travel (e.g., car service/rentals, flights, hotels) and personnel expenses (e.g., reimbursement, corporate credit card).
  - General human resource and business purposes.
- Recruiting management, such as:
  - Recruiting, interviewing and evaluating job candidates;
  - Conducting background checks and other pre-employment screening (where permitted by law);
  - Analyzing and improving our application and recruitment processes;
  - Accommodating disabilities or health conditions;
  - Communicating with you regarding your role, opportunities with the Company or about the Careers Site and any changes to applicable terms or policies; and
  - Other business operations.
- Compliance, safety and fraud prevention, such as:
  - Complying with or monitoring compliance with legal and other requirements, such as reporting and equal opportunities monitoring requirements, where applicable;
  - Complying with internal policies and procedures;
  - Complying with lawful requests and legal process, such as responding to subpoenas or requests from government authorities;
  - Protecting our, your or others' rights, safety and property;
  - Protecting our confidential information, intellectual property and networks;
  - Investigating and deterring against fraudulent, harmful, unauthorized, unethical or illegal activity, or conduct in violation of our policies or procedures; and
  - Sharing information with government authorities, law enforcement, courts or private parties where we have a good-faith belief it is necessary for the foregoing purposes.

- Analytics. Creating anonymous, aggregated or de-identified data that we use and share to analyze our employee body, our application and recruitment activities, business and for other lawful business purposes.

#### ***B. Sharing personal information***

We may share your personal information with other parties as necessary for the purposes described above. For example, we may share your personal information with:

- *Affiliates*. Our affiliates for purposes consistent with this Notice or to operate shared infrastructure, systems and technology.
- *Service providers*. Companies that provide us with services that help us operate our business and manage human resources and benefits matters, such as information technology providers, payroll and benefits managers, background check vendors, training, expense management, medical/health, and data storage companies. We might also authorize our service providers to collect personal information on our behalf.
- *Corporate Transfers*. Parties to transactions and potential transactions whereby we sell, transfer or otherwise share some or all of our business or assets, including your personal information, such as a corporate divestiture, merger, consolidation, acquisition, reorganization or sale of assets, or in the event of bankruptcy or dissolution.
- *Professional advisors*. Lawyers, immigration advisors, and other outside professional advisors.
- *Customers and business partners*. Customers, other companies and individuals with whom the Company does business or is exploring a business relationship.

### **3. Your obligations**

Among other obligations, including without limitation the obligation to provide complete and accurate information in recruiting documents and processes, it is your responsibility to ensure that information you submit does not violate any third party's rights. You should keep your personal information on file with the Company up to date and inform us of any significant changes to it.

### **4. Other information about this Notice**

#### ***A. Third parties***

This Notice does not address, and we are not responsible for, the practices of any third parties, which have their own rules for how they collect and use your personal information.

#### ***B. Changes to this Notice***

We reserve the right to change this Notice at any time. The "Last Updated" heading at the top of this Notice indicates when it was last revised. Any changes will become effective when we make the revised notice available.

**Contact us**

If you have questions about this Notice, or if you believe any of your personal information is inaccurate or if you have questions about destruction or deletion of your personal information, please contact [People@saronic.com](mailto:People@saronic.com)