

**Genesis Motor America (“GMA” “we” or “us”)
California Applicant Privacy Notice**

Effective Date: December 19, 2022

PURPOSE OF THIS NOTICE: This Applicant Privacy Notice (the “**Notice**”) describes GMA’s collection and use of certain personal information relating to job applicants who are California residents (“**Applicants**”), and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act (“**CCPA**”) (as amended by the California Privacy Rights Act of 2020 (“**CPRA**”), codified at Cal. Civ. Code §§ 1798.100–1798.199.100 and the California Consumer Privacy Act Regulations issued thereto, Cal. Code Regs. tit. 11, div. 6, ch. 1). We may provide Applicants additional notices about our data collection practices that are covered by other laws (e.g., if we conduct a background check or extend an employment offer).

SCOPE OF THIS NOTICE: This Notice applies to the personal information that we collect and use in order to manage the limited relationship we have with our Applicants. This Notice does not address or apply to (i) the personal information we collect from employees, contractors, or customers or (ii) protected health information (or “**PHI**”), publicly available information (as defined by CCPA), consumer credit reports, and background checks, publicly available data lawfully made available from state or federal government records, or other information that is exempt under the CCPA.

CATEGORIES OF PERSONAL INFORMATION COLLECTED: While the categories of personal information that we collect and our use of such personal information may vary depending on the position or location for which you apply, generally we may collect the following categories of personal information about you, such as when you inquire about, apply for, or interview for a position with us and disclose it to certain categories of third parties as described below:

Category	Categories of Third Parties to Whom We May Disclose this Information
<p>Name, Contact Info and Other Identifiers. Identifiers such as a real name, alias, postal address, email address, phone number, social security number, driver’s license number, passport number, or other similar identifiers, IP address and online identifiers and other unique identifiers.</p>	<p>Affiliates and subsidiaries</p> <p>Service providers and suppliers</p> <p>Government entities and law enforcement</p>
<p>Protected Classifications. Characteristics of protected classifications under California or federal law such as race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, citizenship status, military/veteran status, marital status, and medical condition.</p>	<p>Affiliates and subsidiaries</p> <p>Service providers and suppliers</p> <p>Government entities and law enforcement</p>
<p>Usage Data. Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding your interaction with an internet website or application.</p>	<p>Affiliates and subsidiaries</p> <p>Service providers and suppliers</p> <p>Government entities and law enforcement</p>

<p>Audio/Visual. Audio, electronic, visual, or similar information, such as, CCTV footage, photographs, and audio recordings (e.g., recorded meetings and webinars).</p>	<p>Affiliates and subsidiaries</p> <p>Service providers and suppliers</p> <p>Government entities and law enforcement</p>
<p>Employment History. Professional or employment-related information.</p>	<p>Affiliates and subsidiaries</p> <p>Service providers and suppliers</p> <p>Government entities and law enforcement</p>
<p>Education Information. Information about education history or background that is not publicly available personally identifiable information as defined in the federal Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99).</p>	<p>Affiliates and subsidiaries</p> <p>Service providers and suppliers</p> <p>Government entities and law enforcement</p>
<p>Profiles and Inferences. Inferences drawn from any of the information identified above to create a profile about an Applicant reflecting the Applicant’s preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.</p>	<p>Affiliates and subsidiaries</p> <p>Service providers and suppliers</p> <p>Government entities and law enforcement</p>
<p>Sensitive Personal Information. Social security number, driver’s license number, passport number, race, national origin, religion, sexual orientation, gender identity, medical condition.</p>	<p>Affiliates and subsidiaries</p> <p>Service providers and suppliers</p> <p>Government entities and law enforcement</p>

PURPOSES FOR COLLECTING AND USING PERSONAL INFORMATION: Generally, we may use the above categories of personal information for the following business and commercial purposes:

<p>Recruiting, Hiring and Managing, and Evaluating Applicants. To review, assess, recruit, consider or otherwise manage Applicants and job applications, including:</p> <ul style="list-style-type: none"> • Scheduling and conducting interviews • Identifying Applicants, including by working with external recruiters • Reviewing, assessing and verifying information provided, to conduct criminal and background checks (where relevant and pursuant to applicable law), and to otherwise screen or evaluate Applicants’ qualifications, suitability and relevant characteristics • Extending offers, negotiating the terms of offers, and assessing salary and compensation matters • Satisfying legal and regulatory obligations • Communicating with Applicants regarding their applications and about other similar position(s) for which they may be interested • Maintaining Applicant personal information for future consideration • Supporting our equal opportunity employment policy and practices

Security and Monitoring. In order to monitor and secure our resources, network, premises, and assets, including:

- Monitoring for, preventing and investigating suspected or alleged misconduct or violations of work rules
- Monitoring for, preventing, investigating and responding to security and privacy incidents
- Providing and managing access to physical and technical access controls
- Monitoring activities, access and use to ensure the security and functioning of our systems and assets
- Securing our offices, premises and physical assets, including through the use of electronic access systems and video monitoring

Auditing, Accounting and Corporate Governance. Relating to financial, tax and accounting audits, and audits and assessments of our business operations, security controls, financial controls, or compliance with legal obligations, and for other internal business purposes such as administration of our records retention program.

M&A and Other Business Transactions. For purposes of planning, due diligence and implementation of commercial transactions (e.g., mergers, acquisitions, asset sales or transfers, bankruptcy or reorganization or other similar business transactions).

Defending and Protecting Rights. In order to protect and defend our rights and interests and those of third parties, including to manage and respond to legal claims or disputes, and to otherwise establish, defend or protect our rights or interests, or the rights, interests, health or safety of others, including in the context of anticipated or actual litigation with third parties.

Compliance with Applicable Legal Obligations. Relating to compliance with applicable legal obligations (such as hiring eligibility, responding to subpoenas and court orders) as well as assessments, reviews and reporting relating to such legal obligations, including under employment and labor laws and regulations, social security and tax laws, environmental regulations, workplace safety laws and regulations, and other applicable laws, regulations, opinions and guidance.

We do not sell or share Applicant’s personal information, including sensitive personal information, with third parties.

RETENTION OF PERSONAL INFORMATION

We will retain your personal information, including sensitive personal information, as long as necessary for purposes for which the personal information was collected and is used by us, as stated in this Notice. To the extent permitted by applicable law, we will retain and use your personal information as necessary to comply with our legal obligations, resolve disputes, maintain appropriate business records, and enforce our agreements.

SENSITIVE PERSONAL INFORMATION

We collect and use certain sensitive personal information which may vary depending on the circumstances. We may collect the following categories of sensitive personal information, as indicated in the “Categories of Personal Information Collected” section above.

Notwithstanding the “Purposes for Collecting and Using Personal Information” section above, we only use or disclose sensitive personal information as reasonably necessary (i) to perform services requested by you, (ii) to help ensure security and integrity, including to prevent, detect, and investigate security incidents, (iii) to detect, prevent, and respond to malicious, fraudulent, deceptive, or illegal conduct, (iv) to verify or maintain the quality and safety of our services, (v) for compliance with our legal obligations, (vi) to our service providers who perform services on our behalf, and (vii) for other purposes other than inferring characteristics about you. We do not use or disclose your sensitive personal information other than as authorized pursuant to the CCPA.

CALIFORNIA RESIDENTS’ RIGHTS

Applicant Rights. In general, California residents have the following rights with respect to their personal information:

- Do not sell or share (opt-out): to opt-out of our sale or sharing of their personal information. We do not sell or share personal information of Applicants as defined by the CCPA, including about California consumers who we know are younger than 16 years old.
- Right of deletion: to request deletion of their personal information that we have collected about them and to have such personal information deleted (without charge), subject to certain exceptions.
 - Right to know: with respect to the personal information we have collected about them, to require that we disclose the following to them (up to twice per year and subject to certain exemptions):categories of personal information collected;
 - specific pieces of personal information collected;
 - categories of sources of personal information;
 - categories of personal information about them we have disclosed for a business purpose or sold;
 - categories of third parties to whom we have disclosed for a business purpose their personal information;
 - categories of personal information sold or shared and categories of third parties to whom the personal information was sold or shared;
 - the business or commercial purposes for collecting, selling, or sharing personal information; and
 - a copy of the specific pieces of personal information we have collected about them.
- Right to correct inaccurate information: to request correction of their personal information that we have collected about them and to have such personal information corrected.
- Right to limit the use or disclosure of sensitive personal information: with respect to sensitive personal information, to require we limit our use or disclosure of sensitive personal information to those uses authorized by the CCPA. However, we do not use or disclose sensitive personal information except for the purposes described above under “Sensitive Personal Information,” as authorized by the CCPA.
- Right to non-discrimination: the right not to be subject to discriminatory treatment for exercising their rights under CCPA.
- Financial incentives: California residents have the right to be notified of any financial incentives offers and their material terms, the right to opt-out of such incentives at any time and may not be included in such incentives without their prior informed opt-in consent. Where we offer any financial incentives under the CCPA, we will notify you in advance of the material terms of such incentives and your related rights, before we obtain your consent to such incentives.

Submitting Requests. You may submit requests to us at our [Personal Information Request Portal](https://forms.office.com/r/SQnmhAFHbC) (<https://forms.office.com/r/SQnmhAFHbC>). In addition, you may make certain requests to us by contacting us at: (800) 340-9741 (toll free). In order to make a request, you will need to provide us with your name, email address, telephone number, and mailing address. If you provide this information via our portal, we will send you an email to verify the information is correct.

Please note that we may require additional information from you in order to verify your request.

Authorized agents may submit requests to us at our [Personal Information Request Portal](https://owners.genesis.com/us/en/privacy/data-request/request-on-behalf.html) (<https://owners.genesis.com/us/en/privacy/data-request/request-on-behalf.html>). If you are submitting a request through an authorized agent, the authorized agent must confirm their relationship with you. We may also request that any authorized agents verify their identity, including by providing information about themselves, such as their name, email, phone number, and address. We may reach out to you directly to confirm that you have provided the agent with your permission to submit the request on your behalf.

There may be circumstances where we will not be able to honor your request. For example, if you request deletion, we may need to retain certain personal information to comply with our legal obligations or other permitted purposes. However, we will only use personal information provided in a verifiable consumer request to verify your identity or authority to make the request.

CONTACTING US ABOUT THIS NOTICE: If you have any questions or concerns regarding our use of personal information as described in this Notice, please contact personalprivacyrequest@hmausa.com.