



TELEDYNE'S CALIFORNIA CONSUMER PRIVACY NOTICE TO CALIFORNIA EMPLOYEES AND JOB APPLICANTS

This notice applies to personal information of California employees, interns, contractors, volunteers, and applicants for those roles collected by Teledyne Technologies Incorporated, its subsidiaries and affiliates ("Teledyne"). This notice also applies to information provided to us about employees' relatives and others that is used for emergency contact of benefit purposes.

Please read this notice to learn how we collect and process your personal information when you are employed by Teledyne, engaged to provide services to Teledyne or apply for a job with Teledyne. Under the California Consumer Privacy Act of 2018, Cal. Civ. Code Section 1798.100 et seq. and its implementing regulations (the "CCPA"), as modified by the California Privacy Rights Act (the "CPRA"), you have the right to know and understand the categories of personal information we collect about you, and the purposes for which we use such personal information. This Notice only applies to employees, contractors and job applicants who are residents of the State of California. Teledyne does not sell or otherwise disclose personal information for monetary or other consideration to any third parties.

Categories of Personal Information We Collect

Personal identifiers, such as your name, preferred name, postal address, unique personal identifiers (such as device identifiers, cookies, beacons, pixel tags, mobile ad identifiers and similar technology), telephone number, online identifier, Internet Protocol address, email address, Social Security number, driver's license number, passport number, date of birth, signature, physical characteristics or description, state identification card number, insurance policy number, education, bank account number, credit card number, debit card number, other financial information, medical information and health insurance information.

Characteristics of protected classifications, such as race, color, national origin, religion, age, sex, gender, gender identity, gender expression, sexual orientation, marital status, medical condition, ancestry, genetic information, disability, citizenship status and military or veteran status.

Biometric information, such as your physiological, biological or behavioral characteristics (including an individual's deoxyribonucleic acid (DNA)), that can be used, singly or in combination with each other or with other identifying data, to establish individual identity. Biometric information includes, but is not limited to, imagery of the iris, retina, fingerprint, face, hand, palm, vein patterns and voice recordings, from which an identifier template, such as a faceprint, a minutiae template or a voiceprint, can be extracted, and keystroke patterns or rhythms, gait patterns or rhythms and sleep, health or exercise data that contain identifying information.

Online activity, such as your browsing history, search history and information regarding your interaction with a website, application or advertisement.

Sensory data, such as audio and visual information that we may obtain if you use video interviewing as part of the application process. If you visit, work or perform services in our facilities or facilities in which we operate, your entry, exit and actions in or around those facilities may be monitored by CCTV.

Professional or employment-related information, such as your employment history, job application or resume, employment contract, references, information about skills and abilities, accomplishments and awards, training and development information, performance evaluation information and employment termination information.

Non-public education information, such as your education history, education records (such as grades, transcripts and class lists) and other information included in your resume or cover letter.

Inferences drawn from other personal information, including any information referenced above to create a profile about you reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities and aptitudes.

Sensitive personal information as defined in the CPRA, such as: government-issued identifiers, such as SSN, Driver's License, etc.; account credentials; financial information; precise geolocation; race or ethnic origin; religious beliefs; contents of certain types of messages; genetic data; biometric information; and other types of information.

We also may collect personal information included in job interview notes, responses to screening questions, assessment results and any other information you provide in connection with the recruitment process.

Our retention period for the data elements within each category is set based on the following criteria: (1) the length of time that the data is needed for the purposes for which it was created or collected, (2) the length of time the data is needed for other operational or record retention purposes, (3) the length of time the data is needed in connection with our legal, compliance and regulatory requirements, for legal defense purposes and to comply with legal holds, (4) how the data is stored, (5) whether the data is needed for security purposes and fraud prevention, and (6) whether the data is needed to ensure the continuity of our products and services.

Sources of Personal Information

We collect personal information you voluntarily provide to us during the application process or when you otherwise contact us. We may also automatically collect certain information, such as IP addresses and device identifiers.

We may combine personal information you voluntarily provide to us with information we collect from other sources, such as:

- Recruiters;
- Prior employers and professional references;
- Educational institutions;
- Pre-employment screening and background check services;
- Credentialing and licensing organizations;
- Publicly available sources, such as public social media profiles on LinkedIn, Twitter or Facebook; and
- Other sources as directed by you

Business Purposes for Collecting Personal Information

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

- **Recruitment of Employees and Processing and Managing Job Applications:** We use your personal information to process your job application, create an applicant profile, evaluate your qualifications, schedule and conduct interviews and communicate with you.
- **Conducting Pre-Employment Screening and Background Checks:** In accordance with applicable law, we use your personal information to conduct employment screening and background checks.
- **Compensation and Expense Management:** We use your personal information to conduct payroll processing, salary administration, expense reimbursement, manage the Company's corporate credit card program and other compensation purposes such as determining bonuses, equity and other forms of employee compensation.
- **Benefits Administration:** We use your personal information we collect to administer benefits we provide, such as medical, dental, vision, disability insurance, retirement benefits and other employee benefit programs.
- **General Human Resources Management:** We use your personal information we collect to provide general HR management services, including managing employee on-boarding, termination and separation, travel administration and return-to-work screening (including any medical screening as required or permitted by applicable law).
- **Training and Professional Development:** We use your personal information to provide employment-related training, assisting with professional licensing and development.
- **Internal Employment Purposes:** We use your personal information to conduct internal investigations, conduct surveys, resolve disputes, prevent or detect fraud or security incidents, conduct employee performance reviews, enforce our policies and code of conduct, protect the rights and safety of employees or others and manage whistleblower programs.
- **Compliance with Legal Requirements and Enforcement of Our Legal Rights:** We use your personal information to comply with applicable laws, regulations and legal processes (such as responding to subpoenas or court orders), and to respond to legal claims, resolve disputes, enforce our legal rights contained in employment or other contracts and comply with legal or regulatory recordkeeping requirements.

Disclosure of Personal Information

We may share your personal information for the business purposes described in this California Employee Privacy Notice with the following parties:

- **Service Providers:** We may share your personal information with service providers, such as recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers and others.
- **Governmental Authorities:** As required by law or legal process, we may share your personal information with federal or state regulatory agencies, law enforcement, courts and other governmental authorities.
- **Professional Advisors:** We may share your personal information with our professional advisors, such as auditors and law firms.
- **Parties Involved with Business Transfers:** We may share your personal information to third parties in the event we sell or transfer all or a portion of our business or assets (including in the

event of a merger, acquisition, joint venture, reorganization, divestiture, dissolution or liquidation).

Your Rights

Your Rights in Your Personal Information

- To know, at or before the point of collection, the categories of personal information collected, the purposes for which such information is collected or used, and whether such information is sold or shared, as well as information regarding the length of time a business intends to retain each category of personal information.
- To request deletion of any personal information about you that we have collected from you.
- To request correction of inaccurate personal information.
- To request disclosure of information collected, including specific pieces of personal information we have collected about you.
- To request disclosure of information sold or shared.
- To opt-out of the sharing of your personal information if it is not otherwise necessary
- To not be discriminated against relating to your exercise of these rights.

We DO NOT sell your personal information for payment or for any other compensation nor do we share your information for business purposes as defined by the CPRA.

Submitting a CPRA Request

If you wish to submit a CPRA request, you may initiate your request through teledynedsr.ethicspoint.com or by calling toll-free telephone number 844-235-1955. You should generally expect to receive a response within 45 days of the date we receive your request. However, in some instances, we may require an additional 45 days to process your request in which case we will notify you and explain why the extension is necessary. We will need to verify your identity before we can process your request. Through the request process, we will make you aware of any information that you will need to provide to us to process your request.

Last Updated 7/24/2023