

## SANTANDER US HUMAN RESOURCES

### PRIVACY NOTICE - CALIFORNIA

Santander US respects your concerns about privacy. You are receiving this Privacy Notice pursuant to the California Consumer Privacy Act (“CCPA”). In this Privacy Notice, Santander outlines the types of personal information that it collects from (1) Santander’s employees and people who apply to work at Santander; and (2) individuals related to Santander’s employees and for whom Santander administers benefits. This notice also outlines how that information is used by Santander, and for what purpose.

Finally, this notice outlines the rights you may have under the CCPA, but please note that you are not required to take any action at this time.

#### **Information We Collect And How We Use The Information**

Over the past twelve (12) months, Santander has collected, and may continue to collect, the following categories of personal information for the purpose of carrying out and supporting human resources functions and activities, including the specific uses set forth in the chart below. Our use of personal information is described in further detail below the summary table:

<b>CATEGORIES OF PERSONAL INFORMATION OBTAINED</b>	<b>OUR USES OF PERSONAL INFORMATION</b>
<u>Contact information</u> , including your name, work and personal contact details (including postal addresses, phone numbers, fax numbers and email addresses), and emergency contact information	<ul style="list-style-type: none"> <li>➤ Managing our workforce</li> <li>➤ Operating our facilities and preparing for and responding to emergencies</li> <li>➤ Conducting business operations</li> <li>➤ Satisfying legal and compliance obligations</li> </ul>
<u>Demographic and family information</u> , including age, date of birth, race, gender, sex, religion, ethnicity, nationality, place of birth, citizenship status, disability, military and veteran status, marital status, unique pseudonym, and dependent information including dependent’s date of birth, name, gender, relationship to employee, disability, and social security number	<ul style="list-style-type: none"> <li>➤ Managing our workforce</li> <li>➤ Satisfying legal and compliance obligations</li> </ul>
<u>Identification information</u> , including Social Security number, driver’s license or state identification card number, passport number, employee ID number, copy of signature, account name, CCTV footage, and photographs	<ul style="list-style-type: none"> <li>➤ Managing our workforce</li> <li>➤ Operating our facilities and preparing for and responding to emergencies</li> <li>➤ Conducting business operations</li> <li>➤ Satisfying legal and compliance obligations</li> </ul>
<u>Compensation, benefits and payroll information</u> , including bank account details, credit card number, salary-related information including exempt or non-exempt status, equity awards, tax-related information, benefits elections, dependent information, health insurance information, insurance policy number, details regarding leaves of absence, and injuries or other medical issues	<ul style="list-style-type: none"> <li>➤ Managing our workforce</li> <li>➤ Conducting business operations</li> <li>➤ Satisfying legal and compliance obligations</li> </ul>
<u>Information relating to your position</u> , including job title, job description, training, performance management information (e.g., evaluations, offer letter), information regarding immigration status	<ul style="list-style-type: none"> <li>➤ Managing our workforce</li> <li>➤ Operating our facilities and preparing for and responding to emergencies</li> <li>➤ Conducting business operations</li> </ul>

and eligibility for work, office location, officer title, dates of employment and general location data regarding corporate travel destinations, termination reason (if applicable)	➤ Satisfying legal and compliance obligations
<u>Talent management information</u> , including resume information, occupation details, education details, certifications and professional associations, historical compensation details, performance reviews and ratings, performance warnings, previous employment details, and pre-employment screening and background check information, including criminal records information and reference letters from candidates	➤ Managing our workforce ➤ Satisfying legal and compliance obligations ➤ Conducting business operations
<u>Information about your use of Santander's IT resources</u> , including assigned equipment, IP address, user ID, online identifiers, the time and duration of internet and network connections and how you use technology resources, including emails you send/receive, websites browsing history, internet search history, software and files you download and voicemails you receive	➤ Conducting business operations ➤ Satisfying legal and compliance obligations

### **Further Detail About Our Uses of Personal Information**

As indicated in the table above, we may use personal information for one or more of the following business purposes, depending on the category of personal information involved. We have provided further detail regarding each of these uses below:

- **Managing our workforce:** Santander uses, and may continue to use, your personal information for a variety of reasons related to the management of its workforce, compensation and benefits, and other HR-related purposes. This includes managing work activities and personnel generally, including recruiting; performing background checks; determining suitability for employment or promotion; determining physical and/or mental fitness for work; accommodating a disability or illness; establishing fitness to work; reviewing and evaluating performance; determining eligibility for and processing salary increases, bonuses, and other incentive-based compensation; managing attendance, absences, leaves of absences, and vacations; administering payroll services; reimbursing expenses; administering health and other benefits; providing and managing company cards and fuel cards where applicable; training and development; making travel arrangements; securing immigration status; monitoring staff; creating staff directories; investigating suspected misconduct or non-performance of duties; managing disciplinary matters, grievances, and terminations; reviewing staffing decisions; administering, organizing, and arranging participation in Santander sponsored events or programs; providing access to facilities.
- **Operating our facilities and preparing for and responding to emergencies:** Santander uses, and may continue to use, your personal information to ensure that Santander's facilities and infrastructure are used properly, and to prepare for and manage emergency situations. This includes ensuring business continuity; protecting the health and safety of our staff and others; safeguarding, monitoring, and maintaining our IT infrastructure, office equipment, facilities, and other property; detecting or preventing theft or fraud, or attempted theft or fraud; and facilitating communication with you and your designated contacts in an emergency.

- **Conducting business operations:** Santander uses, and may continue to use, your personal information to effectively operate its business functions. This includes operating and managing our IT, communications systems and facilities, and monitoring the use of these resources; performing data analytics; improving our services; allocating and managing company assets and human resources; making insurance claims; strategic planning; project management; compiling audit trails and other reporting tools; maintaining records relating to business activities, budgeting, and financial management; and managing mergers, acquisitions, sales, reorganizations or disposals and integration with purchasers.
- **Satisfying legal and compliance obligations:** Santander uses, and may continue to use, your personal information to ensure that Santander is compliant with its legal and regulatory obligations. This includes complying with legal requirements, such as tax, record-keeping and reporting obligations; conducting audits, management and resolution of health and safety matters; complying with requests from government or other public authorities; responding to legal process such as subpoenas and court orders; pursuing legal rights and remedies; defending litigation and managing internal complaints or claims; conducting investigations; and complying with internal policies and procedures.
- **Sharing with third parties to benefit Santander employees:** Santander may disclose your personal information to a third party for a business-related purpose. This includes providing information to Santander’s affiliates, service providers, healthcare providers, and financial institutions. Santander also may disclose your personal information to a third-party to provide you with a discount or other benefit. In the past twelve (12) months, Santander has shared information about Santander Consumer USA employees with Chrysler Financial to facilitate special discounts and offers for Santander Consumer employees.

## **Your Rights and Choices**

You are not required to do anything or take any action at this time. You may have certain rights under the CCPA, including the right to request that Santander disclose information about its collection and use of your personal information over the past twelve (12) months. Further, subject to certain applicable exceptions and in accordance with the provisions of the CCPA, you may have the right to request that Santander restrict or cease use of your personal information for certain purposes.

## **How To Contact Us**

If you have any questions regarding this Privacy Policy or our privacy practices, you may contact us at [hrcompliance@santanderconsumerusa.com](mailto:hrcompliance@santanderconsumerusa.com).