

Candidate Privacy Notice

Scope and Overview

The Toro Company is committed to protecting the privacy and security of your personal data. This Privacy Notice describes how The Toro Company and its subsidiaries, affiliates, and related entities (collectively, "TTC", "we" or "us") collect and process personal data about you during the application and recruitment process. This Privacy Notice applies to job applicants only.

We will process your personal data as described in this Privacy Notice and as required by applicable law. We take steps to ensure that the personal data that we collect about you is adequate, relevant, not excessive, and processed for limited purposes.

Collection of Personal Data

For purposes of this Privacy Notice, personal data means any information about an identifiable individual collected in connection with the recruitment process. TTC may collect personal data directly from you, as a job applicant, or may receive personal data from third parties, for example, from recruiting or staffing agencies, or in connection with a background, employment, or reference check, subject to your consent where required by law. Personal data excludes anonymous or de-identified data that is not associated with a particular individual. We may collect, store, and process the following categories of personal data in connection with our recruiting activities:

- Personal contact details and identifiers such as name, title, addresses, telephone numbers, and personal email addresses.
- Work history and other professional or job-related information, relevant experience and skills including information contained in a resume, CV, cover letter, or job application.
- Education information including degrees awarded, transcripts, and other information provided in support of the job application.
- Work authorization.
- Information collected during phone screenings and interviews.
- Details regarding the type of employment sought, desired salary, willingness to relocate, job preferences, availability, and other information related to compensation and benefits.
- Reference information and information received from background checks, where applicable, including information provided by third parties.
- Information related to previous applications to TTC or previous employment history with TTC.
- Gender, ethnicity where legally required.
- Any additional personal details that you otherwise voluntarily provide to us.

Certain personal data are mandatory for selection purposes, as identified on the application form. Failure to provide this data may affect the processing and outcome of your application.

Use of Personal Data

We only process your personal data as described in this Privacy Notice or as otherwise required or permitted by applicable law in connection with carrying out our application and recruitment process.

We may process your personal data for the following legitimate business purposes:

- Identifying and evaluating job applicants, including assessing skills, qualifications, and interests.
- Verifying your information and carrying out employment, background, and reference checks, where applicable, subject to your consent where required by applicable law.
- Communicating with you about the recruitment process and your application.
- Keeping records related to our hiring processes, for only as long as appropriate under the

circumstances.

- To comply with our legal, regulatory, or other corporate governance requirements.
- Analyzing and improving our application and recruitment process.
- Complying with applicable laws, regulations, legal processes, or enforceable government requests, including creating and submitting reports as required by applicable laws or regulations.
- To protect the rights and property of TTC, other job applicants, employees, or the public, as required or permitted by law.

In addition to using your personal data for the position for which you have applied, we may retain and use your personal data to inform you about and consider you for other positions that may be appropriate for you. We will ask your consent before doing so where such consent is required. You may withdraw your consent and remove your personal data from our records at any time via the Candidate Portal.

You will not be subject to hiring decisions based solely on automated data processing without your prior consent, where such consent is required by applicable law.

Collection and Use of Sensitive Personal Data

We may collect and process the following categories of data, which may be considered sensitive under the laws of your jurisdiction and may receive special protection. Such categories of data may be collected when you voluntarily provide them or we receive them from a third party with your consent, when relevant for a particular position, and as permitted by applicable law:

- Physical or mental health or condition or disability status to determine appropriate workplace accommodations and evaluate fitness for a particular position.
- Gender, race, ethnic origin or sexual orientation to ensure meaningful equal opportunity monitoring and reporting.
- Unlawful or objectionable conduct, criminal charges, or convictions to evaluate fitness for a particular position.

Where we have a legitimate need to process your sensitive personal data for purposes not identified above, we will only do so only after providing you with notice and, if required by law, obtaining your consent.

Data Sharing

We will only disclose your personal data to our employees, contractors, designated agents, or third-party service providers who require such information to assist us with administering the recruitment process, or to third-parties where required by law. We may use third-party service providers for various purposes, including, but not limited to, obtaining employment verification and background checks, and data storage or hosting. These third-party service providers may be located outside of the country in which you live or the country where the position you have applied for is located.

We require our third-party service providers to implement appropriate security measures to protect your personal data consistent with our policies and any data security obligations applicable to us. We only permit them to process your personal data for specified purposes in accordance with our instructions.

We may also disclose your personal data for the following additional purposes where permitted or required by applicable law:

- To other members of our group of companies (including outside of your home jurisdiction) for the purposes set out in this Privacy Notice and as necessary to administer the application and recruitment

process.

- As part of our regular reporting activities to other members of our group of companies.
- To comply with legal obligations or valid legal processes such as search warrants, subpoenas, or court orders.
- To protect the rights and property of TTC.
- During emergency situations or where necessary to protect the safety of persons.
- Where the personal data is publicly available.
- If a business transfer or change in ownership occurs.
- For additional purposes with your consent where required by law.

Cross-Border Data Transfers

TTC is based in the United States. Where permitted by applicable law, we may transfer the personal data we collect about you to the United States and other jurisdictions that may not be deemed to provide the same level of data protection as your home country for the purposes set out in this Privacy Notice. If you are located in the EEA, we have implemented data transfer agreements to secure the transfer of your personal data to the United States and other jurisdictions.

Data Security

We have implemented appropriate physical, technical, and organizational security measures designed to secure your personal data against accidental loss and unauthorized access, use, alteration, or disclosure. In addition, we limit access to personal data to those employees, agents, contractors, and other third parties that have a legitimate business need for such access.

Data Retention

Except as otherwise permitted or required by applicable law or regulation, we will only retain your personal data for as long as necessary to fulfill the purposes for which we collected it, including for the purposes of satisfying any legal, accounting, or reporting requirements, or as necessary to resolve disputes. Under some circumstances we may anonymize your personal data so that it can no longer be associated with you. We reserve the right to use such anonymous and de-identified data for any legitimate business purpose without further notice to you or your consent.

If you are offered and accept employment with TTC, the personal data we collected during the application and recruitment process will become part of your employment record and we may use it in connection with your employment consistent with our employee personal data policies. If you do not become an employee, or, once you are no longer an employee of TTC, we will retain and securely destroy your personal data in accordance with our document retention policy and applicable laws and regulations.

Rights of Access, Correction, Erasure, and Objection

It is important that the personal data we hold about you is accurate and current. Please keep us informed if your personal data changes during the recruitment process. You may access, correct or delete your data directly at any time through the Candidate Portal. Depending on where you are located, you may have the right to access, correct, delete, transfer or object to the personal data that we hold about you. If you would like to contact us regarding these rights, please email us at staffing@toro.com. We may request specific information from you to help us confirm your identity and verify your rights, and to provide you with the personal data that we hold about you or respond to your

request. Applicable law may allow or require us to deny your request, or we may have destroyed, erased, or made your personal data anonymous in accordance with our record retention obligations and practices. If we cannot fulfill your request, we will inform you of the reasons why, subject to any legal or regulatory restrictions.

Data Privacy Inquiries

If you have any questions about this Privacy Notice or how we handle your personal data, or you would like to make a request relating to your personal data, please contact us at: staffing@toro.com. If you are unsatisfied with our response to any issues that you raise, you may have the right to make a complaint with the data protection authority in your jurisdiction.

Changes to This Privacy Notice

We reserve the right to update this Privacy Notice at any time.

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