Notice At Collection
For Applicants Residing In California

ZOLL Medical Corporation (the “Company”) is providing you with this Notice At Collection For Applicants Residing In California (“Notice”) to inform you about:

1. the categories of Personal Information that the Company collects about applicants who reside in California; and

2. the purposes for which the Company uses that Personal Information.

For purposes of this Notice,

- “Personal Information” means information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a natural person that the Company collects about its applicants, who reside in California, in their capacity as applicants for positions with the Company.

Assistance For Disabled Applicants

Alternative formats of this Notice are available to individuals with a disability. Please contact your HR Business Partner for assistance.

1. Identifiers And Professional Or Employment-Related Information

1.1 Personal Information Collected: The Company collects identifiers and professional or employment-related information, including the following:

Identifiers: real name, nickname or alias, postal address, telephone number, e-mail address, signature, online identifier (e.g., LinkedIn), Internet Protocol address

Professional or Employment-Related Information: evaluations, membership in professional organizations, professional certifications, and employment history.

1.2 Purposes of Use:

<table>
<thead>
<tr>
<th>Recruiting:</th>
<th>Monitoring, Security, And Compliance:</th>
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<td>• To evaluate applicants’ qualifications for employment with the Company</td>
<td>• To demonstrate applicants’ agreement to, or acceptance of, documents presented to them, e.g., pre-employment arbitration agreement, acknowledgement of employment application, offer letter</td>
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<td>• To communicate with applicants</td>
<td>• To evaluate and improve the recruiting process</td>
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<td>• For diversity and inclusion purposes</td>
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<td>• To arrange and manage Company-sponsored events</td>
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<td>• To create a talent pool for future job openings</td>
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<td>• For recordkeeping purposes</td>
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- To conduct internal audits
- To conduct internal investigations
- To protect the safety and security of the Company’s facilities and other employees

2. Characteristics Of Protected Classifications Under California Or Federal Law

The Company collects information about race, age, national origin, disability, sex, and veteran status as necessary to comply with legal obligations, including the reporting requirements of the federal Equal Employment Opportunity Act, the federal Office of Contracting Compliance Programs (applicable to government contractors), and California’s Fair Employment and Housing Act, and for purposes of diversity analytics.

The Company also uses this Personal Information for purposes including, with respect to disability and/or medical condition, as necessary, to comply with Federal and California law related to accommodation.

The Company collects this category of Personal Information on a purely voluntary basis, except where collection is required by law, and uses the information only in compliance with applicable laws and regulations.

3. Commercial Information

3.1 **Personal Information Collected:** The Company collects commercial information, including the following: records of travel expenses incurred.

3.2 **Purposes of Use:** reimbursement of travel expenses.

4. Biometric Information

4.1 **Personal Information Collected:** The Company collects biometric information, including the following: photograph images (facial shape.)

4.2 **Purposes of Use:** to establish identity to enter Company facilities.

5. Internet Or Other Similar Network Activity

5.1 **Personal Information Collected:** The Company collects information about applicants’ use of the Internet or other similar network activity, including publicly available social media activity.

5.2 **Purposes of Use:** to evaluate the candidate’s work history and suitability for the position

6. Sensory Or Surveillance Data
6.1 **Personal Information Collected:** The Company collects sensory or surveillance data, including the following: voice-mails, and footage from video surveillance cameras.

6.2 **Purposes of Use:** for purposes of communications, to protect the safety and security of the Company’s facilities and personnel through video surveillance, to evaluate the applicant’s suitability for employment, to monitor compliance with Company policies, and to provide training.

7. **Non-Public Education Information**

7.1 **Personal Information Collected:** The Company collects education information, including the following: academic transcripts and certifications.

7.2 **Purposes of Use:** to evaluate applicants’ qualifications for employment with the Company and to conduct a pre-employment background check.

8. **Profile Data**

8.1 **Personal Information Collected:** The Company collects profile data, including a behavioral assessment.

8.2 **Purposes of Use:** to evaluate applicants’ qualifications for employment with the Company.

9. **Background Screening Information**

9.1 **Personal Information Collected:** The Company collects background screening information, including results of the following types of background screening: criminal history; sex offender registration; motor vehicle records; credit history; employment history; drug testing; educational history; references; and government denied parties lists. Note: This Notice does not cover background screening governed by the Fair Credit Reporting Act, which is subject to other notice requirements.

9.2 **Purposes of Use:** to evaluate applicants’ qualifications for employment with the Company.

10. **Preferences**

10.1 **Personal Information Collected:** The Company collects applicant preferences information, including preferred meals, seating and other travel preferences, desired working hours, and desired working conditions.

10.2 **Purposes of Use:** for travel and event planning.

**Purposes Potentially Applicable To Any Of The Categories Of Personal Information Listed Above**

The Company also may use applicants’ Personal Information to facilitate administrative functions and information technology operations and for legal reasons and corporate transactions. These functions include, but are not limited to the following:
• budgeting, financial management and reporting, strategic planning;
• to manage litigation involving the Company, and other legal disputes and inquiries and to meet legal and regulatory requirements; and
• in connection with a corporate transaction, sale, or assignment of assets, merger, divestiture, or other changes of control or financial status of the Company or any of its subsidiaries or affiliates.