

CALIFORNIA ADDENDUM

LAST UPDATED JANUARY 1, 2024

This California Addendum applies to California residents and supplements the information provided above in the Applicant Privacy Notice.

Collection and Disclosure of Personal Information

The following chart details which categories of personal information we collect and process, as well as which categories of personal information we disclose to third parties for our operational business and hiring and recruitment purposes, including within the 12 months preceding the date this Notice was last updated.

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
Identifiers , such as name, postal address, unique personal identifiers, IP address that can reasonably be linked or associated with a particular California resident or household, email address, account name, online identifiers, and government-issued identifiers	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.
Personal information as defined in the California customer records law , such as name, contact information, signature, and financial, education and employment information	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.
Protected Class Information , such as characteristics of protected classifications under California or federal law, such as sex, age, gender, race, disability, medical conditions, citizenship, military/veteran status, gender identity and expression, primary language, and immigration status	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.
Commercial Information , such as travel expenses	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers;

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	public and governmental authorities, such as regulatory authorities and law enforcement.
Internet or network activity information , such as browsing history and interactions with our website and other online portals or services	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.
Geolocation Data , such as device location, approximate location derived from IP address	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.
Audio/Video Data. Audio, electronic, visual and similar information, such as photographs and call and video recordings	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.
Education Information subject to the federal Family Educational Rights and Privacy Act such as student transcripts, grade point average, grades, academic standing, disciplinary records, and confirmation of graduation]	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.
Employment Information. Professional or employment-related information, such as work history and prior employer, information from reference checks, work experience, qualifications, training and skills, work authorization, CV, résumé, cover letter, professional and other work-related licenses, permits and certifications held, and publicly accessible information posted on your professional social media accounts	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.

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Inferences drawn from any of the Personal Information listed above to create a profile about, for example, an individual's preferences, characteristics, predispositions, and abilities	[Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.
Sensitive Personal Information. Personal information that reveals an individual's Social Security, driver's license, state identification card, or passport number; account log-in; racial or ethnic origin, citizenship, immigration status, or union membership; Personal information collected and analyzed concerning an individual's sex life or sexual orientation	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.

We may also disclose the above categories of personal information to a third party in the context of any reorganization, financing transaction, merger, sale, joint venture, partnership, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).

We do not "sell" or "share" your personal information, including your sensitive personal information, as defined under the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act. We have not engaged in such activities in the 12 months preceding the date this Notice was last updated. Without limiting the foregoing, we do not "sell" or "share" the personal information, including the sensitive personal information, of minors under 16 years of age.

Purposes for the Collection and Use of Sensitive Personal Information

We may use sensitive personal information for purposes of performing services for our business, providing services as requested by you, and ensuring the security and integrity of our business, infrastructure, and the individuals we interact with. This includes, without limitation, receiving and processing your job application, evaluating your suitability for the position(s) you are applying for, conducting background checks, analyzing and monitoring diversity, making you an offer (subject to our discretion), fulfilling administrative functions, complying with law, legal process, or requests from governmental or regulatory authorities, and exercising or defending legal claims.

Individual Requests

You may, subject to applicable law, make the following requests:

1. You may request that we disclose to you the following information:
 - a. The categories of personal information we collected about you and the categories of sources from which we collected such personal information;
 - b. The business or commercial purpose for collecting personal information about you; and
 - c. The categories of personal information about you that we otherwise disclosed, and the categories of third parties to whom we disclosed such personal information.
2. You may request to correct inaccuracies in your personal information.
3. You may request to have your personal information deleted.
4. You may request to receive the specific pieces of your personal information, including a copy of the personal information you provided to us in a portable format.

We will not unlawfully retaliate against you for making an individual request. To make a request, please contact us at privacy@pentair.com or 1(877)241-9958. We will verify and respond to your request consistent with applicable law, taking into account the type and sensitivity of the personal information subject to the request. We may need to request additional personal information from you, such as your email address and physical address, in order to verify your identity and protect against fraudulent requests. If you maintain a password-protected account with us, we may verify your identity through our existing authentication practices for your account and require you to re-authenticate yourself before disclosing or deleting your personal information. If you make a request to delete, we may ask you to confirm your request before we delete your personal information.

Authorized Agents

If an agent would like to make a request on your behalf as permitted by applicable law, the agent may use the submission methods noted in the section entitled "Individual Requests." As part of our verification process, we may request that the agent provide, as applicable, proof concerning their status as an authorized agent. In addition, we may require that you verify your identity as described in the section entitled "Individual Requests" or confirm that you provided the agent permission to submit the request.