

Mitsubishi Motors North America, Inc.

JOB APPLICANT PRIVACY NOTICE

Effective Date: September 1, 2026

This Job Applicant Privacy Notice ("Notice") covers applicants ("**you**" or "**Applicants**") who apply to any job positions at Mitsubishi Motors North America, Inc. ("MMNA") and its current affiliates (the "**Company**," "**we**," "**us**," and "**our**"). We are committed to protecting the privacy and security of the Personal Information you provide to us. Please read this Notice to learn how we collect and process your Personal Information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household, as defined by applicable privacy laws ("**Personal Information**") when you apply for a job or other role with us. The Privacy Rights provisions of this Notice only apply to Applicants who are residents of the State of California.

The Company does not sell or share or otherwise disclose this Personal Information for monetary or other consideration to any third parties.

If you have any questions about your Personal Information or our data privacy practices, please see the information in the "Contact Us" section below.

Categories of Personal Information Collected

In each case as permitted by applicable law, we collect the following categories of Personal Information for the purposes described below and on the legal basis of contract, consent, and legitimate interest. For more information on who we may disclose your Personal Information to for purposes of this Policy, please see the "Disclosure of Personal Information" section below.

Category of Personal Information	Personal Information Collected	Purpose
Personal identifiers	<u>Examples:</u> - Legal name - Preferred name - Postal address - Email address - Telephone number (including mobile phone number; we may use a third-party texting service (Grayscale) to communicate with you regarding application status, interview scheduling, and reminders) - Unique personal or online identifier - Internet Protocol address - Social Security number - Passport number, driver's license or state identification card number - Age or date of birth - Other similar identifiers	The Company collects personal identifiers to process job applications and as a part of the interviewing process; potentially onboard Applicants; enter into contracts; and use for general human resource purposes.
Records identified by state law (including the California Customer Records statute (Cal. Civ. Code § 1798.80(e)))	<u>Examples:</u> - Name - Signature - Social Security number - Address	The Company collects this information to process job applications; potentially onboard Applicants; enter into contracts;

Category of Personal Information	Personal Information Collected	Purpose
	- Telephone number - Passport number, driver's license or state identification card number - Education - Employment history	and use for general human resource purposes.
Protected classification characteristics under state or federal law	<u>Examples:</u> - Race - Religious creed - National origin - Ancestry - Physical or mental disability - Medical condition - Marital status - Sex, gender, gender identity, or gender expression - Age - Sexual orientation - Military and veteran status - Union membership	The Company may collect equality and diversity information, such as minority, veteran and disability status, through voluntary self-disclosure. Such information will only be collected as permitted by applicable law and will not be used to make hiring decisions.
Internet or other similar network activity information	<u>Examples:</u> - Email, computer, internet, telephone, and mobile device usage - IP address, log-in information, and location information - Browsing history, search history, or information regarding your interaction with a website, application or advertisement	The Company collects this information to protect Company, customer, and Applicants property, equipment and confidential information; and enforce the Company's electronic communications acceptable use policies.
Sensory data	<u>Examples:</u> Audio and visual information	The Company may collect audio and visual information, for example if you use video interviewing as part of the application process. If you visit our facilities, your entry and exit may be monitored by CCTV.
Professional or employment-related information	<u>Examples:</u> - Work history, including employment status such as full-time or part-time, regular or temporary, job assignments, accomplishments and awards - References - Information about skills and abilities - Employment termination information	The Company collects professional and employment-related information to process job applications and as part of the interviewing process.
Education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99))	<u>Examples:</u> - Education history - Education records such as grades, transcripts, and class lists	The Company collects education information in connection with the job application process, including through voluntary self-disclosure.

Category of Personal Information	Personal Information Collected	Purpose
Inferences drawn from other Personal Information	<u>Examples:</u> Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities and aptitudes	The Company may collect inferences drawn from other Personal Information to manage our relationship with Applicants and otherwise facilitate the interviewing process.
Legal and Contractual Information	<u>Examples:</u> Information necessary to: respond to law enforcement and governmental agency requests; comply with legal and contractual obligations; exercise legal and contractual rights; and initiate or respond to legal claims	The Company collects this information to comply with legal and contractual requirements and to establish, exercise and defend legal and contractual rights and claims.
Other	<u>Examples</u> - Job interview notes - Responses to screening questions - Assessment results - Any other information you provide in connection with the recruitment process	The Company collects this information in connection with the recruitment and interviewing process.

Retention of Personal Information

We keep your Personal Information only as long as is necessary for legitimate and essential business purposes, including to manage and run business operations, to comply with any applicable federal or state laws and regulations or other legal obligations, and to resolve disputes. If you become a Company employee, our collection, retention and use of your Personal Information will become subject to our internal employee privacy policy.

Sources of Personal Information

We collect Personal Information you voluntarily provide to us when you apply for a job or otherwise contact us in the recruitment context. If you are visiting our website or online job application, we may also automatically collect device information such as IP addresses and device identifiers.

We may also combine Personal Information collected from other sources with the Personal Information that you provide to us. For example, we may collect information from:

- Recruiters
- Prior employers (e.g., for references)
- Professional references you provide to us
- Educational institutions
- Pre-employment screening services
- Credentialing and licensing organizations
- Publicly available sources such as your social media profile (e.g., LinkedIn, Twitter and Facebook)
- Other sources as directed by you
- Greenhouse (our applicant tracking and recruitment platform)

Use of Personal Information

We use the categories of Personal Information listed above for the following purposes:

- **Process and manage your application:** We use your Personal Information to process your job application, establish a job applicant profile for the recruitment process, assess your qualifications for a specific role with us, schedule and conduct interviews, communicate with you, and carry out background and reference checks (see the following bullet point for additional information). We may collect audio and visual information of Applicants through photographs used for identification purposes. With your consent, we may record video of you in connection with the application process, for example through a third party screening service. Additionally, if you are offered a position with us, we may use your Personal Information in the employee on-boarding process.
- **Conduct reference and background checks (as permitted by applicable law):** We use Personal Information we collect to conduct reference checks and to evaluate your qualifications and experience. We may also conduct background checks (as authorized by you and permitted by applicable law).
- **Provide immigration support:** If applicable and as permitted by applicable law, we may collect your Personal Information to assist with immigration support, such as applying for visas or work permits.
- **Analyze and improve our recruitment process and tools:** For example, we analyze trends in our applicant pool, and use Personal Information to understand and improve our recruitment process and tools (including improving diversity and inclusion). If you use our online job application process, we collect Personal Information in this category, such as your interactions with our online application process and IP address.
- **Record-keeping:** We keep records of your Personal Information as required by law and in accordance with our record retention policies.
- **Meeting legal requirements and enforcing legal terms:** We collect and process your Personal Information for purposes of fulfilling our legal obligations under applicable law, regulation, court order or other legal process, such as preventing, detecting and investigating security incidents and potentially illegal or prohibited activities; protecting the rights, property or safety of you, us or another party; enforcing any agreements with you; responding to claims; and resolving disputes. Additionally, we may use Personal Information about protected characteristics to analyze and monitor the diversity of our Applicants in accordance with applicable laws.

Disclosure of Personal Information

We may disclose or share each of the categories of your Personal Information described above as necessary for the purposes described in this Notice, including with our employees and third parties who are involved in the hiring process. For example, we share your Personal Information with the following parties:

- **Affiliates:** We may share your Personal Information with our affiliates.
- **Service Providers & Contractors:** We use service providers and contractors to operate, host and facilitate our hiring and recruitment process. These include hosting, technology and communication providers; security and fraud prevention consultants; analytics providers; background and reference check screening services; and hiring process management tools. These service providers include Greenhouse (applicant tracking system) and Grayscale (candidate communications and text messaging platform).
- **Government authorities and law enforcement:** In certain situations, we may be required to disclose Personal Information in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.
- **Business transfers:** Your Personal Information may be transferred to a third party if we undergo a merger, acquisition, bankruptcy or other transaction in which that third party assumes control of our business (in whole or in part).
- **Professional advisors:** We may share your Personal Information with our professional advisors.
- **Other:** We may also share your Personal Information with third parties for purposes of fulfilling our legal obligations under applicable law, regulation, court order or other legal process, such as preventing, detecting and investigating security incidents and potentially illegal or prohibited activities; protecting the rights, property or safety of you, us or another party; enforcing any agreements with you; responding to claims; and resolving disputes.

Use of AI Technology in the Recruitment Process

MMNA uses Greenhouse Software's Talent Matching feature as part of our recruitment process to assist recruiters in reviewing applications. This section provides transparency about how this technology is used.

How It Works. MMNA's human resources team and recruiters establish keywords and qualifications for each open role. The Talent Matching feature reviews resumes and application responses against those criteria to identify the extent to which an applicant's qualifications match the job requirements. The tool assigns a "match" indicator to help recruiters organize and prioritize their review.

Human Oversight. MMNA's recruiters and hiring managers review every application regardless of the Talent Matching tool. The tool does not automatically reject any candidate, disposition any application, or make any hiring decisions. All hiring decisions are made by human reviewers. This technology does not replace or substantially replace human decision-making in MMNA's recruitment process.

Privacy Rights

I. California.

a. Under the CCPA, you have certain rights regarding your Personal Information, as described below:

- **Right of Access:** You have the right to request, twice in a 12-month period, that we disclose to you the following information about you, limited to the preceding twelve (12) months:
 - The categories of Personal Information that we collected about you;
 - The categories of sources from which the Personal Information is collected;
 - The business or commercial purpose for collecting or selling Personal Information;
 - The categories of third parties with whom we share Personal Information;
 - The specific pieces of Personal Information that we have collected about you;
 - The categories of Personal Information that we disclosed about you for a business purpose or sold to third-parties; and
 - For each category of Personal Information identified, the categories of third parties to whom the information was disclosed or sold.
- **Right of Deletion:** You have the right to request that we delete any Personal Information about you which we have collected from you, subject to exceptions within the law.
- **Right to Opt Out:** You have the right to opt-out of the disclosure of Personal Information about you for monetary or other valuable consideration or sharing of your Personal Information for cross-context advertising. However, we do not sell or share your Personal Information.
- **Right to Opt In:** We do not have actual knowledge that we share or sell the Personal Information of minors under the age of 16.
- **Right to Limit Use and Disclosure of Sensitive Personal Information:** You may request specific limitations on further sharing, use, or disclosure of your sensitive Personal Information that is collected or processed for uses outside of those legally allowed by statute. However, we do not collect or process sensitive Personal Information for this purpose.
- **Right to Correction:** You have the right to request that we maintain accurate Personal Information about you and correct any Personal Information about you which we have collected from you, subject to exceptions within the law.
- **Opt-Out of Profiling with Legal or Significant Effects.** You may have the right to opt out of profiling in furtherance of decisions that produce legal or similarly significant

effects. However, we do not engage in such activities as described under applicable state privacy law, so there is no need to exercise this right.

b. Exercise of Rights

- **Right to Non-Discrimination:** We may not discriminate or retaliate against you because you exercise any of your rights, including but not limited to refusing to process your job application or denying you employment on this basis.
- **Verifying Requests:** To help protect your privacy and maintain security, we will need to verify your identity before fulfilling your request, including your email address, date of birth and tax identification number. Government identification may be required. We will try to comply with your request as soon as reasonably practicable and consistent with applicable law, which may take up to 45 days following verification of your identity. We will inform you if additional time is needed to verify your information.
- **Authorized Agents:** You may designate an authorized agent to request any of the above rights on your behalf. You may make such a designation by providing the agent with written permission, signed by you, to act on your behalf. Your agent may contact us as described in the Contact Us section below to make a request on your behalf. Even if you choose to use an agent, we may, as permitted by law, require:
 - The authorized agent to provide proof that you provided signed permission to the authorized agent to submit the request;
 - You to verify your identity directly with us; or
 - You to directly confirm with us that you provided the authorized agent permission to submit the request.

Contact Us

If you have any questions or concerns regarding this Notice or the collection of your Personal Information, please contact: mmna-talent_acquisition@na.mitsubishi-motors.com. Applicants with disabilities may access this notice in an alternative format by contacting mailto: mmna-talent_acquisition@na.mitsubishi-motors.com.