

US Internet Privacy Notice - State Rights

March 2025

This page supplements the Company's [Privacy Notice](#) which directed you to this page, and sets forth information and describes rights that may be applicable to residents of the following US states:

- California
- Colorado
- Connecticut
- Delaware
- Florida
- Iowa
- Maryland
- Minnesota
- Montana
- Nebraska
- New Hampshire
- New Jersey
- Oregon
- Tennessee
- Texas
- Utah
- Virginia

The purpose of this notice is to provide information to residents of these US states, and to notify them of their rights under the law of their state of residence. This section is not applicable to and may not be relied upon by anyone who resides outside of the listed US states. If you reside in one of the listed US states, (a) you may have additional rights with respect to your personal data, and (b) you should note the following.

Additional Notices:

Depending on the context of your interactions with us, and the products, services and features that you use, the following chart includes the categories of personal information that the Company has collected and the categories of third parties with which we may have disclosed for business purposes within the preceding 12 months. Such collected information may be used for the purposes described within the Company's [Privacy Notice](#) which directed you to this page. Please note that we do not engage in the sale of personal data to third parties.

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Business Purposes	Business Purpose for Disclosure
Personal identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, internet protocol address, email address, account name, social security number, driver's license number, passport number, telephone number, state identification card number, insurance policy number, bank account number, credit card number, debit card number, financial information, medical information, or health insurance information.	Affiliates; service providers, business partners; professional advisors such as legal advisors, accountants, and financial advisors	To provide our services, operate our business, and/or manage and support your employment with Siemens as described in the Privacy Notice which directed you to this page.
Characteristics of protected classifications under California or federal law such as age, gender, race, religion, national origin, physical or mental health conditions, citizenship, immigration status and marital status.	Affiliates; service providers; professional advisors such as legal advisors, accountants and financial advisors; government agencies	To manage and support your employment with Siemens as described in the Privacy Notice which directed you to this page.
Commercial information , including records of personal property, products or services purchased, obtained, or	Affiliates, service providers; business partners; professional advisors such	To provide our services, operate our business, or manage and/or support

considered, or other purchasing or consuming histories or tendencies.	as legal advisors, accountants and financial advisors	your employment with Siemens as described in the Privacy Notice which directed you to this page.
Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer's interaction with an Internet Web site, application, or advertisement	Affiliates; service providers, business partners; professional advisors such as legal advisors, accountants, and financial advisors	To provide our services, operate our business, and/or manage and support your employment with Siemens as described in the Privacy Notice which directed you to this page.
Geolocation data such as device location, your physical location, and IP location	Affiliates; service providers, business partners; professional advisors such as legal advisors, accountants, and financial advisors	To enable Bluetooth capability, provide our services, operate our business, and/or manage and support your employment with Siemens as described in the Privacy Notice which directed you to this page.
Biometric and physical characteristics such as audio, electronic, visual, thermal, olfactory, or similar information	Affiliates; service providers, business partners; professional advisors such as legal advisors, accountants, and financial advisors	To provide our services, operate our business, and/or manage and support your employment with Siemens as described in the Privacy Notice which directed you to this page.
Professional or employment-related information	Affiliates; service providers; professional advisors such as legal advisors, accountants and financial advisors	To provide our services, operate our business, and/or manage and support your employment with Siemens as described in the Privacy Notice which directed you to this page.
Education information	Affiliates; service providers; professional advisors such as legal advisors, accountants and financial advisors	To provide our services, operate our business, and/or manage and support your employment with Siemens as described in the Privacy Notice which directed you to this page.

The sources from which we may collect the personal information may include:

- the internet sites of the Company and its affiliates that you visit
- the mobile applications of the Company and its affiliates that you use
- you or your employer, such as via telephone, mail, email, or at trade shows, or in connection with potential employment or business opportunities
- our customers, vendors, and suppliers
- third parties from whom we purchase contact data, such as Linked-In

Exercise of Applicable Rights; Appeal

In order to exercise any rights that may be available to you under the law of the state in which you reside (for example, any rights to deletion or disclosure of personal data or to appeal a decision that we have made with respect to your request), please contact us via this [online form](#).

Please note that any requests may be subject to verification of the identification of the requestor. The method we would use to verify your identity will be different depending on the manner and context in which your data was collected and may require the provision by you of such personal information as may be necessary to match you to our records of you (if any). Depending on the laws of your state, you may be entitled to use an authorized agent to exercise your rights on your behalf and, if you choose to do so, such an agent may contact us in the same manner as described above, and will also be required to verify their own identity and their authority to act on your behalf.

If you have questions, concerns or comments, please contact us via this [online form](#).

Additional Notices for California Residents

For California Residents Only

This section applies and provides further information to California residents and notifies them of their rights under California law. This section is not applicable to and may not be relied upon by anyone else besides California residents.

Rights:

(a) California residents have the right to request that we delete the personal data that we have collected about that resident. Please note that there are circumstances under which such a right of deletion does not apply, such as where it is reasonable for us to maintain the personal information to:

- Complete the transaction for which the personal information was collected, provide a good or service requested or reasonably anticipated, or otherwise perform a contract with the resident.
- Detect security incidents; protect against malicious, deceptive, fraudulent or illegal activity; or prosecute those responsible for that activity.
- Debug to identify and repair errors that impair existing intended functionality.
- Exercise free speech, ensure the right of another resident to exercise his or her right of free speech, or exercise another right provided for by law, or Comply with a legal obligation.
- Comply with the California Electronic Communications Privacy Act.
- Engage in public or peer-reviewed scientific, historical or statistical research in the public interest (when deletion of the information is likely to render impossible or seriously impair the achievement of such research) if the resident has provided informed consent.
- To enable solely internal uses that are reasonably aligned with the resident's expectations based on the relationship with us.
- To otherwise use the personal information, internally, in a lawful manner that is compatible with the context in which the resident provided the information.

(b) California residents have the right to request that we disclose, with respect to that resident,

- The categories of personal information we have collected.
- The categories of sources from which we collected the personal information.
- The purpose for collecting or selling personal information.
- The categories of third parties with whom we share personal information for the purpose of cross-context behavioral advertising.
- The specific pieces of personal information we have collected.

(c) California residents have the right to request correction of inaccurate personal information.

To exercise the rights that may be available to you as described above, please contact us either by this [online form](#) or toll free at 1-877-392-0306.

Please note that any requests may be subject to verification of the identification of the requestor. The method we would use to verify your identity will be different depending on the manner and context in which your data was collected, and may require the provision by you of such personal information as may be necessary to match you to our records of you (if any). You may be entitled to use an authorized agent to exercise your rights on your behalf and, if you choose to do so, such an agent may contact us in the same manner as described above, and will also be required to verify their own identity and their authority to act on your behalf.

You have the right not to be discriminated against by us for exercising any of these rights.

California's "Shine The Light" law:

California's "Shine The Light" law permits those of our customers who are California residents to annually request a list of their personal data (if any) that we have disclosed to third parties for direct marketing purposes in the preceding calendar year, and the names and addresses of those third parties. At this time, we currently do not disclose personal data to third parties for their direct marketing purposes as defined by applicable data privacy law.

Additional Notices for Colorado, Virginia, Utah, Oregon, Montana, Tennessee, Delaware, Iowa, Maryland Minnesota, Nebraska, New Hampshire, New Jersey, Texas, Florida, and Connecticut Residents

This section provides additional details regarding the Personal Data that we collect or process about Colorado, Virginia, Utah, Oregon, Montana, Tennessee, Delaware, Iowa, Minnesota, Nebraska, New Hampshire, New Jersey, and Connecticut residents, and describes your rights pursuant to the privacy laws in those states.

Additional Disclosures

Your Rights

Under the laws of those states listed above, consumers who are residents of these state may have specific rights regarding their Personal Data. When required and permitted, we

will respond to most requests within 45 days unless it is reasonably necessary to extend the response time. Subject to certain limitations, you may have the following rights depending on your state of residence. Please note that these rights do not extend to an individual acting in an employment context. Additionally, we do not process your Personal Data for purposes of profiling in furtherance of decisions that produce legally or similarly significant effects concerning a consumer, and therefore, such opt-out rights are not available.

1. Colorado, Connecticut, Delaware, Montana, Nebraska, New Hampshire, New Jersey, Tennessee, Texas, Virginia

- **Right of Access:** The right to confirm whether we process your Personal Data and to request access to such Personal Data.
- **Right to Deletion:** The right to request that we delete Personal Data we have collected about you.
- **Right to Data Portability:** The right to request that we provide you with your Personal Data in a portable format.
- **Right to Correction:** The right to correct inaccuracies in your Personal Data.
- **Right to Opt-Out:** The right to opt-out of targeted advertising, the sale of your Personal Data and profiling in furtherance of decisions that produce legal or similarly significant effects.

2. Florida

- **Right of Access:** The right to confirm whether we process your Personal Data and to request access to such Personal Data.
- **Right to Deletion:** The right to request that we delete Personal Data we have collected about you.
- **Right to Data Portability:** The right to request that we provide you with your Personal Data in a portable format.
- **Right to Correction:** The right to correct inaccuracies in your Personal Data.
- **Right to Opt-Out:** The right to opt-out of:
 - Targeted advertising, the sale of your Personal Data and profiling in furtherance of decisions that produce legal or similarly significant effects;
 - The collection of sensitive data including precise geolocation data;
 - The processing of sensitive data; and
 - The collection of personal data collected through the operation of a voice recognition or facial recognition feature.

3. Oregon

- **Right of Access:** The right to confirm whether we process your Personal Data and to request access to such Personal Data. You may also obtain a list of specific third parties, other than natural persons, to which we have disclosed any Personal Data.
- **Right to Deletion:** The right to request that we delete Personal Data we have collected about you.
- **Right to Data Portability:** The right to request that we provide you with your Personal Data in a portable format.
- **Right to Correction:** The right to correct inaccuracies in your Personal Data.
- **Right to Opt-Out:** The right to opt-out of targeted advertising, the sale of your Personal Data and profiling in furtherance of decisions that produce legal or similarly significant effects.

4. Maryland

- **Right of Access:** The right to confirm whether we process your Personal Data and to request access to such Personal Data.
- **Right to Deletion:** The right to request that we delete Personal Data we have collected about you.
- **Right to Data Portability:** The right to request that we provide you with your Personal Data in a portable format.
- **Right to Correction:** You have the right to correct inaccuracies in your Personal Data.
- **Right to Opt-Out:** The right to opt-out of targeted advertising, the sale of your Personal Data and profiling in furtherance of decisions that produce legal or similarly significant effects.
- **Right to Information Regarding Disclosures:** The right to a list of the categories of third parties to which we have disclosed consumer Personal Data.

5. Minnesota

- **Right of Access:** The right to confirm whether we process your Personal Data and to request access to such Personal Data.
- **Right to Deletion:** The right to request that we delete Personal Data we have collected about you.
- **Right to Data Portability:** The right to request that we provide you with your Personal Data in a portable format.
- **Right to Correction:** The right to correct inaccuracies in your Personal Data.

- **Right to Opt-Out:** The right to opt-out of targeted advertising, the sale of your Personal Data and profiling in furtherance of decisions that produce legal or similarly significant effects.
- **Further Rights Concerning Profiling:** If we profile your Personal Data in furtherance of decisions that produce legal effects, you may have the right to question the result of the profiling, to be informed of the reason that the profiling resulted in the decision, and, if feasible, to be informed of what actions you might have taken to secure a different decision and the actions that you might take to secure a different decision in the future. You have the right to review your Personal Data used in the profiling. If the decision is determined to have been based upon inaccurate personal data, you have the right to have the data corrected and the profiling decision reevaluated based upon the corrected data.

6. Iowa

- **Right of Access:** The right to confirm whether we process your Personal Data and to request access to such Personal Data.
- **Right to Deletion:** You have the right to request that we delete Personal Data we have collected about you.
- **Right to Data Portability:** The right to request that we provide you with your Personal Data in a portable format.
- **Right to Correction:** The right to correct inaccuracies in your Personal Data.
- **Right to Opt-Out:** The right to opt out of the sale of your Personal Data.

7. Utah

- **Right of Access:** The right to confirm whether we process your Personal Data and to request access to such Personal Data.
- **Right to Deletion:** The right to request that we delete Personal Data we have collected about you.
- **Right to Data Portability:** The right to request that we provide you with your Personal Data in a portable format.