

California Privacy Policy

This California Privacy Policy supplements other privacy policies relevant to our collection and processing of personal data. We are providing this notice to you in accordance with California Civil Code Sec. 1978.100(b) and it applies to residents of the State of California.

Please be aware that Meritor may be exempt from certain CCPA requirements based on exemptions including for certain Personal Information covered by or collected under industry-specific privacy laws, including but not limited to the Fair Credit Reporting Act, the California Financial Information Privacy Act and the Driver's Privacy Protection Act of 1994.

Collecting Personal Information

Meritor has collected, maintained and used the following categories of consumer Personal Information in the preceding 12 months:

Categories of Personal Information Collected	Purposes Personal Information is Used
<p>Identifiers and contact information. This category includes names, addresses, telephone numbers, mobile numbers, email addresses, dates of birth, social security numbers, driver's license or state identification numbers, bank account information and other similar contact information and identifiers.</p>	<ul style="list-style-type: none"> • Collect and process employment applications, including confirming eligibility for employment, background and related checks, and onboarding • Processing payroll and employee benefit plan and program administration including enrollment and claims handling • Maintaining personnel records and record retention requirements • Communicating with employees and/or employees' emergency contacts and plan beneficiaries • Complying with applicable state and federal labor, employment, tax, benefits, workers compensation, disability, equal employment opportunity, workplace safety and related laws • Preventing unauthorized access to or use of the Company's property, including the Company's information systems, electronic devices, network and data • Ensuring employee productivity and adherence to the Company's policies • Investigating complaints, grievances and suspected violations of Company policy • Coordinating with various optional charitable activities and donation programs
<p>Protected classification information. This category includes characteristics of protected classifications under California or federal law.</p>	<ul style="list-style-type: none"> • Complying with applicable state and federal Equal Employment Opportunity laws • Design, implement and promote the Company's diversity and inclusion programs
<p>Internet or other electronic network activity information. This category includes, without limitation:</p> <ul style="list-style-type: none"> • All activity on the Company's information systems, such as IP addresses, internet browsing 	<ul style="list-style-type: none"> • Facilitate the efficient and secure use of the Company's information systems • Ensure compliance with Company information systems policies and procedures • Complying with applicable state and federal laws

<p>history, search history, intranet activity, email communications, social media postings, stored communications, social media postings, stored documents and emails, usernames and passwords</p> <ul style="list-style-type: none"> • All activity on communications systems including phone calls, call logs, voice mails, text messages, chat logs, app use, mobile browsing and search history, mobile email communications and other information regarding an employee's use of Company-issued devices and certain Company information that is accessed or stored on employees' personal devices that are used for Company devices 	<ul style="list-style-type: none"> • Preventing unauthorized access to, use or disclosure/removal of the Company's property records, data and information • Enhance employee productivity • Investigate complaints, grievances and suspected violations of Company policy • Monitor and enhance services Company delivers to its customers
<p>Professional and employment-related information. This category includes, without limitation:</p> <ul style="list-style-type: none"> • Data submitted with employment applications, employment history, employment recommendations, etc. • Background check and criminal history • Work authorization • Fitness for duty data and reports • Performance and disciplinary records • Salary and bonus data • Benefit plan enrollment, participation and claims information • Leave of absence information including religious and family obligations, physical and mental health data concerning employee and his or her family members 	<ul style="list-style-type: none"> • Collect and process employment applications, including confirming eligibility for employment, background and related checks, and onboarding • Employee benefit plan and program design and administration, including leave of absence administration • Maintaining personnel records and complying with record retention requirements • Communicating with employees and/or employees' emergency contacts and plan beneficiaries • Complying with applicable state and federal labor, employment, tax, benefits, workers compensation, disability, equal employment opportunity, workplace safety and related laws • Business management • Preventing unauthorized access to or use of the Company's property, including the Company's information systems, electronic devices, network and data • Ensuring employee productivity and adherence to the Company's policies • Recruiting • Investigating complaints, grievances and suspected violations of Company policy • Coordinating with various optional charitable activities and donation programs
<p>Education information. This category includes education history.</p>	<ul style="list-style-type: none"> • Evaluate an individual's appropriateness for a position at the Company or promotion to a new position • Business management and promotion of Company and employees to clients • Administer employee recognition programs

Inferences drawn from the Personal Information in the categories above.

The Company may create various profiles about an employee's preferences, characteristics, behavior, attitudes, intelligence, abilities and aptitudes. This may include the Company's engaging in human capital analytics to identify certain correlations about individuals and success on their jobs. The Company may survey employees about work hours, selected holidays, etc., and use that information to shape policies and procedures.

Disclosure or Sale of Personal Information

The CCPA provides consumers with the right to opt out of the sale of Personal Information by a business. However, we do not sell California consumers' Personal Information. In addition, in the preceding twelve (12) months, we have not sold any California consumers' Personal Information. Meritor has disclosed for a business or commercial purpose in the preceding 12 months the categories of Personal Information to third parties or service providers as described above. We do not collect or sell the Personal Information of minors under the age of 16 without affirmative authorization.

California Privacy Rights

If you are a California consumer, under the CCPA, you have the right, subject to exceptions, to request that we:

- Delete Personal Information we have collected about you.
- Disclose the following, with respect to Personal Information we have collected or shared in the 12 months preceding your request:
 - The categories of Personal Information we have collected about you;
 - The categories of sources from which the Personal Information was collected;
 - The business or commercial purpose for which we collected the Personal Information;
 - The categories of third parties we share Personal Information with;
 - The categories of Personal Information that we disclosed for a business purpose, and for each category identified, the categories of third parties to whom we disclosed that particular category of Personal Information.

Authorized Agents

You may designate an authorized agent (a natural person or a business entity registered with the Secretary of State) to make a request on your behalf. The designated agent may be required to provide us your written authorization to act on your behalf, or other legal documentation to prove the individual is acting on your behalf. We may also: 1) confirm your identity by verifying certain identifying information and 2) confirm directly with you that you provided the authorized agent permission to submit the request.

Non-Discrimination

We will not discriminate against you because you exercise any of your rights as described in this section. Including, but not limited to, by: 1) denying you goods or services, 2) charging you different prices or rates for goods or services, 3) providing a different level or quality of goods or services to you or 4) suggesting that you will receive a different price or rate for goods or services or a different level or quality of goods or services.

How to Exercise Your Rights

To exercise any rights described in this policy, please submit a request at privacy@meritor.com. Or contact us toll free at (844) 437-7189.

We will request certain pieces of information about you in order to verify your identity including first and last name, last four digits of Social Security number, address, e-mail address, phone number and date of birth, if you are a customer or vendor/supplier. For some requests, less information will be required to verify and will depend upon the type of information requested. For requests pertaining to household Personal Information for specific pieces of information or for deletion, all members of the household must be verified.

Meritor will disclose (where required to do so) and deliver the required information free of charge within 45 days of receiving a verifiable consumer request from the consumer. The time period to provide the required information may be extended once by an additional 45 days when reasonably necessary and we will notify you if such an extension is necessary.

Meritor is not required to provide Personal Information to a consumer more than twice in a 12-month period.

For questions or concern about our privacy policies, notices and practices, or if you would like a copy of this policy (mailed or e-mailed), please send an email to privacy@meritor.com.

To carry out the purposes outlined above, the Company may share information with third parties, such as background check vendors, third-party human resource and information technology vendors, outside legal counsel and state or federal governmental agencies. The Company may add to the categories of Personal Information it collects and the purposes it uses Personal Information. In that case, the Company will update this notice. If you have questions about the Company's privacy policies, you may contact privacy@meritor.com.

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