

Notice to Applicants and Employees of Textainer Equipment Management, U.S. Limited

Please take notice that the Company collects certain information about you as an applicant or employee. For more information on the Company's policies, please refer to the Company's Acceptable Use Policy and your employee guidebook:

California's California Consumer Privacy Act ("CCPA") and California Privacy Rights Act ("CPRA") provide California applicants and employees with certain rights:

- Knowledge of information collected;
- Deletion of information collected;
- Opt-out of information collected;
- Opt-in of information collected;
- Correction of information collected;
- Go to court;
- Limit the use of information collected;
- Not to be discriminated against or retaliated against for exercising rights under the law.

Where We Get Your Information From. The Company collects information about you from the following sources: 1) you; 2) prior employers, references, recruiters, and job-related social media platforms; 3) third-party companies, such as background check companies; and 5) claim administrators and investigators. Depending on the Company's interactions with you, we may or may not collect all of the information identified about you.

The Personal and Sensitive Personal Information That We Are Collecting. We are collecting the following information:

- Identifiers, such as name, government-issued identifier (e.g., Social Security number), and unique identifiers (e.g., employee ID);
- Personal information, such as real name, signature, SSN, address, telephone number, passport number, driver's license or state identification card number, federal identification authorizing work in the United States, access and/or passcodes, insurance policy number, education, employment, employment history, bank account number, other financial information, medical information, or health insurance information;
- Characteristics of protected classifications under California or federal law, such as age, marital status, gender, sex, race, color, disability, citizenship, primary language, immigration status, military/veteran status, disability, request for leave, and medical conditions;
- Internet or network activity information, such as browsing history and interactions with our online systems and websites and any personal information that you provide while accessing the Company's computer systems, such as and passwords;
- Professional or employment-related information, such as work history and prior employer;
- Non-public education information;

How Your Personal and Sensitive Personal Information is Used. We may use Personal and Sensitive Personal Information:

- To operate, manage, and maintain our business;
- For hiring, retention, and employment purposes;
- To otherwise accomplish our business purposes and objectives, including, for example:
 - Emergency services;
 - Conducting research, analytics, and data analysis;
 - Quality and safety assurance measures;
 - Conducting risk and security controls and monitoring;
 - Protecting confidential and trade secret information;
 - Detecting and preventing fraud;
 - Performing identity verification;
 - Performing accounting, audit, and other internal functions, such as internal investigations;
 - Complying with the law, legal process, and internal policies;
 - Maintaining records;
 - Claims processing;
 - Responding to legal requests for information and subpoenas; and
 - Exercising and defending legal claims.
- Any other purposes authorized by the California Privacy Protection Agency, California or Federal law.

We may or may not have used Personal and Sensitive Personal Information about you for each of the above purposes.

Sharing of Personal Information. We only share your information with the following third-party entities:

Biddle Consulting Group, Inc.
Moss Adams, LLP
Insperity
Lattice
MetLife
Bank of America, Merrill Lynch
Kaiser
Blue Shield
United Healthcare
VSP
Higginbotham
LinkedIn
Oracle
E*Trade
Willis Towers Watson
Deloitte
E&Y

KnowB4
Octa
OnSolve
Microsoft Office 365

Selling of Personal Information. The Company DOES NOT sell your personal information.

Data Retention. The Company retains the information it receives about you for a period of: six years unless a shorter or longer period is required by California or Federal law.

For Inquiries and/or to Submit Requests for Information, Deletion or Correction. Please contact either:

(1) Zoe Poteet, (415)658-8237, rzp@textainer.com, 650 California Street, Fl 16, San Francisco, CA 94108 or,

(2) hr@textainer.com for inquiries about the Company's policy, or to submit your requests for information, deletion, or correction.