**Inductive Automation, LLC**

**Privacy Policy**

*Last Updated: June 7, 2024*

## Scope and Purpose of this Privacy Policy

This Privacy Policy ("**Policy**") explains how Inductive Automation, LLC and our affiliates and subsidiaries (collectively, "**Inductive Automation**," "**us**," "**we**" or "**our**") collect, use, and disclose personal information about you. This Policy also describes your rights and choices with respect to your personal information, and how you can contact us if you have any questions or concerns about this Policy or our information practices.

This Policy applies to personal information we collect both online and offline, including when you access any websites or mobile applications owned or operated by us (collectively, the "**Sites**") or attend our events, contact customer support, or otherwise interact with us (collectively, the "**Services**").

We suggest you review this Policy regularly. By using or engaging with our Sites or Services, you acknowledge the terms of this Policy.

## Supplemental Privacy Notices

In addition to this Policy, which is applicable across all jurisdictions, if you are resident in one of the following locations, please click the link provided to review the applicable supplemental privacy notice (each a "**Supplemental Privacy Notice**").

- Australia
- European Union, Iceland, Liechtenstein, Norway, Switzerland and the United Kingdom
- California, Colorado, Connecticut, Virginia, Nevada, Utah (USA)

## Collection of Your Personal Information

We obtain personal information relating to you from various sources as described below.

### Personal Information That You Provide To Us

User Account Registration. If you register as a user of the Sites, you must provide us with your name, email address, country, username and password in order to create an account. You may also optionally add to your profile certain demographic information, such as your industry and occupation.

Transaction Information. To purchase products or services made available by us (collectively, "**Products**") from us, you must provide us with your contact information (including your name, postal address and, telephone number) and payment information.

Communications. We will collect any information that you provide to us through your communications (e.g., email) when using the Services. If you complete one of our surveys, we will collect your responses and may ask you to provide personal information such as your age, general location, and ask you to participate in future surveys.

Business Partner or Vendor Employee Information. We may receive information about our business partners' or vendors' employees as provided by such business partners or vendors, in connection with and in furtherance of the relevant partner or vendor relationship.

Events. We may collect personal information (either directly from individuals or from other sources such as event hosts or co-sponsors) online or offline through conferences, trade shows and other events.

Job Applications. We will collect any information that you provide to us when you apply for, or ask about, a job with Inductive Automation, including your curriculum vitae and references.

Forums. We will collect any information that you provide in public forums on the Sites, such as your public posts.

**Personal Information That We Collect Automatically**

Your Activities on the Sites. When you use the Sites, we collect information about your activities, such as website activity history, transaction details related to your purchase(s), and the user profiles that you view. We also collect information about your other actions and interactions with other users or content on the Sites, your comments, any content that you post on the Sites and any other information resulting from your use of the Sites that is publicly accessible by other users. When you use Inductive University, we receive information about the challenges you take (for example the questions and answers, your "failed" or "passed" status), the videos you watch, your transcription comments, and your suggestions.

Device Information. We receive information from the device through which you access the Sites, such as IP address, operating system type, web browser type, mobile operating system version, and unique device identifiers.

Location Information. We may infer your location from information we collect (for example, your IP address indicates the general geographic region from which you are connecting to the internet).

Cookies and Related Technologies. When you visit the Sites, we and our third party service providers receive and record information from your browser and from cookies and similar online tracking technologies. Learn more about how we use cookies and related technologies in our Cookie Policy.

Web Analytics Services. We use web analytics services, which currently include Google Analytics and Mouseflow. Mouseflow is a behavior analytics platform that helps us understand and improve user experience and conversion rates on our Sites. For more information about Mouseflow, or to opt out of Mouseflow, please go to: https://mouseflow.com/opt-out/. Google Analytics is a web analytics service that helps us analyze how users use our Sites. For more information about Google Analytics, or to opt out of Google Analytics, please go to: https://tools.google.com/dlpage/gaoptout.

**Personal Information We Receive from Third Parties**

Third Party Reseller. If you purchase Products from a third party reseller, we may receive your contact information (including your name, postal address and, telephone number) and payment information.

Social Media Platform. Information we obtain from social media platforms. We may maintain pages for Inductive Automation on social media platforms, such as Facebook, X, Instagram and LinkedIn. When you visit or interact with our Sites on those platforms, the platform provider's privacy policy will apply to your interactions and their collection, use, and processing of your personal information. You or the platforms may provide us with information through the platform, and we will treat such information in accordance with this Policy. If you choose to connect your account on a third-party platform or network, like using your Instagram account to access our blog, we may collect information from that platform or network. For example, this information may include your Instagram username, profile picture, and other profile information. You may also have the opportunity to provide us with additional information via the third-party platform or network, such a list of your connections.

Information we obtain from other third parties. We may receive personal information about you from third-party sources, such as marketing partners, publicly available sources, and data providers.

## USE OF YOUR PERSONAL INFORMATION

We use personal information for many business reasons and purpose(s) (the "**Purpose(s)**"), including:

**Providing the Sites and Services**

- Delivering information, content, Products, the Sites or the Services that you request or purchase from us
- Managing information and accounts, including from users, business partners, and vendor/service providers
- Providing access to certain areas, functionalities, and features of our Sites
- Providing you with personalized services, content, offers, and recommendations. For example, we may analyze your Inductive University history to recommend similar content that we think would be of particular interest to you, send you tailored content recommendations based on your location, or send you personalized marketing communications based on personal information we have collected about you
- Communicating with you about your account, activities on our Sites, and policy changes
- Processing your financial information and other payment methods for Products purchased
- Allowing you to register for events
- Developing new Products
- Verifying your qualifications for certain Products
- Obtaining or maintaining insurance coverage, manage risks, or obtain professional advice.

**Marketing and Advertising**

- Providing marketing communications about our Products, the Sites, and the Services, or those of third parties, that may be of interest to you
- Tailoring and providing you with content, such as email updates, newsletters, and social media content
- We and our marketing service providers may use your personal information, including your contact information, location and your activities on the Sites to facilitate the delivery of advertisements and to run promotional programs and activities
- Improve our marketing and communications with you
- Measuring interest and engagement in our Sites.

**Contract Performance**

- Fulfill our contractual relationship with you, including carrying out our obligations and exercising our rights
- Fulfill orders of Products
- Provide customer support and assess satisfaction
- Auditing relating to interactions, transactions, and other compliance activities.

**Relationship Management**

- For relationship management Purposes, which includes communicating about the Products, and digital content including email communications and messaging
- Provide information and Products
- Customize your experience
- Manage digital accounts.

**Improve Sites and Services**

- Understanding how you use the Services and the Sites in order to improve and further develop the Sites and Services, and the content, features, performance, and support available through them
- Improve and further develop our Products
- Improving, upgrading or enhancing our Sites
- Debugging to identify and repair errors with our Sites.

**Safety and Security**
- Ensure the security, safety and internal quality control of the Sites and Services
- Detecting and preventing security incidents
- To verify or maintain quality or safety of the Sites and Services
- Pursuing research and development (including marketing research), network and information security, and fraud prevention

**Prevent Misuse of Sites and Services**
- Detecting, preventing, and responding to fraud, intellectual property infringement, violations of our Terms of Use, violations of law, or other misuse of the Sites or Services
- Protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity.

**Compliance with the Laws**
- Complying with laws and regulations, judicial and administrative orders, or lawful requests from governmental authorities
- Protecting our rights or the rights, property, and safety of others
- Providing legal or service-related notices about our Products, the Services and the Sites.

**For any other Purpose with your consent.** We may use personal information for other Purposes that are clearly disclosed to you at the time you provide personal information and with your consent.

**To fulfill any other Purpose for which you provide it.**
- Authenticating and verifying individual identities, including requests to exercise your rights under this Policy
- Any other Purposes as requested by you, including when you apply for or ask about a job with Inductive Automation
- Any other Purposes permitted by applicable law.

**To aggregate your personal information.** We may de-identify and aggregate personal information collected through the Sites and Services for statistical analysis and other lawful purposes.

## TRANSFERRING PERSONAL INFORMATION TO THE UNITED STATES.

By using the Sites and/or Services, you acknowledge that your personal information may be transferred outside the country in which you reside.

## DISCLOSURE OF YOUR PERSONAL INFORMATION

**Service Providers or Vendors.** We may disclose your personal information to third party service providers or vendors who act for or on behalf of Inductive Automation. For example, we use third party service providers and vendors to provide you with certain services and information you request or may be interested in.

**Distributors.** We may disclose your personal information to our authorized Distributors ("**Distributors**") if you are located in a country where Inductive Automation does not have a physical presence and there is a Distributor in your region. A list of all our authorized Distributors can be found at: https://inductiveautomation.com/distributors.

**Other Third Parties.** If we receive your permission, we may disclose your personal information to non-affiliated companies who may use your personal information to send you offers or other information that you may find of interest.

**Other Users of the Sites.** If you login to your account on our forum, a profile will be created and your first and last names will be displayed. At any time, you may go to your account preferences and modify your details to ensure that other users cannot see your personal information. We are not responsible for the practices of other users, and we recommend that you carefully consider what you post to the Sites before doing so. Additionally, if you submit a resource to the Ignition Exchange platform, we will disclose your first and last name on the platform.

**Other Disclosures.** We may also disclose personal information about you in the following additional circumstances:

- With your Consent. We may disclose your personal information with your permission. We may seek your permission in various ways. For example, we may present you with an "opt-in" prompt when you register to use the Sites or access certain content.
- To Comply with Legal Obligations. We may access, preserve, and disclose your personal information or other account information if we believe doing so is required or appropriate to (i) comply with laws, law enforcement requests, and legal process, such as a court order or subpoena; (ii) respond to your requests; or (iii) protect your, our, or others' rights, property, or safety.
- In case of Merger, Sale or Other Asset Transfers. If we are involved in a merger, acquisition, financing due diligence, reorganization, bankruptcy, or liquidation where the business will not continue as a going concern, receivership, sale of Inductive Automation assets, or transition of the Sites to another provider, then your personal information may be sold or transferred as part of such a transaction as permitted by law and/or contract. The use of your personal information following any of these events will be governed by the provisions of this Policy in effect at the time the applicable information was collected.

## Retention of Your Personal Information

We retain the personal information we collect for different periods of time depending on what it is and how we use it. For example, we keep:

- Weblogs for 2 weeks for the web servers and 90 days for the web application logs.
- Emails from customers and other are kept for 2 years unless they are crucial to our ongoing goals, projects, or operations.
- Job applicant records for up to 2 years after candidacy is archived.
- Historical accounts, leads, and forum posts: currently not deleted.

We may retain your personal information where such retention is necessary for satisfying or complying with any legal, financial, regulatory or reporting obligations to which we are subject, to establish or defend legal claims, or to protect your vital interests or the vital interests of another natural person.

To determine the appropriate retention period for personal information, we may consider factors such as:

- The amount, nature, and sensitivity of the personal information

- The impact to the Sites, including the possibility for re-enrollment with the Sites
- The potential risk of harm from unauthorized use or disclosure of your personal information
- The Purposes for which we process your personal information
- Whether we can achieve those Purposes through other means
- Applicable legal requirements, including mandatory retention periods, statutes of limitation, legal holds, and litigation requirements.

When we no longer require the personal information we have collected about you, we may either delete it, anonymize it, or isolate it from further processing.

Your personal information is stored by Inductive Automation on its servers, on local devices, and on the servers of third party data storage service providers that Inductive Automation engages, located in the United States.

## Security of Your Personal Information

We maintain administrative, technical, and physical safeguards that are intended to appropriately protect and secure your personal information against accidental or unlawful destruction, accidental loss, unauthorized disclosure or access, misuse, and any other unlawful form of processing of the personal information in our possession. Unfortunately, the Internet cannot be guaranteed to be 100% secure, and we cannot ensure or warrant the security of your personal information. We have put in place procedures to deal with any suspected data breach and will notify you and any applicable regulator of a breach where we are legally required to do so. Some of the safeguards we have implemented include the following:

- We have appointed a Chief Information Security Officer.
- We have developed, implemented, and we maintain a written organizational Information Security Policy, as well as other security policies, such as an Incident Response Plan.
- We implement employee training regarding safeguarding personal information.

It is our policy to implement the following:

- We have a policy to request reasonable security (technical, administrative, physical) for key vendors.
- We use hardware-backed MFA (Yubikeys and biometrics).
- We encrypt data on our laptops and implement multi-factor authentication.
- We do penetration testing, vulnerability scanning, monthly patching of many systems, and we centralize logs in many instances.
- We establish strong password policies.
- We do annual risk assessments.
- We encrypt Social Security numbers.
- We obtain biennial third-party assessments of our security programs.
- We conduct risk assessments and use readily available security measures to periodically monitor systems and assets to identify data security events.
- We impose reasonable data access controls.
- We have a process to secure and inventory devices with access to personal information.

## Third Party Websites

We have links on our website to third party websites for informational purposes. If you click on a link to visit another party's website, the activities of the third party are not covered by this policy. We encourage you to read the privacy policy of any website you visit.

## Children's Privacy

The Sites and Services are not intended for children or minors under the age of 18 years. If you believe that a child has submitted personal information to us on or through our Sites or through another means, please contact us using the information provided below so that we can take appropriate action.

## Privacy Settings and Choices

**Account Information.** Once you have registered for the Sites, you may change your profile settings in your account on the Sites. For example, you can change the name, company, email address and password associated with your account.

**Communications Opt-Out.** You have the right to opt out of marketing and promotional communications. To do so, please click the unsubscribe link at the bottom of any marketing or promotional email or update your communications preference here or contact us at data@inductiveautomation.com. Please note that you are not able to opt out of transactional emails such as purchase confirmation emails.

## Updates and Changes to Privacy Policy

We change this Policy from time to time. We will not reduce your rights under this Policy without your explicit consent. We always indicate the date the last changes were published, and we offer access to archived versions for your review. If changes are significant, we'll provide a more prominent notice (including, for certain services, email notification of Policy changes).

## Contacting Us

If you have any questions or comments about this Policy please feel free to contact us by calling toll-free at 1-800-266-7798 (within the US) or 1-916-456-1045 (outside the US), by email at data@inductiveautomation.com, or by postal service at:

Attn: Legal Department
Inductive Automation, LLC
90 Blue Ravine Road
Folsom, CA 95630
USA

## UPDATES: PRIVACY POLICY

We want to be as transparent as possible about the changes we make to our Policy. In this archive you can see the previous versions of the policy.

- July 24, 2028
- June 11, 2020

**Australia Supplemental Privacy Notice ("Australia Supplement")**

*Last Updated: June 7, 2024*

This Australia Supplement applies only to information collected, used and disclosed about individuals residing in Australia, and supplements the information contained in the Policy. It provides information required in accordance with the Australia Privacy Act.

## 1. Rights of Data Subjects under Australian Law

Under certain circumstances, you have rights under data protection laws in relation to your personal information. If you wish to exercise any of the rights set out below you may contact us in writing.

The Australia Privacy Act offers you the rights to:

- Access your personal information; and
- Correct or update any of your personal information that is inaccurate.

In addition, where we rely on consent to process your personal information, you have the right to withdraw consent at any time by contacting us as set forth in this Australia Supplement. However, this will not affect the lawfulness of any processing carried out before you withdraw your consent. If you withdraw your consent, we may not be able to provide certain services to you. If this is the case, we will advise you at the time you withdraw your consent.

In the ordinary course, you will not have to pay a fee to access your personal information (or to exercise any of the other rights). If an exceptional circumstance applies, we will notify you and provide you with an opportunity to respond.

We respond to all legitimate requests within one month. Occasionally it may take us longer than a month to fully respond to your request, and in this case, we may extend the timeframe, but we will notify you and keep you updated if this is the case.

## 2. Contacting Us

If you have any questions or comments about this Australia Supplement, complaint about the way in which we have handled any privacy issue, or if you wish to make an individual rights request for access or correction of your personal information, please feel free to contact us by calling +61 1 3001 08088, by email at data@inductiveautomation.com, or by postal service at:

Attn: Legal Department
Inductive Automation Australia Pty Ltd
Level 7, 200 Creek Street
Spring Hill QLD 4000
Australia

**European Union, Iceland, Liechtenstein, Norway, Switzerland, and the United Kingdom Supplemental Privacy Notice ("EEA/CH/UK Supplement")**

*Last Updated: June 7, 2024*

This EEA/CH/UK Supplement applies only to personal information collected, used, and disclosed about individuals residing in the European Union, Iceland, Liechtenstein, or Norway (the "**EEA**"), Switzerland (the "**CH**") or the United Kingdom (the "**UK**"), and supplements the information contained in the Policy. It provides information required in accordance with Article 13 of the European Union General Data Protection Regulation 2016/679 (the "**EU GDPR**"), the Federal Act on Data Protection (the "**FADP**") and the UK General Data Protection Regulation (the "**UK GDPR**" and, together with the EU GDPR and the FADP, the "**GDPR**").

## 1. Lawful Bases for Collecting and Processing

We collect personal information (referred to as "**personal data**" under the EU GDPR, i.e. any information relating to an identified or identifiable natural person ("**data subject**" under the EU GDPR), about you for a variety of Purposes as defined in the Policy and based on the specific lawful basis ("**GDPR Lawful Basis**") described in the table below:

| **Purposes for Collection** | **GDPR Lawful Basis** |
|---|---|
| Providing Sites and Services | **Consent** (Article 6(1)(a) of the EU and UK GDPR)<br>● based on consent that you provided to us when accessing our Sites and Services.<br>**Our legitimate interests** (Article 6(1)(f) of the EU and UK GDPR)<br>● to provide you with our Sites and Services;<br>● to develop our Sites and Services;<br>● to develop and grow our operations;<br>**Contractual Necessity** (Article 6(1)(b) of the EU and UK GDPR)<br>● to meet our contractual commitments to you;<br>● to enter into an agreement with you. |
| Direct Marketing by us | **Our legitimate interests** (Article 6(1)(f) of the EU and UK GDPR)<br>● to provide you with up-to-date news and information about our Sites and Services. |
| Analytics | **Contractual Necessity** (Article 6(1)(b) of the EU and UK GDPR)<br>● to define types of customers for any new Sites or Services;<br>● to understand how our Sites are being used;<br>● to develop and grow our operations. |
| Contract Performance | **Consent** (Article 6(1)(a) of the EU and UK GDPR)<br>● based on consent that you provided to us when purchasing our Sites and Services.<br>**Our legitimate interests** (Article 6(1)(f) of the EU and UK GDPR)<br>● to develop and grow our operations;<br>● to meet our obligations and enforce our legal rights.<br>**Contractual Necessity** (Article 6(1)(b) of the EU and UK GDPR)<br>● to meet our contractual commitments to you;<br>● to enter into an agreement with you. |

| | |
|---|---|
| Relationship Management | **Consent** (Article 6(1)(a) of the EU and UK GDPR)<br>● based on consent that you provided to us to receive certain communication.<br>**Our legitimate interests** (Article 6(1)(f) of the EU and UK GDPR)<br>● to provide you with our Sites and Services;<br>● to provide high quality customer service;<br>● to develop and grow our operations;<br>● to manage our customer base.<br>**Contractual Necessity** (Article 6(1)(b) of the EU and UK GDPR)<br>● to fulfill our obligations under an agreement with you;<br>● to enter into an agreement with you. |
| Improve Sites and Services | **Our legitimate interests** (Article 6(1)(f) of the EU and UK GDPR)<br>● to enable us to improve our Sites and Services;<br>● to improve the experience of users and visitors of our Sites. |
| Safety and Security | **Our legitimate interests** (Article 6(1)(f) of the EU and UK GDPR)<br>● to guarantee the quality and legality of our Sites and Services;<br>● to enhance protection against fraud, spam, harassment, intellectual property infringement, crime and security risk;<br>● to ensure cybersecurity. |
| Prevent Misuse of Sites and Services | **Contractual Necessity** (Article 6(1)(b) of the EU and UK GDPR)<br>● to meet our contractual commitments to you;<br>● to enter into an agreement with you.<br>**Our legitimate interests** (Article 6(1)(f) of the EU and UK GDPR)<br>● to provide you with up-to-date information about our Sites and Services;<br>● to understand how our Sites are being used;<br>● to ensure cybersecurity.<br>**Compliance with Laws and Regulations** (Article 6(1)(c) of the EU and UK GDPR)<br>● to cooperate with law enforcement agencies and regulators. |
| Compliance with the Laws | **Contractual Necessity** (Article 6(1)(b) of the EU and UK GDPR)<br>● to meet our contractual commitments to you;<br>● to meet our obligations and enforce our legal rights;<br>● to enter into an agreement with you.<br>**Compliance with Laws and Regulations** (Article 6(1)(c) of the EU and UK GDPR)<br>● to enhance protection against fraud, spam, harassment, intellectual property infringement, crime and security risks;<br>● to cooperate with law enforcement agencies and regulators. |

We process the personal information of visitors to our Sites, those who communicate with us, and those who use our Services who are located in the EEA, CH or the UK for the Purposes and GDPR Lawful Basis set out in the table above. Where more than one GDPR Lawful Basis is listed, please contact us if you would like to know the specific GDPR Lawful Basis which applies in connection with your specific enquiry.

**2. Change of Purpose**

We will only use your personal information for the Purposes for which we collected it, unless we reasonably consider that we need to use it for another reason and that reason is compatible with the original Purpose. If you wish to get an explanation as to how the processing for the new Purpose is compatible with the original Purpose, please contact us.

If we need to use your personal information for an unrelated Purpose, we will notify you and we will explain the GDPR Lawful Basis which allows us to do so.

Please note that we may process your personal information without your knowledge or consent, in compliance with the above rules, where this is required or permitted by law.

**3. Rights of Data Subjects under GDPR**

Under the GDPR, you have rights in relation to your personal information. If you wish to exercise any of the rights set out below, you may contact us verbally or in writing.

The GDPR offers individuals the rights to:

- Access your personal information;
- Correct or update any of your personal information that is inaccurate;
- Restrict or limit the ways in which we use your personal information;
- Object to the processing of your personal information;
- Request the deletion of your personal information; and
- Obtain a copy of your personal information in an easily accessible format.

In addition, where we rely on consent to process your personal information, you have the right to withdraw consent at any time. However, this will not affect the lawfulness of any processing carried out before you withdraw your consent. If you withdraw your consent, we may not be able to provide certain Products to you. We will advise you if this is the case at the time you withdraw your consent.

In the ordinary course, you will not have to pay a fee to access your personal information (or to exercise any of the other rights).

**4. Verification Process**

When you submit a request to exercise your data subject rights, we may ask you to provide information that will enable us to verify your identity and ensure your right to access your personal information (or to exercise any of your other rights). This is a security measure to ensure that personal information is not disclosed to any person who has no right to receive it. We may also contact you to ask you for further information in relation to your request to speed up our response.

If you designate an authorized agent to exercise your rights on your behalf, we may require that you or the authorized agent do the following:

- *Verify your identity with us directly*.
- *Provide proof of your signed written permission for the authorized agent to submit a request on your behalf*.

We may deny a request from an agent purportedly acting on your behalf if we request, and the agent does not submit, proof that he, she, or it has been authorized by you to act on your behalf.

We respond to all legitimate requests within one month. Occasionally it may take us longer than a month if your request is particularly complex or you have made a number of requests. In this case, we may extend the timeframe by up to two further months, but we will notify you and keep you updated if this is the case.

## 5. Special Category Data

We do not collect any Special Categories of personal information about you (this includes personal information that reveals, for example, your race or ethnicity, religious or other beliefs, sex life, sexual orientation, political opinions, trade union membership, information about your health, and genetic and biometric data), nor do we collect any information about criminal convictions and offences.

## 6. International Data Transfers

We may transfer your personal information to countries outside the EEA, CH and/or UK. We will process your personal information in accordance with applicable law and with this Policy and this EEA/CH/UK Supplement regardless of where your personal information is stored or accessed.

Whenever we transfer your personal information out of the EEA, CH and/or UK, we ensure a similar degree of protection is afforded to it by ensuring at least one of the following safeguards is implemented:

- Where possible, we will only transfer your personal information to countries that have been deemed to provide an adequate level of protection for personal information.
- Where we use certain service providers, we may use specific contractual terms approved for use in the EEA, CH and/or the UK which give personal information the same protection it has in the EEA, CH and/or UK.

Please contact us if you want further information on the specific mechanism used by us when transferring your personal information out of the EEA, CH and/or UK.

## 7. Contacting Us

If you have any questions or comments about this EEA/CH/UK Supplement or if you wish to make an individual rights request, please feel free to contact us by email at data@inductiveautomation.com.

If you have any complaints regarding our privacy practices, you have the right to contact and make a complaint with your national data protection authority.

- EEA: A list of EU supervisory authorities is available at http://ec.europa.eu/justice/data-protection/bodies/authorities/index_en.htm.
- UK: The relevant UK supervisory authority is the UK Information Commissioner's Officer at https://ico.org.uk/.
- CH: The Federal Data Protection and Information Commissioner (FDPIC) is the CH supervisory authority and is available at https://www.edoeb.admin.ch/edoeb/en/home.html.

**California, Colorado, Connecticut, Virginia, Nevada, and Utah Supplemental Privacy Notice ("USA Supplement")**

*Last Updated: June 7, 2024*

This USA Supplement applies only to information collected, used, and disclosed about individuals residing in California, Colorado, Connecticut, Virginia, Nevada, or Utah, and supplements the information contained in the Policy. It provides information required under the California Consumer Privacy Act of 2018 and as amended by the California Privacy Rights Act of 2020 (collectively, the "**CCPA**"), the Colorado Privacy Act of 2021 (the "**CPA**"), the Virginia Consumer Data Protection Act of 2021 (the "**VCDPA**"), the Nevada's Online Privacy Law as amended in 2019 and 2021 (the "**NOPL**")**,** the Utah Consumer Privacy Act of 2022 (the "**UCPA**"), and the Connecticut Data Privacy Act of 2022 ("**CDPA**") and any and all regulations arising therefrom.

This USA Supplement describes our practices regarding the collection, use, and disclosure of Personal Information (as defined below) and provides instructions for submitting data subject requests. Some portions of this USA Supplement apply only to consumers of particular states, and we have indicated where those portions are state-specific.

## 1. Definitions Specific to this Supplement

- "**Consumer**" means a natural person who resides in California, Colorado, Virginia, Nevada, Utah and Connecticut and to whom we offer information, goods, or services. For purposes of this supplement, this term includes natural persons who reside in California and engage with us as part of business-to-business transactions.
- "**Personal Information**" means 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. Personal Information includes "personal data" as that term is defined in the CPA, VCDPA, NOPL, UCPA, and CDPA. Personal Information also includes "Sensitive Personal Information," as defined below.
- "**Sensitive Personal Information**" means "sensitive data" as that term is defined in the CCPA, CPA, VCDPA, NOPL, UCPA, and CDPA.
- "**Sell**," "**Sale**," or "**Sold**" means renting, releasing, or transferring an individual's Personal Information to a Third Party for money or other valuable consideration.
- "**Share**," "**Shared**," or "**Sharing**" means transferring an individual's Personal Information to a Third Party for behavioral advertising purposes, whether or not for money or other valuable consideration.
- "**Third Party**" means a person or organization which is not a Consumer, Vendor, or an entity owned or controlled by us and as defined by the CCPA, CPA, VCDPA, NOPL, UCPA, and CDPA.

- "**Vendor**" means a "service provider," "contractor," or "processor" which collects, stores, or otherwise handles Personal Information for us, as those terms are defined in the CCPA, CPA, VCDPA, NOPL, UCPA, and CDPA.

Other terms used in this USA Supplement may be defined under the CCPA, CPA, VCDPA, NOPL, UCPA, or CDPA, and they shall have the meanings described in those statutes. If there are variations between such definitions in different laws, you will be covered by the definition that applies in your state. For example, if you are a Virginia consumer, terms defined in the VCDPA shall apply to you if they are used in this supplement.

**2. The Personal Information We Collect, Use and Disclose**

| **Category of Personal Information** | **Personal Information we Collect** | **Purposes for Collection** | **Types of Third Party or Vendor with Whom Personal Information is Shared** | **Types of Third Party or Vendor with Whom Personal Information is Disclosed** |
|---|---|---|---|---|
| **Identifiers**<br><br>*Examples: Real name, signature, alias, address, unique personal identifier, online identifier, IP address, email address, account name, social security number* | ● Real Name<br>● Address<br>● Email address<br>● Account name<br>● IP address<br>● Online identifier | ● Relationship Management<br>● Providing Sites and Services<br>● Contract Performance<br>● Improve Sites and Services<br>● Safety and Security<br>● Direct Marketing<br>● Prevent Misuse of Sites and Services | ● Marketing service providers | ● Payment processors<br>● Analytics service providers<br>● Data storage service providers<br>● Customer relationship management service providers<br>● Technical, administrative and information service providers |
| **Categories of Personal Information in Cal. Civ. Code Section 1798.80(e)**<br><br>Examples: *Name, signature, social security number, physical characteristics* | ● Name<br>● Physical characteristics or description<br>● Address<br>● Telephone number<br>● Education<br>● Employment | ● Relationship Management<br>● Providing Sites and Services<br>● Contract Performance<br>● Improve Sites and Services | ● None | ● Payment processors<br>● Data storage service providers<br>● Customer relationship management service providers |

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| *or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.* | ● Employment history<br>● Credit card number, or any other financial information | ● Safety and Security<br>● Marketing and Advertising<br>● Prevent Misuse of Sites and Services<br>● Evaluating a candidate | | ● Customer support service providers<br>● Technical, administrative and information service providers |
| **Characteristics of Protected Classifications under California and Federal Law**<br><br>*Examples: Age (over 40, sex (including gender), military or veteran status* | ● Age | ● Compliance with the Laws<br>● Accommodate special needs (e.g. disability)<br>● Ensure eligibility for services (e.g. over 16) | ● None | ● Data storage service providers<br>● Technical, administrative and information service providers |
| **Commercial Information**<br><br>*Examples: Products purchased, obtained, or considered, or other purchasing or consuming histories or tendencies* | ● Products purchased, obtained, or considered, or other purchasing or consuming histories or tendencies | ● Relationship Management<br>● Providing Sites and Services<br>● Contract Performance<br>● Improve Sites and Services<br>● Safety and Security<br>● Marketing and Advertising<br>● Prevent Misuse of Sites and Services | ● None | ● Payment processors<br>● Analytics service providers<br>● Data storage service providers<br>● Customer relationship management service providers<br>● Customer support service providers<br>● Technical, administrative and |

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| | | | | information service providers |
| **Biometric Information**<br><br>Examples: *Physiological, biological, or behavioral characteristics, including DNA, that can be used, singly or in combination with each other or with other identifying data, to establish individual identity, such as imagery of the iris, retina, fingerprint, face, hand, palm, vein patterns, and voice recordings, from which an identifier template, such as a faceprint, a minutiae template, or a voiceprint, can be extracted, and keystroke patterns or rhythms, gait patterns or rhythms, and sleep, health, or exercise data that contain identifying information.* | ● None | ● None | ● None | ● None |
| **Internet or Other Electronic Network Activity Information**<br><br>*Examples: Browsing history, search history, and information regarding a consumer's interaction with an Internet Web site, application, or advertisement* | ● Browsing history<br>● Search history<br>● Operating system type<br>● Web browser type<br>● Mobile operating system version<br>● Unique device identifiers | ● Relationship Management<br>● Improve Sites and Services<br>● Safety and Security<br>● Marketing and Advertising<br>● Prevent Misuse of Sites and Services | ● Analytics service providers<br>● Social media platforms | ● Analytics service providers<br>● Data storage service providers<br>● Customer relationship management service providers<br>● Technical, administrative and information service providers |

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| **Geolocation Data**<br><br>*Examples: IP address* | ● IP address<br>● Country<br>● Address | ● Relationship Management<br>● Providing Sites and Services<br>● Improve Sites and Services<br>● Safety and Security<br>● Marketing and Advertising<br>● Prevent Misuse of Sites and Services | ● Marketing and advertising service providers<br>● Analytics service providers<br>● Social media platforms | ● Analytics service providers<br>● Data storage service providers<br>● Customer relationship management service providers<br>● Technical, administrative and information service providers<br>● Event planning service providers |
| **Sensory Information**<br><br>*Example: Audio, electronic, visual, thermal, olfactory, or similar information* | ● Photographs | ● Relationship Management<br>● Providing Sites and Services | ● None | ● Data storage providers |
| **Professional or Employment-Related Information**<br><br>*Example: Work history, prior employer* | ● Work history<br>● Prior employer | ● Evaluating a candidate | ● None | ● Technical, administrative, and information service providers |
| **Non-Publicly available Education Information under the FERPA and related regulations (as defined in 20 U.S.C. 1232g; 34 C.F.R. Part 99.1 to 99.67)**<br><br>Examples: *Records that are directly related to a student maintained by an educational agency* | ● None | ● None | ● None | ● None |

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| *or institution or by a party acting for the agency or institution.* | | | | |
| **Inferences Drawn from Personal Information**<br><br>*Example: Profile reflecting preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes* | ● Dietary restrictions<br>● T-shirt sizes | ● Relationship Management<br>● Marketing events | ● Analytics service providers<br>● Social media platforms | ● Data storage service providers<br>● Customer relationship management service providers<br>● Technical, administrative, and information service providers |

**3. The Sensitive Personal Information We Collect, Use and Disclose**

| **Category of Sensitive Personal Information** | **Sensitive Personal Information we collect** | **Purposes for Collection** | **Types of Vendors or Third Parties with Whom This Sensitive Personal Information is Shared** | **Types of Vendors or Third Parties with Whom This Sensitive Personal Information is Disclosed** |
|---|---|---|---|---|
| *Example: your social security number, financial account information, your precise geolocation data, or your genetic data*. | ● None | ● None | ● None | ● None |

**4. Individual Data Rights Request**

California, Colorado, Virginia, Nevada, Utah, and Connecticut Consumers have certain rights with respect to the collection and use of their Personal Information. Those rights vary by state. As required by the CCPA, we provide detailed information below regarding the data subject rights available to California consumers. Consumers in Colorado, Virginia, Nevada, Utah, and Connecticut have similar rights and can find more detail by referencing the CPA, VCDPA, NOPL, UCPA, or CDPA, as applicable.

You have the right to submit requests related to the Personal Information we have collected about you. You may make such a request twice in a 12-month span. Please note, there are circumstances when we may not be able to comply with your request. For example, we may not be able to verify your request, or we may find that providing a full response conflict with other legal obligations or regulatory requirements. We will notify you if this is the case.

**Right to Receive Information on Privacy Practices.** You have the right to receive the following information at or before the point of collection:

- The categories of Personal Information to be collected;
- The Purposes for which the categories of Personal Information are collected or used;
- Whether or not that Personal Information is sold or shared with Third Parties or disclosed to Vendors;
- If we collect Sensitive Personal Information, the categories of Sensitive Personal Information that we collect, the Purposes for which it is collected or used, and whether that information is sold or shared; and
- The length of time we intend to retain each category of Personal Information, or if that is not possible, the criteria used to determine that period.

We have provided such information in this USA Supplement, and you may request further information about our privacy practices by using the contact information provided below.

**Right to Know and Right to Access.** You have the right to request certain information we have collected about you. You have the right to request:

- Specific pieces and categories of Personal Information we collected about you;
- The sources from which Personal Information was collected;
- The Purposes for which Personal Information was collected, shared, sold, or processed;
- The categories of Personal Information we shared, sold or disclosed; and
- The categories of Vendors or Third Parties with whom we shared, sold or disclosed Personal Information.

**Right to Delete.** You have the right to request that we delete certain Personal Information that we have collected.

**Right to Correct**. You have a right to request that we correct any inaccurate Personal Information we may retain about you.

**Right to Opt-Out of the Sale and/or Sharing of Your Personal Information**

You have the right to opt-out of the sale and/or sharing of your Personal Information with Third Parties, and the right to opt out of the processing of Personal Information for targeted advertising purposes, as defined in the CCPA.

We do not sell but we may share your Personal Information, or process Personal Information for targeted advertising purposes. In the past 12 months, we have not sold or shared the categories of consumer Personal Information as listed in this USA Supplement. As a consumer, you have the right to opt-out of

the sale and/or sharing of your Personal Information and of the processing of Personal Information for the purpose of targeted advertising. To submit an opt-out request, please follow the "Instructions to Exercise Your Rights," below. We do not knowingly sell or share Personal Information of consumers under 18 years of age. If you opt-out of the sale of your Personal Information, we will wait at least 12 months before asking you if we may sell or share your Personal Information.

You have the right to opt-in to the sale of your Personal Information after you have opted out. If you would like to opt-in to the sale or sharing of your Personal Information, please contact us at data@inductiveautomation.com.

**Right to Limit the Use of Your Sensitive Personal Information.**

You have the right to instruct us to limit the use and disclosure of your Sensitive Personal Information to only that which is necessary to perform the services or provide the goods reasonably expected by average consumers, or for specific business purposes defined by applicable law.

We do not use Sensitive Personal Information for purposes beyond those authorized by the CCPA.

**Right to Non-discrimination.**

You have a right to exercise the above rights, and we will not discriminate against you for exercising these rights. Please note that a legitimate denial of a request to access, delete, or opt-out is not discriminatory, nor is charging a fee for excessive or repetitive requests.

## 5. Instructions to Exercise your Rights

If you would like to make any of the data requests listed above, please submit a request by clicking here, or emailing us at data@inductiveautomation.com. You may opt-out of the sale or share of your Personal Information by clicking here.

You may designate an authorized agent to exercise your rights under the CCPA on your behalf. Such individual must have a power of attorney, or be an authorized agent registered with the relevant Secretary of State.

## 6. Verification Process

When you submit a request to exercise your data subject rights, we may ask you to provide information that will enable us to verify your identity and ensure your right to access your Personal Information (or to exercise any of your other rights). This is a security measure to ensure that Personal Information is not disclosed to any person who has no right to receive it. We may also contact you to ask you for further information in relation to your request to speed up our response. If you designate an authorized agent to exercise your rights on your behalf, we may require that you or the authorized agent do the following:

- *Verify your identity with us directly*.
- *Provide proof of your signed written permission for the authorized agent to submit a request on your behalf*.

We may deny a request from an agent purportedly acting on your behalf if we request, and the agent does not submit, proof that he, she, or it has been authorized by you to act on your behalf.

## 7. Right to Appeal for California, Virginia, Nevada, Colorado, and Connecticut Consumers

You have the right to appeal our decisions about your data subject requests. If you choose to appeal, your request will move from our customer experience team to our Legal Department for review. If you would like to appeal a decision regarding your data request, please submit a request by emailing us at data@inductiveautomation.com. Please state that your request is an "Appeal," and describe the date and nature of your *original* request.

## 8. Personal Information of Minors

Our online content is not intended for children or minors under the age of 18 years. Accordingly, we do not knowingly store information from minors under the age of 18 years, except as required by applicable law. If you believe that a child has submitted Personal Information to us, contact us by email at data@inductiveautomation.com and we will delete the information.

## 9. Other Disclosures

**California "Shine the Light Request."** California Civil Code § 1798.83 permits California residents to annually request certain information regarding our disclosure of Personal Information to other entities for their direct marketing purposes in the preceding calendar year. We do not distribute your Personal Information to other entities for their own direct marketing purposes.

**Universal Opt-Out**
It is our policy to respond to universal opt-out as required by applicable laws.

**Do Not Track**
Some Internet browsers may be configured to send "Do Not Track" signals to the online services that you visit. We currently do not respond to "Do Not Track" or similar signals. To find out more about "Do Not Track," please visit www.allaboutdnt.com. This is distinct from our response to opt-out signals such as Global Privacy Control (aka GPC).

## 10. Contacting Us

If you have any questions or comments about this USA Supplement please feel free to contact us by calling toll-free at 1-800-266-7798, by email at data@inductiveautomation.com, or by postal service at:

Attn: Legal Department
Inductive Automation, LLC
90 Blue Ravine Road
Folsom, CA 95630