

# BOURNS, INC. PRIVACY POLICY

Effective Date: January 1, 2023

Bourns, Inc. and our subsidiary companies (“we,” “us” or, “our” in this privacy policy) collect and process personal information provided to us when you use the Bourns website (<https://www.bourns.com/>), visit our social media accounts, apply for a job with us, request our products or services, or otherwise contact us, such as via phone, email, or mail.

This privacy policy describes our privacy practices and will explain what personal information we collect, for what purposes we collect personal information, and how we process and share personal information. The policy will also explain your privacy rights.

This privacy policy is provided to you in accordance with applicable privacy laws, including, but not limited to, the California Consumer Privacy Act, as amended by the California Privacy Rights Act (“CPRA”), Cal. Civ. Code § 1798.100 et seq., (“CCPA”) and other laws implementing or supplementing the CCPA.

## 1. Your Personal Information

### a. Definition of Personal Information

The CCPA defines “personal information” as 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 typically includes an identifier, such as a name, ID number, location data, IP address, or image.

### b. Categories of Personal Information Collected

Depending on how you interact with us, we may collect, use, store and transfer different kinds of information, which we have categorized as follows:

- **Account Information:** Information including your name, email address, mailing address, telephone number, and other contact information, employment related information (i.e., employer name and position title) personal ID, and password.
- **Applicant Information:** Information you provide to us in connection with seeking employment with us.
- **Communications Information:** Information you send to us via a Common Gateway Interface (CGI) form (i.e., when you submit a search or information request on our website) or email messages. If you choose to send us an email message, we may retain the content of the email, your email address, and our response.
- **Marketing Information:** Information related to your marketing and communications preferences.
- **Technical Information:** Information including your Internet Protocol (IP) address, browser type and language, internet service provider or mobile carrier, time zone setting, location, browser plug-in types and versions, operating system and platform, and other technology identifiers on the devices you have used to access our website.

### c. Sources of Collected Personal Information

We collect personal information through your use of our website or if you contact us in other ways, such as via phone, email or mail. We collect data that you enter, such as when you submit a search or information request through a form on our website. As you interact with our website, we also automatically collect technical data about your equipment and software. We use cookies to improve your experience, analyze our website traffic, and to implement the AutoLogon feature. Please see Section 3 (“Cookies”) below for more information about our use of cookies.

### d. Purposes for Collection

We collect personal information for the following purposes:

- To operate our business;
- To perform our contractual requirements;

- To develop and deliver our products and services;
- To provide customer service and respond to requests or inquiries;
- To engage in marketing and sales activities;
- To communicate with you;
- To review and process employment applications;
- To modify, manage, and administer our website; and
- To learn more about how visitors use our website.

**e. Disclosures of Personal Information**

We do not sell personal information or share it for cross-context behavioral advertising.

We may disclose personal information to third parties who provide us services, for the purposes described above. We may also disclose personal information to our subsidiaries or to others when required or authorized by law.

We require our service providers to provide written assurances regarding the security and privacy protections they have in place to protect any personal information transferred or disclosed to them, as well as their compliance with our security requirements and any applicable laws and regulations.

Third parties we may disclose personal information to include:

- Third-party service providers (e.g., for administration and maintenance of IT systems, payment providers, marketing providers, analytics providers);
- Regulatory authorities; and
- Professional advisors including lawyers, bankers, auditors, and insurers.

If we sell or transfer a business unit to another entity, we will share personal information with the entity. If another entity acquires us or all of our assets, personal information will be transferred to and used by the acquiring entity.

**2. Your Legal Rights**

Depending on your state of residency, particularly California, you may be entitled to the following rights with respect to personal information about you:

- **Right to access/know.** You have the right to know and request information about the categories and specific pieces of personal information we have collected about you within the last 12 months, as well as the categories of sources from which such information is collected, the purpose for collecting such information, and the categories of third parties with whom we share such information. You also have the right to know if we have sold or disclosed your personal information.
- **Right to correct.** You have the right to request correction of any inaccurate information we hold about you. We may not be able to accommodate your request if we believe it would violate any law or legal requirement or cause the information to be incorrect; information solely retained for data backup purposes is generally excluded.
- **Right to delete.** You have the right to request the deletion of your personal information, subject to certain exceptions.
- **Right to limit use and disclosure of sensitive personal information.** We do not process sensitive personal information beyond what is reasonably necessary to provide our products and services and for the purposes described above.
- **Right to opt-out of the sale or sharing of personal information.** As indicated above, we do not sell personal information or share personal information with third parties for cross-context behavioral advertising, nor do we intend to, as those terms are defined in the CCPA and other applicable state privacy laws. We also have not done so for the last 12 months.

- **Right to portable data.** You have the right to obtain personal information about you in a portable and, to the extent technically feasible, readily usable format that allows you to transmit the information to another entity without hindrance.
- **Right to non-discrimination.** You have the right to not be discriminated against for exercising any of the above-listed rights.

Further, California law permits California residents to request from a business with whom the California resident has an established business relationship, certain information about the types of personal information the business has shared with third parties for those third parties' direct marketing purposes, and the names and addresses of the third parties with whom the business has shared such information during the immediately preceding calendar year.

### 3. Cookies

Please visit our [Cookie Policy](#) for a description of the cookies we use and how you can accept or reject them. You can always manage your cookie preferences through [Manage My Preferences](#). Information on cookies and other personal information we collect based on your internet or other electronic network activity can also be found in Section 8 below.

### 4. Do Not Track Signals

We have implemented a cookie "door" to ensure your cookie preferences are honored, and thus we do not sell or share personal information derived from cookies for cross context behavioral advertising. We also have tools in place to better detect and honor requests made using the Global Privacy Control ("GPC") signal as requests to opt-out of the sharing of personal information to the extent required by applicable law. If you wish to manage your cookie preferences directly with us, please click on [Manage My Preferences](#) or make a request using one of the methods outlined in Section 8 of this policy.

### 5. Data Security

We store personal information and other data using reasonable and appropriate physical, technical, and administrative safeguards to secure personal information against foreseeable risks, such as unauthorized use, access, disclosure, destruction, or modification. Although we make good-faith efforts to store the information we collect in a secure operating environment that is not available to the public, we cannot guarantee complete security. Further, while we work to ensure the integrity and security of our network and systems, we cannot guarantee that our security measures will prevent unauthorized access, acquisition or use of this information.

If you have reason to believe that your interaction with us is no longer secure, please immediately contact us at [Privacy@bourns.com](mailto:Privacy@bourns.com).

### 6. Data Retention

We will retain your personal information for as long as needed or permitted in light of the purpose(s) for which it was obtained and as outlined in this privacy policy. The criteria used to determine our retention periods include: (i) the length of time with which we have had an ongoing relationship with you; (ii) our legal obligations; or (iii) whether retention is advisable in light of our legal position (such as in regard to the enforcement of the Website Terms of Use, litigation or regulatory investigations).

### 7. International Transfers

Our website is controlled and operated by us from the United States. Any information you provide to Bourns through use of the site may be stored in, processed in, transferred between, and accessed from the United States and other countries which may not guarantee the same level of protection of personal information as the one in which you reside. Any such transfers will take place in accordance with applicable data privacy laws.

As an international organization with operations located in multiple countries, personal information we collect may be transferred or be accessible internationally throughout Bourns, Inc.'s global business and between Bourns, Inc.'s subsidiaries. Any such transfers will take place in accordance with applicable data privacy laws and will be governed by Bourns Intergroup Data Transfer Agreement, which includes safeguards for the protection of your information.

## 8. California Residents

### a. Purposes for which we Use Your Data

The personal information about you that we collect includes information within the below categories of data. These categories also represent the categories of personal information that we have collected over the past 12 months. Note that the categories listed below refer to the categories of personal information as defined under the CCPA. Inclusion of a category in the list below indicates only that, depending on the services and products we provide you, we may collect some information within that category. It does not necessarily mean that we collect all information listed in a particular category for all of our customers.

| <b><u>Category of Personal Information Collected</u></b>   | <b><u>Sources</u></b>  | <b><u>Purpose of Collection, Processing, and Disclosure</u></b>  | <b><u>Third Parties with which Personal Information has been Shared</u></b> |
|--|--|--|---|
| 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, or other similar identifiers  | You, when you communicate with us, including through our forms on our website and when you sign-up for an account or log-in                                | <ul style="list-style-type: none"> <li>To operate our business</li> <li>To perform our contractual requirements</li> <li>To develop and deliver our products and services</li> <li>To provide customer service and respond to requests or inquiries</li> <li>To engage in marketing and sales activities</li> <li>To communicate with you</li> </ul> | Third-party service providers   |
| Information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including, but not limited to, your name, signature, social security number, physical characteristics 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, health insurance information | You, when you communicate with us, including through our forms on our website; when you sign-up for an account or log-in; or when you place an order       | <ul style="list-style-type: none"> <li>To operate our business</li> <li>To perform our contractual requirements</li> <li>To develop and deliver our products and services</li> <li>To provide customer service and respond to requests or inquiries</li> <li>To engage in marketing and sales activities</li> <li>To communicate with you</li> </ul> | Third-party service providers   |
| Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding the consumer's interaction with an internet web site, application, or advertisement  | <p>You, when you sign-up for an account, log-in, and interact with and use our websites and other online services</p> <p>Our analytics tracking system</p> | <ul style="list-style-type: none"> <li>To operate our business</li> <li>To develop and deliver our products and services</li> <li>To learn more about how visitors use our website</li> <li>To build a profile of your interests and show you relevant advertisements</li> </ul>   | Third party service providers, including IT and analytics service providers |

| <b><u>Category of Personal Information Collected</u></b> | <b><u>Sources</u></b>   | <b><u>Purpose of Collection, Processing, and Disclosure</u></b>   | <b><u>Third Parties with which Personal Information has been Shared</u></b> |
|--|---|---|---|
| Professional or employment-related information           | You, when you communicate with us, including through our forms on our website | To operate our business<br>To determine whether an inquiry is of a personal or business nature<br>To review and process employment applications | Third-party service providers   |

#### **b. Exercising your rights**

If you would like to exercise any of the privacy rights outlined in Section 2 (“Your Legal Rights”) of this privacy policy, please call us at +1 (877) 426-8767 (Press or say “9” at the prompt), visit our Data Request Forms ([Right to Access/Know Request Form](#); [Right to Correct Request Form](#); [Right to Delete Request Form](#)), or use one of the other methods listed in the “Contact Us” section of this privacy policy.

You also may designate an authorized agent to make a request on your behalf. If you are submitting a request through an authorized agent, the authorized agent must provide us with your signed written permission stating that the agent is authorized to make the request on your behalf. We may also request that any authorized agents verify their identity and may reach out to you directly to confirm that you have provided the agent with your permission to submit the request on your behalf.

When you exercise these rights and submit a request to us, we will verify your identity by asking you for the following pieces of information: your relationship with Bourns, first and last name, email address, telephone number and postal address.

We cannot respond to your request or provide you with personal information if we cannot verify your identity or authority to make the request and confirm the personal information relates to you. Making a verifiable consumer request does not require you to create an account with us. We will use the personal information you provide to us when submitting a consumer request only to verify the requestor’s identity or authority to make the request.

There may be circumstances where we will not be able to honor your request. For example, if you request deletion, we may need to retain certain personal information to comply with our legal obligations or other permitted purposes.

#### **c. Children**

Our website is not intended for use by children. We do not knowingly collect personal information from anyone under the age of 16, without verifiable parental consent. If we become aware that we have inadvertently collected personal information from a child under the age of 16, we will delete such information from our records. If a parent, guardian, or anyone else becomes aware that we have collected personal information from an individual under the age of 16, please contact us.

### **9. Third-Party Links**

Our website may include links to third-party websites plug-ins, and applications. Clicking on those links or enabling those connections may allow third parties to collect or share data about you. We do not control third-party websites and are not responsible for their privacy statements. When you leave our website, we encourage you to read the privacy policy on every website you visit.

### **10. Changes to the Privacy Policy**

From time to time, we may update this privacy policy. We will post any revised version of this privacy policy on our website. Any changes will be effective on the effective date stated in the revised policy. This privacy policy was last updated as of the effective date listed above. We will not use previously collected personal information for a new purpose without providing notice and/or obtaining your consent, as appropriate. We may make minor changes to this policy without providing advanced notice and/or obtaining your consent. We encourage you to periodically review this page for the latest information on our privacy practices.

## 11. Contact Us

If you have any questions about this privacy policy, please contact us via one of the following methods:

### Regular Mail

Bourns, Inc.  
Attn: Legal Department  
1200 Columbia Avenue  
Riverside, CA 92507

### Email

[Privacy@bourns.com](mailto:Privacy@bourns.com)

### Toll Free Call

+1 (877) 426-8767  
(Press or say "9" at the prompt)

### Website

[Right to Access/Know Request Form](#)

[Right to Correct Request Form](#)

[Right to Delete Request Form](#)