Donaldson Global Privacy Notice for Applicants

1. Scope and Application

1.1. The purpose of this Global Privacy Notice for Applicants (this "Notice") is to provide details about: (1) the types of Personal Information Donaldson collects and processes; (2) their sources; (3) the purposes for which Personal Information is processed and the applicable legal bases; (4) the retention of the Personal Information; (5) their disclosure to third parties, (6) international data transfers; and (7) rights regarding the Personal Information of applicants for the positions at Donaldson ("you", "applicant").

This Notice gives effect to Donaldson's commitment to protect your Personal Information and has been adopted by all of the separate and distinct legal entities affiliated with Donaldson Company with its address at 1400 West 94th Street, Bloomington, MN 55431, USA. References to "Donaldson", "we" and "our" throughout this Notice, depending on the context, collectively refer to those separate and distinct legal entities.

The Donaldson entity you wish to apply for a position in, is a "controller" of your Personal Information and as such, alone or jointly with others, determines the purposes and means of the processing of your personal information. In certain circumstances, it may be jointly responsible with other Donaldson entities for the processing of your personal information and as controllers jointly determine the purposes and means of processing (so-called "joint controllers").

While this Notice is intended to describe the broadest range of our Personal Information processing activities globally, those processing activities may be more limited in some jurisdictions based on relevant, applicable laws and regulations. For example, the laws of a country may limit the types of personal information we can collect or the way we process that personal information. In those instances, we adjust our internal policies and/or practices to reflect the requirements of local law.

2. The Types of Personal Information We Process

2.1. The term "Personal Information" in this Notice refers to information that does or can identify you as an individual. The types of Personal Information that we process (which may vary by jurisdiction based on applicable law and the nature of the applicant's desired position) include:

- name, gender, home address and telephone number, date of birth, image;
- residency and work permit status, military status, disability status, nationality and passport information;
- work history, technical skills, educational background, professional certifications and registrations, language capabilities, training courses attended;
- where permitted by law and proportionate in view of the function to be carried out by an applicant or prospective applicant, the results of credit and criminal background checks, screening, health certifications, driving license number, vehicle registration and driving history;
- information captured on security systems, including CCTV and other security and technology systems, to the extent permitted by applicable law;
- voicemails, emails, correspondence and communications with an applicant;
- date of application, information relating to administering the application process.

2.2. There may be instances in which the Personal Information that you provide to us or we collect is considered Sensitive Personal Information under the privacy laws of some countries. Depending on each jurisdiction's law "Sensitive Personal Information" may include Personal Information from which we can determine or infer an individual's racial or ethnic origin, immigration status, political opinions, religious beliefs or other beliefs of a similar nature, membership in a trade union or professional association, physical or mental health or condition, genetic or biometric data, government issued identifier, data related to one's sex life or sexual orientation or judicial data (including information concerning the conviction for or alleged commission of a criminal offence). We only process Sensitive Personal Information in your jurisdiction if and to the extent permitted by applicable law.

3. Sources of Personal Information

3.1. Personal Information Obtained Directly from You

- Much of the personal information we process is information that you knowingly provide to us directly, for example, through your application form, CV, motivation letter or otherwise during a job interview or follow-up communication with Donaldson.
- When you provide us with the Personal Information of third parties such as your previous employer, we rely on you to inform them of the fact that their information will be communicated to us, how this information will be processed and how they can exercise their rights as per Section 7 below.

3.2. Personal Information from Third Parties

- We also process Personal Information about you that we receive from third parties, including former employers; education establishments from which you have received qualifications; professional medical bodies; law enforcement agencies, government agencies, regulators and/or any other person having appropriate legal authority and recruitment agencies. Where permitted or otherwise authorized by law, information received from third parties may include the results of background and criminal records checks.

4. Purposes for Processing Personal Information and Relevant Legal Bases

4.1. Depending on the respective country and applicable laws, we may collect, use, disclose or otherwise process Personal Information concerning applicants to: Depending on the respective country and applicable laws, we may collect, use, disclose or otherwise process Personal Information concerning applicants to:

- communicate with you in relation to our job vacancies and the recruitment process;
- assess your skills, qualifications and suitability for a role with us;
- determine your eligibility for employment;
- monitor equality of opportunities and diversity within our work place;
- ensure the safety of our premises and employees.

4.2. Depending on the respective country and applicable laws, there are Closed Circuit Television (CCTV) cameras in operation within and/or around our premises, which, may be used for the following purposes:

- to prevent and detect crime;
- to protect the health and safety of Donaldson guests and staff;
- to manage and protect Donaldson's property and the property of Donaldson's staff, guests and other visitors; and
- for quality assurance purposes, to the extent permitted by applicable law.

4.3. The bases for processing your personal information for the purposes described above will include:

4.3.1. In order to take steps at your request prior to entering into an employment contract;
4.3.2. For the Donaldson's legitimate business interests as outlined above;
4.3.3. Your (explicit) consent;
4.3.4. For compliance with a legal or statutory obligation to which Donaldson is subject;
4.3.5. In order to protect the vital interests of the data subject or of another natural person; or
4.3.6. For the establishment, exercise or defense of a legal claims.

5. Disclosures of Your Personal Information

5.1. General

To carry out the purposes outlined above, information about you will be disclosed for the purposes set out above to human resources staff, managers and other appropriate persons in our organization.

5.2. Our Agents, Service Providers and Suppliers

Like many businesses, from time to time, we outsource the processing of certain functions and/or information to third parties. When we outsource processing your Personal Information to third parties or provide your Personal Information to third-party service providers, such as IT maintenance and software, payroll and security services providers, we oblige those third parties to protect your Personal Information, with appropriate security measures and, where required in terms of country specific applicable law, enter into written agreements that require Personal Information to be processed in line with our instructions and with our knowledge and treated as confidential.

Donaldson also shares personal information with other companies, vendors and business partners, whereby these companies are themselves responsible for determining the purposes and/or means of the processing and for the lawfulness of the processing, namely: our auditors, lawyers, consultants; law enforcement and other public authorities; current or previous employers; educational establishments and/or professional bodies; background check providers and criminal records check providers; credit or reference agencies.

5.3. Legal Requirements

We reserve the right to disclose any personal information we have concerning you if we are compelled to do so by a court of law or requested to do so by a governmental entity or if we determine it is necessary or desirable to comply with the law or to protect or defend our rights or property in accordance with applicable laws. We also reserve the right to retain personal information collected and to process such personal information to comply with any specific record retention laws.

6. International Data Transfers

6.1. Like most international businesses, we have centralized certain aspects of our data processing and human resources administration to allow us to better manage our business. That centralization may result in the transfer of Personal Information from one country to another. To ensure the security and integrity of your Personal Information, the transfer is conducted consistent with Data Transfer Agreements between Donaldson entities. You can find locations of our global affiliates in Section 12 below.

6.2. In circumstances circumstances where your Personal Information is transferred to third parties, such as our service providers located abroad, we will, where required by applicable law, ensure that your privacy rights are adequately protected by appropriate technical, organization, contractual or other lawful means.

6.3. Please contact the Donaldson Privacy group at Privacy@Donaldson.com for a copy of the safeguards which we have put in place to protect your Personal Information and privacy rights in these circumstances.

7. Your rights

7.1. You are afforded certain rights in line with applicable country specific data protection laws, these rights may include, depending on your country specific applicable law, the following: –

- Information and Access: You have the right to obtain from us confirmation if your Personal Information is being processed, certain information in this regard and a copy of the Personal Information undergoing said processing. The right to Information and Access has some restrictions. Access may be denied (i) where such access could compromise the privacy of another person or unreasonably expose sensitive company information and (ii) where you make more than one request in quick succession, we may respond to your subsequent request by referring to our earlier response and only identifying any items that have changed materially.
- Rectification: You have the right to request that inaccurate Personal Information be corrected and to have incomplete data completed. If we agree that the information is incorrect, we will update the information. If we do not agree that the information is incorrect, we will tell you that we do not agree and record the fact that you consider that information to be incorrect in the relevant file(s).
- Restriction: You may have the right to have your Personal Information restricted. Restriction means that your Personal Information is only stored by Donaldson, and not further processed, while your complaint is dealt with. You may request that we restrict processing of your Personal Information if (i) you contest the accuracy of it – for a period we need to verify your request; (ii) the processing is unlawful and you oppose the erasure of it and request restriction instead; (iii) we no longer need it, but you tell us you need it to establish, exercise or defend a legal claim; or (iv) you object to processing based on public or legitimate interest – for a period we need to verify your request.
- Object to Processing: You may have the right to object when we process your Personal Information for direct marketing, processing for research or statistical purposes and when the processing is based on legitimate interests. You may object to the processing of your personal data for compelling and legitimate reasons relating to your particular situation, except in cases where legal provisions expressly provide for that processing. The right to object to processing based on legitimate interests may be subject to demonstration by Donaldson of grounds which override your right to object.
- Data Portability: You may have the right to receive a copy of your Personal Information that you provided to us in a structured, commonly used and machine-readable form so that it may be easily transferred by you or by Donaldson to another company. This right only exists if the processing is based on your consent or a contract and the processing is carried out by automated means and does not prejudice the rights of others.
- Erasure: You may request that we erase your Personal Information if it is no longer necessary for the purposes for which we have

collected it, if you have withdrawn your consent and no other legal ground for the processing exists; if the processing is unlawful, or if erasure is required to comply with a legal obligation.

- Right to lodge a complaint: You also have the right to lodge a complaint with a supervisory authority, within the jurisdiction in which you reside, or the location where the issue that is the subject of the complaint occurred.
- Right to refuse or withdraw consent: Please note that in case we ask for your consent to certain processing, you are free to refuse to give consent and you can withdraw your consent at any time. The lawfulness of any processing of your Personal Information that occurred prior to the withdrawal of your consent will not be affected.
- Right to not to be subject to decisions based solely Automated Decision : You may have the right not to be subject to decisions based solely on automated processing (i.e. without human intervention), if those decisions produce legal effects or significantly affect you. Automated Processing is processing of your Personal Information by automated means.

You can execute the rights described in Sections 7 by sending us a written request by letter or email to the address set out in Section 11 below. After we verify your identity and determine our obligations, we can (as required or requested) ascertain the Personal Information we maintain about you. We reserve the right to redact or withhold data that you are not entitled to receive under applicable laws (e.g., data revealing information about another individual). In instances where Donaldson companies act as joint controllers, you can exercise the above rights in respect of and against each of them. Donaldson companies that act as joint controllers have entered into an arrangement, reflecting their respective roles and relationships. Please see Section 11 to see how to contact us if you want to know more about this contractual arrangement.

8. Protecting Your Personal Information

8.1. We employ reasonable security measures to protect the security of any information you give to us. Nevertheless, such security measures cannot prevent all loss, misuse or alteration of Personal Information. In the event of damage to our physical, technical or management protections which results in unauthorized access, public disclosure, tampering with or destruction of the information, which results in the compromise of your lawful rights and interests, we will fulfill our obligations consistent with our policies and applicable regulations.

If any security incident occurs that involves Personal Information, we will, to the extent required, inform you of the following: basic information about and possible impacts of the security incident, measures we have taken or will take in response, and suggestions for further risk prevention and reduction that you may take. Notice will be provided by, for example email, letter, phone, push notice or other means in a timely manner. Where individual notice is impractical, we will publish announcement in reasonable and effective ways.

We will also, when required, proactively report security incidents including those involving personal information to the appropriate regulatory authorities.

9. Retention period

9.1. We will keep and process your Personal Information only for as long as the application process is open and in accordance with our internal retention guidelines. If you are successful and we hire you, we will provide you with a notice that outlines all relevant information about processing of your Personal Information as an employee. We will keep Personal Information and documents submitted by unsuccessful applicants no longer than allowed by applicable country specific law.

10. Changes to this Notice

10.1. Just as our business changes constantly, this Notice may also change. To assist you, this Notice has an effective date set out at the end of this document.

11. Contact Information

11.1. If you have any questions about this Notice, about the processing or your Personal Information as described herein, or any concerns or complaints with regard to the administration of the Notice, or if you would like to submit a request (in the manner described in Section 7 above) for access to the Personal Information that we maintain about you, please contact us by any of the following means:

E-mail Address: privacy@donaldson.com

Mailing Address:
Privacy Compliance – Global Headquarters
1400 West 94th Street
Bloomington, MN 55431

European Union applicants may contact:
Donaldson Privacy,
Interleuvenlaan 1, 3001
Leuven, Belgium

South African data subjects may contact our South African Information Officer at Privacy@Donaldson.com.

All requests for access to your Personal Information must be submitted in writing by letter or email. We may respond to your request by letter, email or any other suitable method.

12. Donaldson Company Affiliates

Name of Company	Where Organized
Donaldson Australasia Pty. Ltd.	Wyong, Australia
Donaldson Belgie, b.v.b.a.	Leuven, Belgium
Donaldson Canada, Inc.	Toronto, Ontario, Canada
Donaldson Chile, Ltd.	Santiago, Chile
Donaldson China Holding Co., Ltd.	Shanghai, China
Donaldson China Trading Co., Ltd.	Wuxi, China
Donaldson Colombia S.A.S.	Bogotá, Colombia
Donaldson Czech Republic s.r.o.	Klasterec nad Ohri, Czech Republic
Donaldson do Brasil Equipamentos Industriais Ltda	Atibaia, São Paulo, Brazil
Donaldson Education Investment Company RF (Pty) Ltd.	Modderfontein, South Africa
Donaldson Europe b.v.	Leuven, Belgium
Donaldson Far East Ltd.	Hong Kong, S.A.R., China
Donaldson Filter Components Ltd.	Hull, United Kingdom
Donaldson Filtration (Asia Pacific) Pte. Ltd.	Changi, Singapore
Donaldson Filtration Deutschland GmbH	Haan, Germany
Donaldson Filtration (GB) Ltd.	Leicester, United Kingdom
Donaldson Filtration Magyarorszag Kft.	Budapest, Hungary
Donaldson Filtration Malaysia Sdn. Bhd.	Selangor Darul Ehsan, Malaysia
Donaldson Filtration Norway a.s.	Moss, Norway
Donaldson Filtration Österreich, GmbH	Vienna, Austria
Donaldson Filtration Slovensko s.r.o.	Bratislava, Slovakia
Donaldson Filtration Sub Saharan Africa (Pty) Ltd.	Modderfontein, South Africa
Donaldson Filtration Systems (Pty) Ltd.	Cape Town, South Africa

Name of Company	Where Organized
Donaldson Filtration (Thailand) Ltd.	Nonthaburi, Thailand
Donaldson Filtre Sistemleri Ticaret Ltd. Sirketi	Istanbul, Turkey
Donaldson France S.A.S.	Paris, France
Donaldson Ibèrica Soluciones en Filtracion s.l.	Barcelona, Spain
Donaldson India Filter Systems Pvt. Ltd.	New Delhi, India
Donaldson Industrial CR s.r.o.	Kadan, Czech Republic
Donaldson Italia s.r.l.	Ostiglia, Italy
Donaldson Korea Co., Ltd.	Seoul, South Korea
Donaldson Middle East Filtration System LLC	Abu Dhabi, United Arab Emirates
Donaldson Nederland B.V.	Almere, Netherlands
Donaldson Peru s.a.c.	Lima, Peru
Donaldson Polska Sp. z.o.o.	Warsaw, Poland
Donaldson Scandinavia a.p.s.	Hørsholm, Denmark
Donaldson Schweiz GmbH	Zurich, Switzerland
Donaldson Taiwan Inc.	Taipei, Taiwan
Donaldson (Thailand) Ltd.	Rayong, Thailand
Donaldson UK Holding Ltd.	Hull, United Kingdom
Donaldson (Wuxi) Filters Co. Ltd.	Wuxi, China Mainland
Donaldson S.A. de C.V.	Aguascalientes, Mexico
Donaldson S.A.S.	Domjean, France
Filtros Partmo S.A.S.	Bogotá, Colombia
Isolere Bio, Inc	Durham, North Carolina
Le Bozec Filtration Systems, S.A.S.	Paris, France
Nippon Donaldson Ltd.	Tachikawa, Tokyo, Japan
P.T. Donaldson Filtration Indonesia	Jakarta, Indonesia
Ultrafilter S.A.S.	Vigny, France
Univercells Technologies SA	Nivelles, United Kingdom

In the event of any inconsistencies between the English version of this Notice, and any version of this Notice in any other language, the English version shall prevail (to the fullest extent permitted under applicable law).

Effective Date: May 24, 2024

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