



CALIFORNIA CONSUMER PROTECTION ACT DISCLOSURES AND RIGHTS – DANA CAREERS SITE

This privacy notice describes the Personal Information we collect or process about California residents in connection with our Careers Site, how we use, share, and protect that Personal Information, and what your rights are concerning Personal Information that we collect or process.

In this privacy notice, “Personal Information” has the same meaning as under the California Consumer Privacy Act (“CCPA”), as amended by the California Privacy Rights Act (“CPRA”), California Civil Code Section 1798.83: 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 does not include information that has been de-identified or aggregated.

Your California Consumer Privacy Act Rights:

If you are a resident of the state of California, California Civil Code Section 1798.100 *et seq.*, the CCPA, as amended by the CPRA guarantees California resident consumers (hereinafter referred to as “you,” “your,” or “consumer”) the following rights:

The Right to Receive Notice of the Collection of Your Personal Information

California Civil Code Section 1798.100 guarantees you the right that businesses subject to the law, at or before the point of collection, inform you of the categories of Personal Information to be collected and the purposes for which those categories of Personal Information shall be used.

The Right to Request Personal Information Collected About You

California Civil Code Sections 1798.100 and 1798.110 guarantee you the right to request that businesses subject to the law that have collected your Personal Information disclose:

- The categories of Personal Information collected;
- The categories of sources from which your Personal Information is collected;
- The business or commercial purpose for selling or collecting your information;
- The categories of third parties with whom consumers’ information is shared; and
- The specific pieces of Personal Information collected.

We will respond to verifiable consumer requests free of charge, which you may submit via the communications methods described below. Delivery of information in response to a request may take place electronically or by mail. We are not required to provide Personal Information to you more than twice in a 12-month period.

The Right to Request Details Regarding Personal Information Sold or Disclosed For A Business Purpose

California Civil Code Section 1798.115 guarantees you the right to request that businesses subject to the law that sell or disclose your Personal Information for business purposes disclose to you:

- The categories of Personal Information that the business has collected about you;
- The categories of Personal Information sold about you, as well as the categories of third parties to whom the Personal Information was sold, by category of Personal Information for each party to whom information was sold; and
- The categories of Personal Information that have been disclosed for a business purpose.

The Right to Request the Deletion of Personal Information Collected About You

California Civil Code Section 1798.105 guarantees you the right to request that businesses subject to the law delete any Personal Information about you that we have collected from you.



Upon receiving a verified request to delete your Personal Information, we will do so unless it is necessary to maintain your information to:

- Complete the transaction for which the Personal Information was collected, provide a good or service requested by you, or reasonably anticipated within the context of our ongoing business relationship with you, or otherwise perform a contract with you;
- Help to ensure security and integrity to the extent the use of the consumer's personal information is reasonably necessary and proportionate for those purposes;
- Debug to identify and repair errors that impair existing intended functionality;
- Exercise free speech, ensure the right of another consumer to exercise his or her right of free speech, or exercise another right provided for by law;
- Comply with the California Electronic Communications Privacy Act pursuant to Chapter 3.6 (commencing with Section 1546) of Title 12 of Part 2 of the Penal Code;
- Engage in public or peer-reviewed scientific, historical, or statistical research in the public interest that adheres to all other applicable ethics and privacy laws, when our deletion of the information is likely to render impossible or seriously impair the achievement of such research, if you have provided informed consent;
- To enable solely internal uses that are reasonably aligned with consumer expectations based on the consumer's relationship with the business; and
- Comply with a legal obligation.

The Right to Correction

California Civil Code Section 1798.106 provides consumers with the right to correct any inaccurate Personal Information that we maintain about you.

The Right to Non-Discrimination

California Civil Code Section 1798.125 prohibits us from discriminating against you for having exercised any of your rights on the CCPA, including by:

- Denying goods or services to you;
- Charging you different prices or rates for goods or services, including the use of discounts or other benefits, unless that difference is reasonably related to the value provided to us by your data;
- Providing a different level or quality of goods or services to you; and
- Suggesting that you will receive a different price or rate for goods or services or a different level or quality of goods and services.

The Right to Opt Out of the Sale or Sharing of Information

California Civil Code Section 1798.120 provides consumers with the right to opt out of the sale or sharing of the Personal Information that we maintain about you.



Information We Collect About You

Categories of Information Collected in the Last 12 Months

Dana Incorporated has collected the following categories of Personal Information, based on your submissions to us, via our Careers Website:

- Identifiers such as your real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, or other similar identifiers;
- Information you voluntarily provide, including information about your gender, race, or ethnicity; and
- Professional and employment-related information.

Categories of Sources from Which We Collect Personal Information

In the past 12 months, the Careers Site has collected Personal Information from the following categories of sources:

- Information you voluntarily provide;
- Information automatically collected via cookies, web logs, web beacons, and other analytics tools.

Business or Commercial Purpose for Collecting Your Information:

In the past 12 months, the Careers Site collects your Personal Information for the following purposes:

- To respond to, process, and communicate with you about your requests, inquiries, and comments;
- To monitor and improve the essential functioning and performance of the Site;
- To protect against, identify and prevent fraud and other unlawful activity, claims and other liabilities; and
- To comply with applicable legal requirements, industry standards, and our own policies.

The Categories of Third Parties with Whom We Disclose Information

In the past 12 months, Dana has disclosed Personal Information obtained through this Site with the following categories of third parties:

- Our Local Dana Entities
- Third party service providers

Categories of Information That We Have Shared or Sold

While we do not sell Personal Information in the way that the term “sell” is commonly used, we may disclose limited cookie data with our business partners in order to provide and maintain our sites. Such a disclosure may constitute “sharing” or a “sale” for the purposes of the CPRA. To the extent that such disclosure constitutes a sale, we have sold or shared cookie data in the past 12 months.



Categories of Information We Disclose for a Business Purpose:

Dana has disclosed the following categories of Personal Information for business purposes in the last 12 months:

Category of Data	Category of Third Parties to Whom Personal Information is Disclosed
Identifiers such as your real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, or other similar identifiers;	Local Dana Entities; Third party service providers
Information you voluntarily provide, including information about your gender, race, or ethnicity	Local Dana Entities; Third party service providers
Professional or employment-related information	Local Dana Entities; Third party service providers

Sensitive Information

Some of the Personal Information we collect may qualify as Sensitive Personal Information for purposes of the CPRA. However, we do not use or disclose this information for purposes other than those set forth in proposed CPRA regulation §7027(l).

Our Policy Toward Children

Our Site is not directed to children under 16 and we do not knowingly collect Personal Information from children under 16. If we learn that we have collected Personal Information of a child under 16 without proper consent, we will take steps to delete such information from our files as soon as possible.

Methods for Submitting Consumer Requests

You may exercise your rights by submitting a request by calling 1-800-621-8084 or by emailing us at communications@dana.com

In order to protect your privacy and the security of your information, we use commercially reasonable efforts to verify consumer requests.

You may designate an authorized agent to make requests on your behalf. You must provide an authorized agent written permission to submit a request on your behalf, and we may require that you verify your identity directly with us. Alternatively, an authorized agent that has been provided power of attorney under Probate Code sections 4000-4465 may submit a request on your behalf.