

CALIFORNIA JOB APPLICANT PRIVACY NOTICE

Effective Date: January 1, 2023

This California Job Applicant Privacy Notice (“CA Applicant Notice”) explains how Service Corporation International and its affiliates and subsidiaries (“SCI,” “we,” “us”) Collects, uses, and discloses the Personal Information of California job applicants, candidates, and other individuals who provide Personal Information through our job application process, including the Personal Information we collect on <https://jobs.sci-corp.com/> (collectively, “Applicants”). It also explains your rights relating to Personal Information under the California Consumer Privacy Act, as amended (the “CCPA”). In this CA Applicant Notice, we use the word “you” or “your” to refer to anyone within the scope of this CA Applicant Notice. Capitalized terms defined in the CCPA that are used in this CA Applicant Notice shall have the same meaning as in the CCPA.

As used in this CA Applicant Notice, the term “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 an individual or household.

Unless otherwise noted, the disclosures contained within this CA Applicant Notice cover our activities in the prior 12 months from the Effective Date, as well as our current practices.

1. HOW AND WHY WE COLLECT YOUR PERSONAL INFORMATION

We have Collected Personal Information about Applicants as follows (whether we Collected a specific category or type of Personal Information depends on the nature of your interaction with us):

Category of Personal Information	Purposes for Collection, Use, and Disclosure
Identifiers including your name, mailing address, email address, phone number, IP address, and other similar identifiers	<ul style="list-style-type: none">• To communicate with you and with third parties on your behalf or at your direction• To determine if you might fit a job need of ours and to contact you to see if you might be interested in a job for which you did not apply• To communicate about a position or application with you or our corporate family with whom you may work• To provide you with support and to respond to your inquiries• To verify your identity, stated credentials, and references

Category of Personal Information	Purposes for Collection, Use, and Disclosure
<p>Personal Information described in Cal. Civ. Code § 1798.80(e), including Identifiers listed above, signature, employment and employment history, and education</p>	<ul style="list-style-type: none"> • To verify your identity, stated credentials, and references • To contact references and conduct background checks • To determine if you might fit a job need of ours and to contact you to see if you might be interested in a job for which you did not apply
<p>Characteristics of protected classifications under California or federal law, including race, gender, sex, ethnicity, and conviction history</p>	<ul style="list-style-type: none"> • To support our recruitment and diversity, equity, and inclusion programs and initiatives
<p>Commercial information, including payment/expense data</p>	<ul style="list-style-type: none"> • To reimburse you if you travel for a job interview and seek reimbursement
<p>Internet or other electronic network activity information, including internet browsing history and information regarding your interactions with our websites</p>	<ul style="list-style-type: none"> • To perform necessary and appropriate internal functions, such as developing or improving our website and services • To help maintain the safety, security, and integrity of our technology assets and business • To investigate security breaches and misuse of our systems
<p>Geolocation information, including location data inferred from your device IP address</p>	<ul style="list-style-type: none"> • To perform necessary and appropriate internal functions, such as developing or improving our website and services • To help maintain the safety, security, and integrity of our technology assets and business
<p>Audio, electronic, visual, thermal, or similar sensory information, including CCTV for Applicants visiting our physical offices</p>	<ul style="list-style-type: none"> • To conduct virtual or in person interviews. • To help maintain the safety, security, and integrity of our technology assets and business

Category of Personal Information	Purposes for Collection, Use, and Disclosure
<p>Professional or employment-related information, including information about your current and past employment history, the names and contact information of professional references, your desired type of employment and availability for employment, information regarding any professional licenses you hold (including the type of professional license, your license number and whether your license is in good standing)</p>	<ul style="list-style-type: none"> • To verify your stated credentials • To contact references and conduct background checks • To determine if you might fit a job need of ours and to contact you to see if you might be interested in a job for which you did not apply
<p>Non-public education information, including transcripts and academic records</p>	<ul style="list-style-type: none"> • To review your qualifications and credentials
<p>Additional types of information</p> <p><u>Information related to your eligibility for employment in your jurisdiction</u>, including citizenship, immigration, and visa status</p> <p><u>Criminal records information</u>, including results of background checks</p>	<ul style="list-style-type: none"> • To verify your identity • To comply with applicable state, federal labor, employment, equal employment opportunity, and related laws

2. SENSITIVE PERSONAL INFORMATION

We may also Collect, depending on the nature of your interactions with us, the following categories of Sensitive Personal Information:

Category of Sensitive Personal Information	Purposes for Collection, Use, or Disclosure	Categories of Recipients to Which Disclosed
Social security, driver's license, state identification card	<ul style="list-style-type: none">Facilitate background check process	<ul style="list-style-type: none">Provided to 3rd party background check vendor to conduct checks
Racial or ethnic origin, union membership	<ul style="list-style-type: none">To support our diversity, equity, and inclusion programs and initiatives	<ul style="list-style-type: none">NA
Personal Information Collected and analyzed concerning an Applicant's health	<ul style="list-style-type: none">To comply with current federal, state, and local laws concerning COVID-19 and other public health issuesTo make any adjustments required to assist you in the interview processTo determine whether you are able to undertake tasks required by a role	<ul style="list-style-type: none">NA

We also Collect the above categories of Personal Information and Sensitive Personal Information for additional purposes, including to manage the security of our premises and systems, to comply with applicable laws and regulations, and to detect and prevent fraud against you and/or us.

3. SOURCES OF PERSONAL INFORMATION

We Collect the Personal Information and Sensitive Personal Information identified above from the following sources (whether we collected information from a specific source depends on the nature of your interaction with us):

- **Directly from you** when you apply for a job and throughout your interactions with us, including through company forms and other processes where Applicants submit information to us.
- **Automatically when using our digital services or visiting our premises**, such as when you access our facilities or use our website.
- **Parties to corporate transactions.** As permitted by law, we may receive Personal Information as part of a corporate transaction or proceeding such as a merger, financing, acquisition, bankruptcy, dissolution, or at transfer, divestiture, or sale of all or a portion of a business or assets.
- **Service Providers and references**, such as drug testing and consumer reporting agencies, for background or credit checks; former employers or references in order to evaluate qualifications and verify your employment and referral sources.
- **Vendors.** We may receive information about you from Service Providers or other parties. For example, we may receive your resume and other application information from job boards, recruiters, or job posting aggregates.
- **Created by us**, such as performance evaluation notes.

4. DISCLOSURES OF CALIFORNIA APPLICANT PERSONAL INFORMATION

We have not Sold or Shared the Personal Information of California Applicants that we Collect in the context of your application for a job with us, however, we may use cookies and other tracking technologies that constitute Selling and/or Sharing. You can learn more in the California Privacy Rights section below. If you also interact with us as a consumer, please review our California Privacy Notice [<https://www.sci-corp.com/california-privacy-notice>] for more information about our practices in that context. We do not have actual knowledge that we Sell or Share the Personal Information of Applicants under 16 years of age.

We disclosed the Personal Information described in this CA Applicant Notice to Service Providers acting on our behalf that help us run our business and manage our human resources activities. We have also disclosed, or may disclose in the future, the Personal Information described in this CA Applicant Notice in other circumstances when required to or permitted by law. These circumstances include:

- for pre-employment screening purposes, such as drug testing or background checks;
- disclosures required or permitted by law to defend against legal claims;
- to law enforcement agencies, courts, regulatory agencies, and others when the disclosure is required or permitted by law, including to comply with valid legal process; or
- as part of a corporate transaction or proceeding such as a merger, financing, acquisition, bankruptcy, dissolution, or at transfer, divestiture, or sale of all or a portion of our business or assets.

5. RETENTION OF PERSONAL INFORMATION

Except as otherwise permitted or required by applicable law or regulation, we will only retain your Personal Information (which includes the categories of Personal Information and Sensitive Personal Information set forth in the charts and sections above) for as long as necessary to fulfill the purposes we Collected it for, as required to satisfy any legal, obligations, or as necessary to resolve disputes. To determine the appropriate retention period for Personal Information or Sensitive Personal Information, we consider applicable legal requirements, the amount, nature, and sensitivity of the Personal Information or Sensitive Personal Information, the potential risk of harm from unauthorized use or disclosure of your Personal Information or Sensitive Personal Information, the purposes we process your Personal Information or Sensitive Personal Information for, and whether we can achieve those purposes through other means. For certain types of Personal Information or Sensitive Personal Information, we will only maintain it for a limited duration. Where Personal Information or Sensitive Personal Information is used for more than one purpose, we will retain it until the purpose with the latest period expires. For more information about our retention policies, please contact us using the contact details below.

6. CALIFORNIA PRIVACY RIGHTS

If you are a California Applicant, you have the right to submit certain requests relating to your Personal Information, as described below, no more than twice in a 12-month period. Please note that when submitting a request, you may be asked to provide information to verify your identity before action is taken. California law permits California Applicants to use an authorized agent to make Consumer rights requests on their behalf. Authorized agents of California Applicants will be asked to provide a copy of the California Applicant's written authorization (for example a power of attorney) showing that the agent has been granted the authority to submit a Consumer rights request on behalf of the California Applicant. To the extent that the written authorization provided to us is insufficient, we will contact you for further verification. We may additionally contact the California Applicant in order to verify his or her identity, and to confirm your authority to make a Consumer

rights request on his or her behalf, prior to responding directly to you. We will respond to your request within the time period required by applicable law.

To make a privacy rights request, California Applicants may either: i) call us toll free at [1-866-805-9617](tel:1-866-805-9617) or ii) email us at privacy@sci-us.com.

A. RIGHT TO KNOW

You have the right to know about your Personal Information that we are currently maintaining and have Collected and disclosed. You also have the right to obtain a transportable copy of such Personal Information. Please note that we retain Personal Information for various time periods in accordance with applicable law and our internal recordkeeping policies and procedures.

California Applicants have the right to request more information regarding the following:

1. The categories of Personal Information we have Collected about you
2. The categories of sources from which the Personal Information was Collected
3. Our Business Purposes for Collecting your Personal Information
4. The categories of recipients to which we disclosed your Personal Information
5. The categories of Personal Information that we disclosed for a Business Purpose, and for each category identified, the categories of recipients to which we disclosed that particular category of Personal Information
6. The specific pieces of Personal Information we have Collected about you

B. RIGHT TO DELETE

You may request that we delete your Personal Information that we have Collected directly from you and are maintaining. Following receipt of a request to delete, we will let you know what Personal Information we can delete from our records, and we will direct any of our Service Providers that may have processed your Personal Information on our behalf to delete your Personal Information from their records. There may be circumstances where we cannot delete your Personal Information or direct Service Providers to delete your Personal Information from their records. For example, if we need to: (1) retain your Personal Information to complete a transaction or provide services to you; (2) detect security incidents; (3) protect against unlawful activities; (4) identify, debug, or repair errors; or (5) comply with a legal obligation.

C. RIGHT TO CORRECT

You may request that we correct Personal Information that we maintain about you if you believe such Personal Information is inaccurate. We may request documentation from you in connection with your request.

D. RIGHT TO LIMIT USE AND DISCLOSURE OF SENSITIVE PERSONAL INFORMATION

We will not use Sensitive Personal Information for the purpose of inferring characteristics about you, or for any other reasons besides the permitted Business Purposes. For this reason, we do not treat the Sensitive Personal Information we Collect as subject to a Limit the Use of My Sensitive Personal Information request and, therefore, we do not offer a way for you to submit such a request.

E. RIGHT TO OPT OUT OF PROFILING VIA AUTOMATED DECISION-MAKING TECHNOLOGY

You have the right to opt out of profiling in furtherance of decisions that produce legal or similarly significant effects. We do not engage in profiling in furtherance of decisions that produce legal or similarly significant effects and as such do not offer this right.

F. YOUR OPT-OUT RIGHTS

You have the right to opt-out of the Selling or Sharing of your Personal Information in the context of cookies or other tracking technologies on our website by clicking on the “Do Not Sell or Share my Personal Information” link in the footer of our website.

You may opt out of the Selling or Sharing of your Personal Information through an opt-out preference signal. In order to process your request through an opt-out preference signal, you must use a browser supporting the preference signal. If you choose to use an opt-out preference signal, you will need to turn it on for each browser and each device you use.

G. RIGHT TO NON-DISCRIMINATION

You have the right to not receive discriminatory treatment for exercising your California privacy rights. We do not use the fact that you have exercised or requested to exercise any CCPA rights for any purpose other than facilitating a response to your request.

7. HOW TO CONTACT US

For more information on your California privacy rights, or for privacy-related questions, contact us via email at: privacy@sci-us.com, or write to us at:

Service Corporation International
Data Privacy Office, 10th Floor
1929 Allen Parkway
Houston, Texas 77019