The purpose of this Privacy Notice is to inform individuals who apply for employment with Orown Castle (or or of the categories of Personal Information (defined below) that we may receive and the purposes for which we may use such Personal Information. This notice is intended to comply with all applicable laws, such as the California Consumer Privacy Act (COPA), as amended by the California Privacy Rights Act (OPRA). If any provision below conflicts with a legal requirement, then Orown Castle will comply with the applicable law. Please also review our <u>Privacy Statement</u>, which is incorporated by reference into this Notice.

Crown Castle receives, uses, and discloses Personal Information about job candidates for business purposes only and consistent with applicable laws. Where Crown Castle discloses Personal Information to third parties, it does so for the same business purposes described below and, where appropriate, requires that such parties maintain its confidentiality and maintain appropriate systems and processes to ensure its security and protection.

We may receive and use the following categories of Personal Information about you when you inquire about and/or apply for employment at Orown Castle:

: such as your name, home and work address, personal and work telephone numbers, personal and work email addresses.	We will use this information to open and maintain candidate records and communicate with you regarding your interest in a job opportunity with us, your application for employment, or updates on your candidacy.
: such as position applied for, work experience, education, awards, qualifications, certificates, licenses, financial relationships, driving history for jobs requiring driving, and any other information you choose to provide in your resumes and/or applications.	We will use this information to assess your suitability for a position at Orown Castle and to determine any actual or potential conflict of interest. Third-party references, credit agencies, or entities verifying work authorization.
: such as your country of birth or the country where you are a registered national or citizen, and	We will use this information to determine your eligibility to work, appeligibility to work

any visa or other right to work.