



NOTICE AT COLLECTION FOR APPLICANTS RESIDING IN CALIFORNIA

Purpose and Scope

Pursuant to the California Consumer Privacy Act (CCPA), Enel North America, Inc. (“Enel”) is providing you with this Notice at Collection for Applicants Residing in California (“Notice”) to inform you about:

- (1) the categories of Personal Information that Enel collects about applicants who reside in California; and
- (2) the purposes for which Enel uses that Personal Information.

For purposes of this Notice, “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 a natural person who is a California resident in their capacity as an applicant for a position with Enel.

Enel collects and uses your Personal Information only as permitted by law and as necessary to conduct business.

Personal Information Collected

Below are the categories of Personal Information Enel may collect about you:

- Identifiers (*e.g. name, alias, postal address, email address, phone number*)
- Characteristics of Protected Classifications Under California or Federal Law* (*e.g. age, race, national origin, disability, sex, veteran status*)
- Internet or Other Electronic Network Activity Information (*e.g. information regarding your interaction with an Enel job posting, application or advertisement on the internet*)
- Surveillance Data (*e.g. video surveillance footage*)
- Professional and Employment-Related Information (*e.g. your current/past employment history; skills and qualifications; memberships in professional organizations*)
- Education Information (*e.g. degrees and certifications earned*)
- Profile Data (*e.g. preferences, characteristics, psychological trends, predispositions, behavior, attitude, intelligence, abilities, aptitudes*)
- Miscellaneous (*e.g. information regarding your relative(s) employed by Enel*)

* Enel collects this information on a purely voluntary basis except where collection is required by law. Enel only uses this information in compliance with applicable laws and regulations.



Purposes for Collection

Enel collects the categories of Personal Information listed above to use for the following purposes:

- To communicate with you
- To evaluate your qualifications for employment
- To evaluate your qualifications for a position
- To create a talent pool for future job openings
- To conduct necessary background checks as permitted by law
- To comply with federal and state law relating to accommodation
- To perform recordkeeping activities
- To demonstrate your agreement to documents presented to you (e.g. offer letter)
- To monitor use of Enel's electronic information systems
- To conduct internal audits and investigations
- To perform analyses relating to diversity and inclusion
- To address potential conflicts of interest
- To protect the safety and security of Enel's facilities and personnel
- To comply with legal obligations and reporting requirements under state and federal law
- To perform other recruiting, security, monitoring and compliance activities as permitted by law
- To comply with civil, criminal, judicial or regulatory inquiries, investigations or subpoenas
- To exercise or defend Enel's legal rights or the legal rights of its employees, affiliates, contractors or agents

Changes to this Notice

Enel may modify or update this Notice from time to time. If Enel modifies or updates this Notice, it will make a new Notice available to you. Enel may also notify you in other ways from time to time about the processing of your Personal Information.

Assistance for Disabled Applicants

Alternative formats of this Notice are available to individuals with a disability. Please contact EnelApplications@enel.com for assistance.

If you have any questions regarding this Notice, please contact EnelApplications@enel.com.

Effective August 2020