

Price Self Storage Applicant and Worker Privacy Notice

Effective Date: January 06, 2025

SCOPE

This Privacy Notice applies to applicants and prospective employees (collectively, “**Applicants**”) and employees, contractors, contingent and other personnel (collectively, “**Workers**”) whose personal information Price Self Storage may collect and process from you during the application and recruitment process, throughout your time as an Applicant or Worker, and to maintain personnel employment records. The terms “Price Self Storage,” “**we**,” “**us**,” and “**our**” include Price Self Storage and any of its affiliates and subsidiaries. This Privacy Notice explains the kinds of information we may collect, how we intend to use and share that information, and the rights you may have related to these processing activities.

An Important Note: This Privacy Notice applies to data that we collect and process when interacting with you in your capacity as an Applicant or Worker pursuant to California law, including the California Consumer Privacy Act (“CCPA”), as amended by the California Privacy Rights Act (“CPRA”). If you are an Applicant or a Worker who is not a California resident, this Privacy Notice does not apply to you. This Privacy Notice does not apply to any personal information that we may collect or process through your use of any of our public-facing websites, applications, or services, which is subject to our Consumer Privacy Policy (available [here](#)) and, if you are a resident of California, your applicable consumer rights.

PERSONAL INFORMATION WE COLLECT

Price Self Storage collects personal information from Applicants and Workers as described below.

Personal Information We Collect from You Directly. We may collect the following personal information that you provide to us:

- **Profile Information.** Personal identifiers such as your name, address, phone number, email address, and date of birth; sensitive personal information including passport number, driver’s license number, Social Security number or other government-issued identification number; your criminal background and driving record; your education information, employment history and professional qualifications; financial information, such as salary, bank account details for payroll purposes and tax information, as well as credit checks; language abilities; contact information of third parties in case of an emergency or named as beneficiaries under any benefit program; and any other information that may be recorded on a resume/CV or application form (including the document itself).
- **Health and Demographic Information.** We may also collect other types of sensitive personal information such as details of health and disability, including medical information, health insurance information, mental health, medical leave, and maternity leave; information about national origin or immigration status; and optional demographic information such as race or veteran status, which helps us achieve our diversity goals.
- **Communications with Us.** Personal information such as personal contact information when you communicate with us, for example to inquire about employee benefits.
- **Posting on Intra-Company Sites.** Price Self Storage may offer intra-company accessible sites,

pages, messaging channels, blogs, or forums (“Intra-Company Sites”). Price Self Storage and other individuals who use the Intra-Company Sites may collect the information you submit or make available through these sites. If you choose to submit content to any public area of the Intra-Company Sites, such content will be considered “public” and may not be subject to the privacy protections set forth herein.

Personal Information We Collect Automatically.

- **Use of Price Self Storage Information Technology Systems and Networks.** Price Self Storage may collect certain information automatically through the course of your employment or services, such as your Internet protocol (IP) address, inferred location based on your IP address or activities, device identifiers associated with your computer or device, mobile carrier and related information, activity logs, and other information about activities you engage in on Price Self Storage property, equipment, accounts, systems and networks. Price Self Storage may monitor and review your uses of Price Self Storage equipment, accounts, information technology systems and networks including any AI systems, including its phone networks, computer networks, including those used to access the Internet, videoconferencing systems and other company-provided electronic communications tools. Price Self Storage may access and review electronic files, messages, and emails sent or stored on its information technology systems, including accounts, computers and devices provided to you.

Please note that you have no expectation of privacy while at Price Self Storage premises or using Price Self Storage information technology devices, systems, networks, and electronic communication tools. Please also note that this Privacy Notice does not establish, and should not be construed to mean, that all Workers will have access to, or will participate in, the systems, networks, data, programs and other business activities described in this Privacy Notice.

- **Time Punch Verification.** Price Self Storage may capture an image of you along with your time entries when you clock in or out through our time tracking and attendance software.
- **CCTV Footage.** Price Self Storage may monitor its premises using CCTV cameras and collect video or photographic images of you from our security feeds.
- **Surveys.** From time to time, we may ask you to participate in surveys. If you decide to participate, you may be asked to provide certain information which may include personal information. All information collected from your participation in our surveys is provided by you voluntarily.

Information from Other Sources. We may collect or receive information about you from other sources, including through third-party services and organizations to supplement information provided by you. For example, where permitted by law, we may conduct background and credit checks on you prior to your employment with Price Self Storage.

Miscellaneous Information. We may receive or collect other miscellaneous information (for example, information you choose to disclose during the interview process, whether in oral or written form, opinions generated during the interview process, and information provided to us during performance reviews).

HOW WE USE YOUR INFORMATION

We process personal information for a variety of business purposes including:

- To assess your application to be a Worker and to communicate with you about the application process and/or your application as an Applicant;

- To facilitate the onboarding process, including to assist you with obtaining an immigration visa or work permit (where required and requested by you) and to take steps at your request prior to entering into a relationship with you (for example, after we have sent you an offer, to process certain personal information to enter into and commence your role);
- To facilitate your performance as a Worker, including workflow management (such as assigning, managing and administering projects), job grading activities, development management;
- To maintain internal business records, including personnel and/or employment records;
- To administer and communicate regarding your application, recruitment, and onboarding, and to administer and maintain any business operations relating to you in your capacity as a Worker
- To process payroll and Worker expenses/charges and to provide and administer benefits;
- To manage compensation, including bonuses and long-term incentive administration, stock plan administration, compensation analysis, including monitoring overtime and compliance with labor laws, and company recognition programs;
- To maintain any other business operations;
- To pursue our legitimate interests (for example, fraud prevention, network and information security, disclosure to affiliated organizations for administrative tasks, Worker monitoring for safety or management, whistleblowing schemes, enforcement of legal claims, and research purposes);
- To meet and monitor government reporting regulations;
- To comply with our legal obligations, or to establish, exercise or defend legal rights or address legal claims and proceedings, or to comply with internal or external investigations and/or audits; and,
- As you otherwise provide information to us, or you otherwise agree or consent.

Sensitive Personal Information. Processing of sensitive personal information is carried out for the purposes outlined above and to the extent permitted under law. This processing activity may involve disclosure to our service providers and/or government entities.

HOW WE DISCLOSE YOUR INFORMATION

We may disclose your personal information as described in this Privacy Notice or with your permission.

We Use Vendors and Service Providers. Price Self Storage may disclose any personal information we receive with vendors and service providers that we use to support our business and operations who have agreed to keep the information confidential and use it only to provide the applicable agreed service(s). For example, the types of vendors and service providers to whom we entrust personal information include: (i) to maintain our human resources business and operations (e.g., processing payments to employees, and providing fraud detection services); and (ii) the provision of IT and related services.

Affiliates and Subsidiaries. Price Self Storage may share personal information with our affiliates and subsidiaries for our and our affiliates' and subsidiaries' internal business purposes.

Displaying to Other Individuals. When you post content about yourself to the Intra-Company Site(s), other individuals may be able to see some information about you, such as your name and/or picture in addition to the content you post. While we expect all Workers to follow the Price Self Storage's Code of Conduct, we are not responsible for practices of the individuals who view and use your information.

Disclosures to Protect Us or Others. We may access, preserve, and disclose your personal information if

we believe doing so is required or appropriate: (i) to comply with laws, regulations or court orders, (ii) to respond to governmental, law enforcement and/or national security requests and legal processes, such as subpoenas; (iii) to protect your, our, or others' rights, property, or safety; (iv) to enforce our policies or contracts; (v) to collect amounts owed to us; (vi) to assist with an investigation or prosecution of suspected or actual illegal activity; (vii) to support any actual or threatened claim, defense or declaration in a case or before any jurisdictional and/or administrative authority, arbitration or mediation panel; or (viii) in connection with disciplinary actions/investigations.

Merger, Sale, or Corporate Restructuring. If we are involved in a merger, acquisition, financing due diligence, reorganization, bankruptcy, receivership, sale of company assets, or transition of service to another entity, we may disclose or transfer your personal information to third parties in connection with such transaction. If we receive a consumer's personal information as part of a merger, acquisition, bankruptcy or other transaction we must expressly comply with a consumer's opt-out preferences.

INTERNATIONAL DATA TRANSFERS

All information collected via or by Price Self Storage may be transferred, processed, and stored anywhere in the world, including, but not limited to, the United States, in order to carry out our Human Resources Operations. We endeavor to safeguard your information consistent with the requirements of applicable laws.

INDIVIDUAL RIGHTS UNDER THE CCPA AND CPRA

Under California law, if you are an Applicant or Worker residing and working in California, you have rights in connection with the personal information we collect about you:

- **Right to know about personal information collected, disclosed, shared and/or sold**, including the right to request that we disclose your personal information we collect about you. An explanation of what personal information is currently collected by us and disclosed to third parties is set out in the "Supplemental Notice for California Residents" section;
- **Right to access your personal information**, including: obtaining access to or a copy of your personal information and receiving an electronic copy of personal information that you have provided to us, or asking us to send that information to another company (the "right of data portability");
- **Right to request correction of your personal information** where it is inaccurate or incomplete. In some cases, we may provide self-service tools that enable you to update your personal information, or we may refer you to the controller of your personal information who is able to make the correction;
- **Right to request deletion of your personal information** collected or maintained by us, subject to certain exceptions permitted by law;
- **Right to limit our use of your personal information**, including the right to (i) withdraw your consent to processing or (ii) object to, or restrict, processing of your sensitive personal information for certain purposes;
- **Right to opt out of the sale or sharing of your personal information.** Note that your personal information is not sold or shared (for purposes of targeted advertising) by us, nor do we have actual knowledge of any such activity involving the personal information of minors under 16 years of age.

- **Right to non-discrimination for exercising privacy rights** conferred by the CCPA, including by exercising the rights specified in this Privacy Notice.

Personal Information Collected

We have collected the categories of personal information about California Workers and Applicants as described in Annex 1 to this Notice. To review these categories click here: [Annex 1](#).

Information Sold or Shared

We have not sold or shared personal information about California employees and job applicants in the past 12 months.

Information Disclosed For A Business Purpose

We have disclosed the following categories of personal information about California employees and job applicants for a business or commercial purpose in the preceding 12 months:

- Personal identifiers;
- Biometric information;
- Sensitive personal information; and
- Internet/network/technology activity

Please see our [Annex 1](#) below for information regarding what categories of personal information we have collected for California Applicants and Workers.

How to Exercise Your Rights

To make Requests to Know, Correct, or Delete, please submit a verifiable consumer request pursuant to the instructions below. We will acknowledge your Request to Delete within 10 days and will attempt to respond substantively within 45-90 days.

If you would like to exercise any of these rights, including to make a request to know, access, correct, delete or opt-out, you may do so in the following ways:

- Using the PSS rights request webform here: <https://www.priceseelfstorage.com/consumer-privacy-act-request/>
- Emailing Human Resources at mhanes@psshholdings.com; or,
- Calling (855) 930-2560.

We will process all such requests in accordance with applicable laws. To protect your privacy, Price Self Storage will take steps to verify your identity before fulfilling your request.

You may designate an agent to act on your behalf to make a request to exercise the rights described above. You may also make a request on behalf of your minor child. To authorize an agent, you must provide us

with written authorization signed by you and your designated agent and contact us as set forth in the “Contact Us” section below for additional instructions.

DATA RETENTION

Price Self Storage retains the personal information we receive as described in this Privacy Notice for as long as necessary for the purpose(s) set out under “How We Use Your Information” and to the extent necessary to comply with our legal obligations (for example, if we are required to retain your personal information to comply with applicable laws), resolve disputes, and enforce our legal agreements and policies.

SECURITY OF YOUR INFORMATION

We take every reasonably commercial steps to ensure that your information is treated securely and in accordance with this Privacy Notice. However, no data transmission over the Internet, wireless transmission or electronic storage of information can be guaranteed to be 100% secure. Accordingly, we cannot guarantee the security of your information.

THIRD PARTY WEBSITES/APPLICATIONS

Various resources and sites at Price Self Storage may contain links to third party websites/applications and other websites/applications may reference or link to Price Self Storage. These third-party services are not controlled by us. We encourage Applicants and Workers to read the privacy policies of each website and application with which they interact. We do not endorse, screen or approve, and are not responsible for the privacy practices or content of such other websites or applications. Visiting these other websites or applications is at your own risk.

CHANGES TO OUR PRIVACY NOTICE AND PRACTICES

We may revise this Privacy Notice from time to time in our sole discretion. If this Privacy Notice changes, the revised Privacy Notice will include a new effective date and we will notify you of such changes by posting the revised Privacy Notice on PSS’ Intranet or an update will be provided via email. If you wish to exercise any of your rights in respect of the revised Privacy Notice, including the right to limit our use of your personal information or your right to opt-out, you should contact Human Resources.

GOVERNING LAW

This Privacy Notice will be subject exclusively to the laws of the State of California. We make no representation that this Privacy Notices and our practices comply with the laws of other jurisdictions.

CONTACT US

If you have any questions about this Privacy Notice and our privacy practices or you would like to exercise any of your rights described in this Privacy Notice, including to make a request to know, access, correct or delete your personal information, please contact our Human Resources team by email at mhanes@psshholdings.com, by calling at (855) 930-2560, or using the PSS rights request webform here: <https://www.priceseelfstorage.com/consumer-privacy-act-request/>

ANNEX 1 NOTICE OF COLLECTION, USE AND DISCLOSURE FOR CALIFORNIA APPLICANTS AND WORKERS

For more information about our Applicants and Workers employee privacy practices, please see PSS' Privacy Notice for Applicants and Workers [here](#)

Category	Examples	Collected From	Purposes	Disclosed to	Sold or Shared	Retention Period
Personal Identifiers	<p>Name, signature, mailing address, years of service, birth month, telephone number, email address, date of birth, family members information, address, social security number and birthdate for benefits enrollment, criminal history and driving record, education history and work experience, and financial information including bank account and routing number.</p> <p>These exist in various forms, including: physical formats, such as paper</p>	<p>You in your capacity as an Applicant or Worker.</p> <p>We may also collect information from other party sources, such as service providers, publicly available data, and other companies and referrals.</p>	<p>To maintain internal business records, including personnel and/or employment records;</p> <p>To facilitate the onboarding process and your performance as a Worker;</p> <p>To process payroll and to provide and administer benefits;</p> <p>To manage compensation;</p> <p>To comply with our policies, procedures, and legal obligations, including complying with law enforcement or governmental authority requests, investigating fraudulent activity, resolving disputes, and enforcing our legal agreements and policies.</p>	<p>Consultants, vendors and service providers that we use to support our business and operations (e.g., processing payments to employees, and providing fraud detection services) who have agreed to keep the information confidential and use it only to provide the applicable services;</p> <p>Other parties (including, without limitation, governmental agencies) if required to do so by law, regulation or court order; to respond to governmental and/or law enforcement requests;</p> <p>An acquirer or successor-in-interest in the event of a reorganization, merger,</p>	No	We will retain your Personal Information for as long as it is necessary for the purposes for which it was collected and to the extent necessary to comply with our legal obligations, resolve disputes, and enforce our legal agreements and policies.

	documents, printed images, vinyl records or video tapes; digital formats, such as text image, audio or video files, and abstract digital formats, such as compressed or encrypted files, metadata, or AI systems that are capable of outputting personal information.			sale, change of control, consolidation, joint venture, assignment, transfer or other disposition of all or any part of Price Self Storage or its affiliates including any negotiation thereof		
Biometric Information	Photographs, video, and facial images.	You when you are on our facilities and premises. You if using our time punch system	To maintain internal business records, including personnel and/or employment records; For security purposes; To comply with our policies, procedures, and legal obligations, including complying	Vendors and service providers that we use to support our business and operations (e.g., Paylocity, the provider of our time tracking and attendance software) who have agreed to keep the information confidential and use it only to provide the applicable services;	No	We will retain your Personal Information for as long as it is necessary for the purposes for which it was collected and to the extent necessary to comply with our legal obligations, resolve disputes, and enforce our

			with law enforcement or governmental authority requests, investigating fraudulent activity, resolving disputes, and enforcing our legal agreements and policies.	Other parties (including, without limitation, governmental agencies) if required to do so by law, regulation or court order; to respond to governmental and/or law enforcement requests.		legal agreements and policies.
Sensitive Personal Information	Personal identification numbers, including social security, driver's license, passport, or state ID card numbers; account or debit or credit card numbers; precise geolocation; racial origin, religious beliefs, or union membership; genetic data	You in your capacity as an Applicant or Worker. We may also collect information from other party sources, such as service providers, publicly available data, and other companies and referrals.	To maintain internal business records, including personnel and/or employment records; To facilitate the onboarding process and your performance as a Worker; To process payroll and to provide and administer benefits; To manage compensation; and To comply with our policies, procedures, and legal obligations, including complying with law enforcement or governmental authority requests, investigating fraudulent activity, resolving disputes,	Other parties (including, without limitation, governmental agencies) if required to do so by law, regulation or court order; to respond to governmental and/or law enforcement requests.	No	We will retain your Personal Information for as long as it is necessary for the purposes for which it was collected and to the extent necessary to comply with our legal obligations, resolve disputes, and enforce our legal agreements and policies.

			legally mandated audits, and enforcing our legal agreements and policies.			
Internet/ Network/ Technology Activity	IP addresses; monitoring, device information, webpages visited, time spent on webpages, links clicked, and location information.	Work-provided computers, tablets, and cell phone monitoring	To maintain internal business records, including personnel and/or employment records; For security purposes; To comply with our policies, procedures, and legal obligations, including complying with law enforcement or governmental authority requests, investigating fraudulent activity, resolving disputes, and enforcing our legal agreements and policies.	Other parties (including, without limitation, governmental agencies) if required to do so by law, regulation or court order; to respond to governmental and/or law enforcement requests.	No	We will retain your Personal Information for as long as it is necessary for the purposes for which it was collected and to the extent necessary to comply with our legal obligations, resolve disputes, and enforce our legal agreements and policies.

