

Liberty Mutual Privacy Notice for California Independent Contractors
Effective January 1, 2023

This Privacy Notice pertains to you if you are a California resident and are providing goods or services to Liberty Mutual or any of its affiliates and subsidiaries (“Liberty Mutual”, “we” or “us”) as an employee of any staffing company, or directly as an independent contractor of Liberty Mutual. This Privacy Notice describes the personal information we may collect from or about you and how we use it. You may have additional rights under other California laws. For more information about these rights, please go to lmi.co/caprivacynotices and click on the link California Privacy Policy (Employee, Beneficiary, Job Applicant and Independent Contractor).

I. Categories of Personal Information

We may collect the following personal information from or about you. We use this information to communicate with you, maintain business records, facilitate payment to you and comply with applicable law:

- **Identification Data** including your name, alias, telephone number, postal address, unique online identifier issued to you by Liberty (for example, an “n” number, where applicable), personal email address, Internet Protocol address, and/or company created ID, where applicable;
- **Further Identification Data** such as your name, alias, telephone number, postal address, photograph for a Liberty identification badge, signature, personal email address and/or physical work location;
- **IT Data**, including browsing and search histories while using Liberty websites or devices;
- **Financial Data**, including your billing and/or pay rate information, hours worked;
- **Any other information** you elect to provide to us.

II. How Do We Use Your Personal Data?

Liberty Mutual does not sell your personal data, as that term is defined under the California Consumer Privacy Act (“CCPA”) as amended. If you visit Libertymutual.com or other Liberty Mutual websites, we may share (as defined under CCPA) some personal information (e.g., IP address, device ID) for cross-context behavioral advertising.

<u>Business Purpose</u>	<u>Personal Data Categories</u>
<p>Communicating with you, including, for example, welcoming you to Liberty Mutual and explaining your role.</p> <ul style="list-style-type: none"> ▪ For example, we collect your name, telephone number and perhaps your email address. We collect your physical work location in the event there is a natural disaster for work relocation purposes. 	<ul style="list-style-type: none"> ▪ Identification Data ▪ Further Identification Data
<p>Regulatory and Legal Requirements</p> <ul style="list-style-type: none"> ▪ Internal staffing analyses; ▪ Exercise and defend our legal rights and positions; ▪ Evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of Liberty Mutual’s assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding in which personal information held by Liberty Mutual is among the assets transferred; 	<ul style="list-style-type: none"> ▪ Identification Data ▪ Further Identification Data ▪ IT Data

<ul style="list-style-type: none"> ▪ Respond to law enforcement requests as required by applicable law, court order, or governmental regulations; ▪ Provide improved quality, training, and security; ▪ As otherwise permitted or required by law. 	
IT and network security purposes <ul style="list-style-type: none"> ▪ For example, to detect and respond to any security incidents. 	<ul style="list-style-type: none"> ▪ Identification Data ▪ Further Identification Data ▪ IT Data
Compensation related purposes <ul style="list-style-type: none"> ▪ For example, to issue payment for your services either to you directly or to the supplier, vendor, staffing company that employs you. 	<ul style="list-style-type: none"> ▪ Identification Data ▪ Further Identification Data ▪ Financial data
Finance and Audit-related Purposes <ul style="list-style-type: none"> ▪ Corporate financial responsibilities and compliance, including internal/external audits and cost/budgeting analysis and control ▪ For tax and/or accounting purposes. 	<ul style="list-style-type: none"> ▪ Identification Data ▪ Further Identification Data ▪ Financial data
Administrative purposes <ul style="list-style-type: none"> ▪ Including cost and budgeting purposes, training, and as generally required to conduct the business of Liberty Mutual, its subsidiaries and affiliates. 	<ul style="list-style-type: none"> ▪ Identification Data ▪ Further Identification Data ▪ IT Data

III. Retention of Personal Data

We retain your information in accordance with our legal obligations, our records retention policies, or as otherwise permitted by law. We will delete your data once the legal obligation expires or after the period of time specified in our records retention policies. The period of retention is subject to our review and alteration.

IV. No Expectation of Privacy

You have no reasonable expectation of privacy while in a Liberty Mutual workspace or common public area (for example, the lobby) or with respect to any Information stored on or transmitted by Company Information Systems and Electronic Resources.

V. Changes to this Notice

- We reserve the right to amend this Notice at any time. The “Last Updated” date at the bottom of this Notice indicates when we last revised this Notice. Any changes will become effective when Liberty Mutual posts the revised Privacy Notice on lmi.co/caprivacynotices.

VI. Who Do I Contact Regarding Privacy?

If you have any questions or comments about this Notice or the Privacy Policy or are requesting the Notice in an alternative format, please do not hesitate to contact us at:

Email: privacy@libertymutual.com
Mail: Liberty Mutual Insurance Company
175 Berkeley St., 6th Floor
Boston, MA 02116
Attn: Privacy Office