

EMPLOYEE PRIVACY NOTICE

I. INTRODUCTION

As your employer, Range Generation Next, LLC (the “**Company**” or “**RGNext**”) provides this Employee Privacy Notice to explain our practices regarding the collection, use, and other processing of certain individually identifiable information about our employees (“**Employee Data**”), as described in more detail below. If the Company does not collect the Employee Data, this may affect the ability of the Company to make available to you the full benefits of your employment, or contract, with the Company and the Company’s ability to manage your workflow, performance management, and other purposes as described in further detail in Section III below.

II. CATEGORIES OF EMPLOYEE DATA

The Company collects and processes the following categories of Employee Data; some of these records may be required to be collected in order for the Company to comply with a legal requirement:

- **Personal information:** name and contact information (address, phone number and emergency contact information), date of birth, government identification numbers (including driver’s license information), citizenship/residency, personal status (marital status, dependents, age, ethnicity, gender), and other data collection permitted or required by local law;
- **Employee status:** full-time, part-time, casual, active, leave of absence, and employment termination data;
- **Organization information:** work contact information, title, department, employer, cost center, location, hire date and any previous hire or service dates, RGNext work history, training, supervisor, job function;
- **Compensation information:** current base salary and differentials, annual salary, pay scale and range, type of employee, average hours worked, incentive information, equity and other compensation program participation, and salary history;
- **Payroll information:** bank information, tax information, superannuation information, garnishments and deductions, time worked, vacation information, and other paid and unpaid time off information;
- **Performance and talent information:** qualifications, evaluations, developmental planning, and other talent management and team-based assessments; and
- **Background information:** recruitment and selection information, educational, training, and employment background, and other background information used for security and other screenings.

III. USE AND DISCLOSURE OF EMPLOYEE DATA

The Company collects, uses and otherwise processes Employee Data to the extent necessary or appropriate for the following purposes: payroll processing, organizational and workforce administration and planning, finance and accounting, compensation management, training and employee development, career development and succession planning, information technology support, security screenings, and compliance activities. Individuals within the human resources, legal, finance and accounting, security, communications, and information technology departments, as well as certain managers (i.e., only persons with assigned responsibility or managerial responsibility for the employee or groups of employees) will receive access to Employee Data when necessary in connection with their job responsibilities.

As part of normal business operations, the Company may disclose Employee Data to service providers in connection with benefits and payroll-related tasks (e.g., banks, payroll providers, insurers and other employment-related providers). The Company may also disclose Employee Data to service providers for information technology and human resources support (e.g., online training programs, and support services for performance evaluations and talent management applications). The Company may also share Employee Data with external advisors (e.g., lawyers, accountants, and auditors). The Company seeks to (i) exercise appropriate due diligence in the selection of such service providers, and (ii) require via contract or otherwise

that such service providers maintain adequate technical and organizational security measures to safeguard the Employee Data, and process the Employee Data only as instructed by the Company.

IV. INTERNATIONAL TRANSFERS OF EMPLOYEE DATA

The Company may transfer Employee Data to RGNNext facilities in foreign jurisdictions that may not provide a level of protection to Employee Data equivalent to that provided by the United States. RGNNext may use and disclose Employee Data for the purposes described in Section III, including to support payroll processing, finance and accounting, and corporate compliance activities. RGNNext has implemented appropriate safeguards to protect the security of any such disclosures of Employee Data.

V. OTHER PROCESSING REQUIRED BY LAW

In addition to the activities described above, the Company may also process, disclose, and transfer Employee Data to governmental agencies and regulators (e.g., tax authorities), social organizations (e.g., a social benefits agency), courts and other tribunals, and government authorities to the extent permitted or required by applicable law.

VI. ACCESS TO EMPLOYEE DATA

Employees have the right to access, review, update, correct and request the deletion of their own Employee Data in accordance with applicable law. Also, employees are responsible for informing the Company if there are any changes or inaccuracies to their Employee Data. Employees should transmit any requests for access or updates to, or corrections or deletions of, their own Employee Data to the Company as specified below in Section VII.

VII. QUESTIONS

Employees who have any questions about this Notice or wish to (i) access, review, correct or request the deletion of their Employee Data or learn more about who has access to such information, (ii) make any other type of request, or (iii) report a concern or complain about a breach of privacy laws related to Employee Data, should contact their local Human Resources manager. Any request, report or complaint will be duly considered and a response provided to Employees.

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