



CALIFORNIA APPLICANT INFORMATION NOTICE

Effective January 1, 2023, the California Consumer Privacy Act ("**CCPA**") and the California Privacy Rights Act ("**CPRA**") (collectively, "**California Privacy Law**") require the provision of a privacy notice to California residents who are job applicants. This California Applicant Information Notice explains how First Solar uses Personal Information about California residents ("**California Personal Information**") who submit applications to First Solar, directly or via third party, and summarizes the rights you have as California residents.

California Personal Information

First Solar collects various types of California Personal Information about you in connection with your application to First Solar when it is needed to fulfil specific business, legal, and compliance requirements including but not limited to the following categories of California Personal Information:

- Identifiers;
- Professional or employment-related information;
- Characteristics of protected classification;
- Educational information; and
- Inferences drawn from the information collected.

Certain California Personal Information that First Solar collects about applicants may be considered Sensitive Personal Information within the meaning of California Privacy Law, including social security number (for background check purposes); driver's license number and passport number (for background check purposes); and religious beliefs (for inclusion, diversity, compliance and related purposes). First Solar only uses and discloses California Sensitive Personal Information about applicants as necessary to comply with federal, state, or local laws, and otherwise as permitted California Privacy Law.

Sources

First Solar obtains California Personal Information directly from you or from third parties, including third parties that assist with recruitment, such as recruitment agencies and job boards as described in this California Applicant Information Notice.

Purposes of Collection

Generally, First Solar uses California Personal Information for recruitment-related business purposes, including:

- **Supporting and processing your application**, including assessing qualifications and verifying references and professional qualifications provided by applicants;
- **Security management**, including ensuring the security of First Solar premises, assets, information, employees, and other personnel;
- **Workforce planning and recruitment**, including job advertising, interviewing, selecting and hiring new staff;
- **Management and administration**, including determining compensation and communicating with emergency contacts;
- **Performance of business operations**, including carrying out First Solar's day to day business activities; and



- **Legal and regulatory compliance**, including compliance with tax, immigration, and employment laws, health and safety requirements and other legal or fiscal obligations, participating in due diligence activities for the sale or purchase of a business, or in connection with litigation or an internal investigation or audit.

First Solar does not use California Personal Information of applicants for commercial purposes.

Disclosure of California Personal Information

We disclose the following California Personal Information to third parties for the business purposes described above, including:

- Identifiers and professional and employment-related information to third parties that conduct and manage the recruitment process and that perform data processing activities on our behalf, subject to appropriate privacy and security obligations;
- California Personal Information to government and other authorities as required by law; and
- California Personal Information to others to the extent necessary to comply with applicable law and/or as otherwise permitted under California Privacy Law, such as when directed by the resident to do so.

We do not disclose California Personal Information of applicants for commercial purposes. We do not engage in the sale or sharing of California Personal Information as those terms are defined under California Privacy Law.

Your Rights under California Privacy Law

Subject to exceptions detailed in the California Privacy Law, as a California resident, you have the right to request: (i) deletion of your California Personal Information; (ii) correction of inaccurate California Personal Information; (iii) to know/ access the categories of California Personal Information that we collect about you, including the specific pieces of California Personal Information; and (iv) to know the categories of California Personal Information disclosed for a business purpose.

If you are a California resident and wish to request the exercise of these rights as detailed above or have questions regarding the California Personal Information collected or disclosed to third parties, please call 877-880-8473.

Authorized Agents

To the extent that you elect to designate an authorized agent to make a request on your behalf, they must provide appropriate documentation including written signed permission from you, proof of your identity, and verification of their identity; or a valid, designated power of attorney as defined under the California Probate Code.

We will not discriminate against you as an applicant based solely upon this request.

Retention of California Personal Information

We retain your California Personal Information for as long as needed or permitted in light of the purpose(s) for which it was obtained. The criteria used to determine our retention periods include (i) for as long as we have an ongoing relationship with you; (ii) as required by a legal obligation to which we are subject to; or (iii) as advisable in light of our legal position (such as in regard of applicable statutes of limitations, litigation, or regulatory investigations).



Contact Us

If you have any questions about this California Applicant Information Notice or information that we have collected about you, or to exercise your rights as detailed above, please contact us by email at DataPrivacy@FirstSolar.com, by phone at 877-880-8473 or by postal mail at:

First Solar, Inc.
Data Protection Officer
Compliance Department
28101 Cedar Park Blvd
Perrysburg, Ohio 43551
USA