

General Dynamics Bath Iron Works CALIFORNIA RESIDENT EMPLOYEE PRIVACY NOTICE (Compliant with CCPA & CPRA)

General Dynamics Bath Iron Works Corporation (BIW) is committed to complying with the California Consumer Privacy Act (“CCPA”) effective January 1, 2020 and as amended by the California Privacy Rights Act (“CPRA”) effective January 1, 2023, and with all other data privacy laws in the jurisdictions in which it has employees. Applicants, employees, emergency contacts and beneficiaries with disabilities may access this notice in an alternative format at gdbiw.com/careers under the heading “Other Information.”

As part of its human resource activities, BIW collects and processes personal data relating to job applicants and employees. BIW is committed to being transparent about how it collects and uses that data and to meeting its data protection responsibilities.

What information does BIW collect?

BIW collects a range of information about you. This includes information collected at the time of application, during the new employee onboarding process and during your employment at BIW:

Identifiers and Personal Information: legal name, alias name, signature, current and past addresses; email address, telephone and cell phone numbers; Social Security number, driver’s license number or state identification card number; passport number, or other similar identifiers; date of birth, marital status, birth location, country of citizenship; education, licenses and certification history; employment history, medical information, names of relatives employed by the Company; military and government service information; names and contact information of references provided at the time of application; and invention disclosures (if any).

Protected Class/Special Categories of Information: gender, race/ethnicity, disability status, and veteran status.

Health Information: medical history, job restrictions and medical limits; substance abuse testing; workplace accident and illness information, health insurance information and other information to determine reasonable accommodations during the post offer onboarding process and/or during your employment at BIW.

Pay Information: pay rate/compensation, payroll deduction information, and banking information for direct deposit.

Benefits Enrollment and Administration Information: benefit selection information; beneficiary information; leave of absence information; and other information necessary to administer benefits programs and process benefits claims.

Criminal Background and Consumer Credit Report Information: personal identification information (see above), copies of identity documents, gap or travel activities, publicly sourced information (e.g. media or online information), driver’s license and status, including driver history and expiration date; opinions from references provided, civil court records, sanctions with professional bodies, criminal history; financial information such as credit history, bankruptcy, financial judgments or tax information; appearance on global sanctions or terrorist watch lists and/or restricted-denied party screening; driving records, penalties and restrictions.

Security Clearance Application Information (if applicable): employment history, residence, education, foreign travel, foreign associates, criminal history, civil litigation history, names of all persons residing in the same domicile, current and former neighbors of the clearance applicant, extended family member names, and history of drug use.

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Emergency Contact Information: name and contact information and relationship to employee.

Performance Management Information: employment status (full-time or part-time, regular or temporary); work schedule; job assignments; hours worked; business travel information; expatriate and secondment assignments; accomplishments and awards; training and development information; performance evaluation information; discipline and counselling information; and employment termination information.

Electronic Communications Information: such as e-mail, computer, internet, telephone, and mobile device usage; IP address; log-in information; and location information.

Legal and Contractual Information: information necessary to respond to law enforcement and governmental agency requests, comply with legal and contractual obligations, exercise legal and contractual rights; and initiate or respond to legal claims.

BIW will collect the above information through several means. For example, data might be contained in application forms; resumes; writings samples; obtained from your passport, driver's license, or other identity document; collected through in person or telephonic interviews, during the new employee onboarding process, and/or during your employment at BIW.

BIW may also collect personal data about you from third parties, such as former employers or references supplied by former employers. In addition, BIW conducts a standard background check of applicant(s) prior to extending a job offer.

Data will be stored in a range of different places, including on your digital and paper applicant record, in HR management systems (paper and digital) and other electronic or digital systems (including email).

Some category information listed above may overlap with other categories and may be collected during the application process and/or to onboard new employees prior to their start date to comply with applicable laws.

Why does BIW process personal data?

BIW needs to process data to take steps prior to entering into an employment relationship with you, to manage our employment relationship with Employees, and to comply with applicable laws.

In some cases, BIW will need to process data to ensure that it is complying with its legal and contractual obligations, and to establish, exercise and defend legal and contractual rights and claims. . For example, it is mandatory to check an offeree's eligibility to work in the U.S. before commencing employment and when the U.S. Navy requires BIW to obtain security clearances for employees working on certain projects involving classified information.

BIW collects emergency contact information from its employees in order to contact the designated emergency contact in the event of an emergency.

BIW has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows BIW to manage the recruitment process, evaluate and confirm an applicant's qualification for employment and decide to whom to offer a job. BIW may also need to process data from job applicants to report to regulators or defend against legal claims.

BIW may process special categories of data, such as information about veteran, disability, race/ethnic origin and gender status to monitor current employee statistics. BIW may also collect information about whether or not employees are disabled to make reasonable accommodations for employees who have a disability. BIW processes such information to carry out its obligations in relation to employment.

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BIW collects health and safety information to maintain a safe workplace, assess your working capacity, administer health and Workers' Compensation insurance programs, and comply with applicable laws.

BIW also collects electronic communication information to protect Company, customer, and Employee property, equipment and confidential information; monitor employee performance; and enforce the Company's electronic communications acceptable use policies.

Who has access to data?

Your information may be shared internally for the purposes of the recruitment process, new employee onboarding, and to manage our employment relationship with you. This includes members of the Human Resources and Employment Departments, interviewers involved in the recruitment process; Vice Presidents, directors, managers and supervisors in the business area with a vacancy; and Medical Department and Information Technology staff if access to the data is necessary for the performance of their roles.

BIW may share your data with former employers for the purpose of obtaining references for you, and a third-party background check provider to obtain necessary background checks prior to extending an offer of employment. Otherwise, BIW will not share your data with third parties, unless your application for employment is successful and BIW makes you an offer of employment or when BIW is required to do so by law.

How does BIW protect data?

BIW takes the security of your data seriously. BIW has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by specific employees based upon their roles and in the proper performance of their duties.

How long does BIW keep data?

Personal data gathered during the recruitment process and during your employment at BIW will be transferred to your Human Resources personnel file (these may be digital or paper based) and retained during your employment. The periods for which your data will be held will be governed by BIW standard procedures related to employees.

Your rights and responsibilities:

It is important that you understand this notice of BIW's compliance with the California Consumer Privacy Act, together with any other privacy notices BIW may provide on specific occasions when it is collection or processing personal information about you, so that you are aware of how and why we are using such information. If you have any questions about this Notice, how BIW handles your personal information, or believe that BIW has not complied with your data protection rights, please contact Allyson B. Coombs at caeprivacy@gdbiw.com or by calling 1-800- 453-0604.

THE EMPLOYEE IS RESPONSIBLE FOR PROVIDING A COPY OF THIS PRIVACY NOTICE TO THE EMPLOYEE'S EMERGENCY CONTACT AND BENEFICIARIES PRIOR TO DISCLOSING THEIR PERSONAL INFORMATION.

Other **BIW Privacy Notices** can be found at www.gdbiw.com/privacy.