

CANDIDATE PRIVACY NOTICE

Published: September 2026

1. PURPOSE OF THIS DOCUMENT

Transit Technologies is made up of different businesses and legal entities including Transit Technologies, LLC, Transit Asset Management, LLC, Transit Fixed / On-Demand, LLC, Transit Safety, LLC, Vehicle Installs, Transit Workforce Management, LLC, Ecolane USA Inc., Foxter Opco, LLC, MJ Management Services, LLC as updated from time to time. Transit Technologies collects and uses information about individuals ("Personal Information"). This Candidate Privacy Notice (the "Notice") is issued on behalf of the Transit Technologies Group, so when we mention "Transit Technologies," "we," "us," or "our" in this Notice, we are referring to the relevant company in the Transit Technologies Group responsible for processing your Personal Information.

You are being sent a copy of this Notice because you are applying for work with us (whether as an employee or independent contractor) ("Candidate"). It makes you aware of how and why your Personal Information will be used during the recruitment process and how long it will be retained. It provides you with certain information that must be provided under applicable privacy laws.

2. THE KIND OF INFORMATION WE HOLD ABOUT YOU

In connection with your application for work with us, we will collect, store, and use the following categories of Personal Information about you:

- The information you have provided to us in your résumé and cover letter, including your education, professional and training history, and details of any other relevant skills, such as language capability.
- The information you have provided on our application form, including name, title, address, telephone number, personal email address, date of birth, gender, employment history, and qualifications.
- Any other information you choose to share with us, including information you provide to us during an interview.
- Any other information collected as part of the recruitment process, including test results, behavioral information, and information about personality traits, such as data collected to assess a Candidate's suitability.

We may also collect information about Candidates from third parties, including:

- References from professional referees on request.
- Information provided to us by recruitment agencies or other referring parties, and third-party talent prospecting services.
- Information made publicly available by you via social media, such as LinkedIn.

To the extent permitted by applicable law, Transit Technologies may compile Personal Information about a Candidate obtained through a background check.

3. SENSITIVE PERSONAL INFORMATION

For the purposes of recruitment, Personal Information regarding health data may be processed only as strictly required and as permitted or required by applicable law for the purposes of making adjustments to the recruitment process, for assessing eligibility for positions and fitness to work, and for the provision of workplace accommodations.

We also gather Personal Information where it is necessary for the purposes of complying with employment and labor laws, including for ensuring equal employment opportunities as required by law, covering Candidate information such as gender, race/ethnicity, disability, and veteran's status. We may, where permitted by law, collect criminal conviction data as described below.

Under the CCPA, sensitive Personal Information includes government-issued identifiers (such as Social Security numbers), precise geolocation data, racial or ethnic origin, and certain other categories. Transit Technologies only collects Candidate sensitive Personal Information that is necessary to evaluate candidacy, to prepare for employment, and to comply with legal obligations.

4. HOW IS YOUR PERSONAL INFORMATION COLLECTED?

We collect your Personal Information from information that you provide directly (through the completion and submission of online application forms, provision of résumés, and through interviews and other communications). In some cases, we collect Personal Information indirectly from third parties, including recruitment agencies you used to apply to us, background check providers, your referees, and from publicly available sources such as LinkedIn and other business- or employment-focused social media services and job boards.

5. HOW WE WILL USE INFORMATION ABOUT YOU

We will process your Personal Information for a specific purpose and only use that Personal Information which is relevant for that purpose. We use the Personal Information we collect about you for the purposes of:

- Recruiting and application handling, such as to:
 - Assess your skills, qualifications, and suitability for the work or role;
 - Carry out background and reference checks, where applicable; and/or
 - Communicate with you about the recruitment process.
- Keeping records related to our hiring processes.
- Complying with legal or regulatory requirements.
- Deciding whether to enter into an employment or contractor relationship with you.
- If we offer you a role, processing your Personal Information to prepare and enter into a contractual relationship.
- Staff administration, including managing our HR records and the Transit Technologies employee database.

- Onboarding, for example, setting up internal profiles or managing external providers (such as insurance companies) involved in the onboarding process.

We may also process your Personal Information for the following purposes:

- To provide information to other Transit Technologies entities or third parties for the purposes of benefitting from cost-effective, efficient, or specialist services.
- To provide information to third parties to enable a transfer, merger, or disposal to a potential acquirer, transferee, merger partner, or seller and their advisors in connection with a potential transfer, merger, or disposal of all or part of Transit Technologies' business or assets, or to acquire a business or merge with it.
- To exercise our rights and obligations with respect to you or third parties, such as where we need to obtain legal advice or provide Personal Information in connection with legal proceedings.
- To safeguard the legitimate business interests of Transit Technologies or third parties, or other legal interests.

6. IF YOU FAIL TO PROVIDE PERSONAL INFORMATION

You are under no obligation to provide us with information. However, if you fail to provide information when requested that is necessary for us to consider your application (such as evidence of qualifications or work history), we may not be able to process your application successfully. For example, if we require references for a role and you fail to provide us with relevant details, we will not be able to take your application further.

7. INFORMATION ABOUT CRIMINAL CONVICTIONS

We do not envisage that we will process information about criminal convictions in every case. However, we may use criminal conviction data where it is appropriate given the role and where we are legally permitted to do so. Any background checks will be conducted in accordance with the Fair Credit Reporting Act ("FCRA") and applicable state and local fair chance hiring laws, including any applicable ban-the-box laws. Before conducting a background check through a third-party consumer reporting agency, we will provide you with a standalone disclosure and obtain your written authorization as required by the FCRA.

8. AUTOMATED DECISION-MAKING AND AI-ASSISTED TOOLS

Transit Technologies may use artificial intelligence-assisted tools to support certain administrative and recruiting activities. For example, these tools may assist our recruiting team with developing candidate search strategies, reviewing or summarizing information contained in résumés in relation to job requirements, and preparing recruiting-related communications.

Transit Technologies does not rely on artificial intelligence to make final hiring decisions. AI-assisted tools do not independently determine whether a candidate will be interviewed, selected, rejected, or offered employment. Material employment decisions are made by qualified human reviewers. Where required by applicable law, Transit Technologies will provide any additional notices, disclosures, or rights applicable to the use of automated or AI-assisted tools in the recruitment process.

Questions regarding this notice or Transit Technologies' use of AI-assisted recruiting tools may be directed through the contact information provided in the **Contact Us** section of this Candidate Privacy Notice.

9. DATA SECURITY

We have put in place appropriate security measures to prevent your Personal Information from being accidentally lost, used, or accessed in an unauthorized way, altered, or disclosed. We limit access to your Personal Information to those employees, agents, contractors, and other third parties who have a business need to know. They will only process your Personal Information on our instructions and are subject to a duty of confidentiality. Details of these measures may be found in the Transit Technologies [Security Program Review](#), and this article provides reference for additional inquiries.

We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulatory authority of a suspected breach where we are legally required to do so, in accordance with applicable state data breach notification laws.

10. WHO HAS ACCESS TO YOUR PERSONAL INFORMATION

We make Candidate Personal Information available to members of our personnel and entities within the Transit Technologies Group for the purposes described above (see the section headed “How We Will Use Information About You”). We may disclose your Personal Information to third parties outside Transit Technologies, to the extent permitted under applicable law. Examples of those third parties include:

- Third-party service providers, including recruitment agencies, IT systems providers, cloud service providers, database providers, and consultants such as those who carry out assessments as part of the recruitment process. We have contracts in place with third-party service providers to protect your Personal Information.
- Potential acquirers, transferees, or merger partners and their advisors in connection with potential acquisitions or mergers of our business or a part of it.
- Referees named in your application.
- Authorities or other parties where we are subject to a court order or legal obligation requiring disclosure of your Personal Information, or to protect our legitimate legal interests.

11. DATA RETENTION

We will only retain your Personal Information for as long as is necessary to fulfill the purpose or purposes for which it was collected, or for legal, regulatory, or internal policy purposes, whichever is longer. Unless you request that we delete your data, we will retain your Personal Information for a period of 24 months after we have communicated to you our decision about whether to appoint you to work for us, or such shorter period as required by applicable law. We retain your Personal Information for that period so that we can show, in the event of a legal claim, that we have not discriminated against Candidates on prohibited grounds and that we have conducted the recruitment exercise in a fair and transparent way. We also retain your Personal Information so that we may contact you in connection with further relevant opportunities that may arise at Transit Technologies. After this period, we will securely destroy your Personal Information in accordance with applicable laws and regulations. If you are hired, we will retain this information as detailed in our Employee Privacy Notice.

12. YOUR PRIVACY RIGHTS: CALIFORNIA RESIDENTS

The California Consumer Privacy Act as amended by the California Privacy Rights Act (collectively, the “CCPA”) grants job applicants certain privacy rights. If you are a resident of California, you have the following rights:

- **Right to Know and Access.** You have the right to request that we disclose to you the categories and specific pieces of Personal Information we have collected about you, the categories of sources from which we collected your Personal Information, our business or commercial purpose for collecting your Personal Information, and the categories of third parties with whom we share your Personal Information.
- **Right to Delete.** You have the right to request that we delete the Personal Information we have collected about you, subject to certain exceptions. Please note that a Candidate requesting deletion may result in us not being able to evaluate your candidacy or employ you.
- **Right to Correct.** You have the right to request that we correct inaccurate Personal Information that we maintain about you.
- **Right to Non-Discrimination.** You have the right not to receive discriminatory treatment for exercising your CCPA rights.
- **Right to Opt Out of Sale or Sharing.** With the exception of advertising cookies used on our website, Transit Technologies does not “sell” or “share” your Personal Information as those terms are defined by the CCPA.
- **Right to Limit the Use and Disclosure of Sensitive Personal Information.** Transit Technologies only collects Candidate sensitive Personal Information that is necessary to evaluate candidacy and to prepare for employment. As such, limiting the use of your sensitive Personal Information may result in us not being able to evaluate your candidacy or employ you.

How to Exercise Your California Rights. You may exercise these rights at any time by contacting us at data.rights@transit.tech. You may also designate an authorized agent to make a request on your behalf by providing the agent with written permission to do so. We may ask you or your authorized agent to verify your identity before fulfilling a request, which may include asking you to provide information that matches our records. We will respond to verifiable requests within 45 days or notify you if we require an extension of up to an additional 45 days.

13. YOUR PRIVACY RIGHTS: RESIDENTS OF OTHER US STATES WITH COMPREHENSIVE PRIVACY LAWS

If you reside in a state with a comprehensive consumer privacy law (such as Virginia, Colorado, Connecticut, Utah, Texas, Oregon, Montana, or other states with similar laws in effect), you may have additional rights, including:

- The right to access the Personal Information we have collected about you.
- The right to correct inaccuracies in your Personal Information.
- The right to delete your Personal Information, subject to certain exceptions.
- The right to opt out of the processing of your Personal Information for purposes of targeted advertising, the sale of Personal Information, or profiling in furtherance of decisions that produce legal or similarly significant effects.

To exercise any of these rights, please contact us at data.rights@transit.tech. We will respond to your request in accordance with the timeframes specified by your state's applicable law. If we deny your request, you may have the right to appeal that decision by contacting us at the same address. We will respond to your request in accordance with the timeframes specified by your state's applicable law. If we deny your request, you may have the right to appeal that decision by contacting us at the same address. We will respond to your request in accordance with the timeframes specified by your state's applicable law. If we deny your request, you may have the right to appeal that decision by contacting us at the same address.

14. QUESTIONS AND COMPLAINTS

We have appointed a **Data Privacy Officer (DPO)** to oversee compliance with this Notice. If you have any questions about this Notice or how we handle your Personal Information, please contact the **DPO** at privacy@transit.tech or by mail at Transit Technologies, c/o DPO, 2459 Wilkinson Blvd, Suite 200, Charlotte, NC 28208.

If you are not satisfied with how Transit Technologies processes your Personal Information, please contact the **DPO** and we will investigate your concern. If you are not satisfied with our response, you may contact your state's attorney general or other applicable regulatory authority.

15. UPDATES TO THIS NOTICE

This Notice may be changed over time. This Notice was last updated in September 2026. Please visit the Transit Technologies website frequently to review the current form of this Notice.