



California Privacy Policy

Employees, Prospective Employees and Independent Contractors

California employees, prospective employees and independent contractors have certain additional rights over the personal information (“PI”) that we collect about you. Cryogenic Industries, Inc. and its California affiliates, ACD, LLC; Cosmodyne, LLC; Cryoquip, LLC, Cryogenic Industries Service Companies, LLC and Integrated Cryogenic Solutions, LLC (collectively, “Cryogenic Industries, Inc.,”) also referred to as “we” and “us”) collect Personal Information for a variety of reasons. This Privacy Policy for employees, prospective employees and independent contractors describes our Information Practices, the rights you may have with respect to the personal information we collect from and about you, and how you can exercise those rights.

Personal Information We Collect

The following table lists the categories of Personal Information we may have collected about you in the last 12 months, the categories of sources from which we have collected it, and how we will use the information.

Categories of information we collect	Categories of sources we collect information from	How we use the information
Identifiers such as your name, date of birth, mailing address, e-mail address, telephone number(s), signature, and sensitive information such as your Social Security Number, and driver’s license number or passport number.	<ul style="list-style-type: none">You	<ul style="list-style-type: none">To identify you, communicate with you, process our payroll, and provide you with compensation and company-sponsored benefits.To comply with legal requirements.
Your bank account information.	<ul style="list-style-type: none">You	<ul style="list-style-type: none">To direct deposit funds to your bank account, if you so instruct.
Health and medical information.	<ul style="list-style-type: none">YouBenefits providers	<ul style="list-style-type: none">To review and consider accommodation requests for non-standard work arrangements.To provide you with benefits and process claims.
Educational information, such as the educational institutions you have attended and your degrees.	<ul style="list-style-type: none">YouBackground check providers (that you authorize)	<ul style="list-style-type: none">To determine your qualifications and make employment decisions.

Categories of information we collect	Categories of sources we collect information from	How we use the information
Professional information, such as your employment history, professional licenses, certifications, and references.	<ul style="list-style-type: none"> • You • Public records • Your former employers 	<ul style="list-style-type: none"> • To determine your qualifications and make employment decisions. • To promote and manage our business relationships.
Information reported to us as a result of a consumer report or investigative consumer report that you authorize.	<ul style="list-style-type: none"> • You • Background check providers (that you authorize) 	<ul style="list-style-type: none"> • To make employment decisions and to determine whether to entrust you with confidential information.
Biometric information, such as imagery of the iris and/or retina, fingerprints, facial recognition, and voice recordings.	<ul style="list-style-type: none"> • You 	<ul style="list-style-type: none"> • We have time clocks that have the ability to collect biometric information to verify the time you have worked, your work location, and to prevent fraud. The biometric feature may not always be enabled.
Visual information, such as images from security cameras in certain locations in our facilities, offices and surrounding areas.	<ul style="list-style-type: none"> • You 	<ul style="list-style-type: none"> • To maintain the security of our premises, information and equipment.
Visual information, such as your photograph.	<ul style="list-style-type: none"> • You 	<ul style="list-style-type: none"> • To promote our business, both externally and internally. • To comply with legal requirements.
Information regarding your electronic network activity using our equipment, such as internet browsing history, usage and e-mail content.	<ul style="list-style-type: none"> • You 	<ul style="list-style-type: none"> • To monitor employee activities, to maintain the security of our systems, and to detect improper activity.
Commercial information in connection with business-related expenses that you submit to us for reimbursement.	<ul style="list-style-type: none"> • You 	<ul style="list-style-type: none"> • To evaluate your expense report and to reimburse you for authorized expenses.



Categories of information we collect	Categories of sources we collect information from	How we use the information
Voluntary identification of your race/ethnicity, gender, age, disability status and veteran status (you have the option to choose not to self-identify).	<ul style="list-style-type: none"> You 	<ul style="list-style-type: none"> To comply with government reporting requirements. To respond to questionnaires from our clients and business partners.
Records of your physical access to our offices and secure areas and facilities.	<ul style="list-style-type: none"> You 	<ul style="list-style-type: none"> To maintain and monitor the security of our personnel, equipment, information and premises.
Medical information, such as whether you have been vaccinated for COVID-19.	<ul style="list-style-type: none"> You 	<ul style="list-style-type: none"> To maintain a healthy work environment.

Categories of Personal Information Sold or Shared.

We do not sell, share or disclose to third parties any information we collect from employees, prospective employees or independent contractors. If you have visited our websites www.nikkisoceig.com or www.cosmodyne.com, we have shared your IP address, the URL you came from, and your interaction with our website with our analytics provider, Google Analytics. You can opt out of this sharing by configuring your web browser to send us an opt-out preference signal, or by sending us a request to opt out.

Categories of Personal Information Disclosed for a Business Purpose.

We have disclosed the following personal information to our service providers and contractors for a business purpose in the last 12 months. Our service providers are prohibited from using your personal information for any purpose other than performing services for us.

- We have disclosed identifiers and sensitive personal information to our administrative, human resources and payroll service providers and contractors for the purpose of performing services on our behalf, such as processing our payroll, accounting, auditing, providing company-sponsored benefits to you, and complying with legal requirements.
- We have disclosed identifiers, commercial activity, internet activity, and inferences to our advertising and marketing service providers and contractors for the purpose of providing advertising and marketing services, and for the purpose of improving and upgrading our services.
- We have disclosed professional information and visual information to our advertising and marketing service providers and contractors for the purpose of marketing our services.
- We have disclosed visual information, such as images from security cameras in certain locations in our offices and surrounding secure areas to our service

providers and contractors for the purpose of ensuring security of our premises, equipment and information.

- We have disclosed identifiers and internet activity to our web master and web hosting service providers and contractors for the purpose of debugging and identifying repair errors that impair intended functionality on our website, and analyzing the effectiveness of our website.
- We have disclosed identifiers and internet activity to our analytics service provider for the purpose of analyzing the effectiveness of our website, and for the purpose of maintaining the quality of our service.
- We have disclosed identifiers, internet activity and commercial activity to our marketing and analytics service providers and contractors for the purpose of auditing and counting ad impressions to unique visitors, verifying positioning and quality of ad impressions, and auditing compliance with standards.
- We have disclosed identifiers to our background check and regulatory service providers and contractors, and to our regulators for the purpose of conducting background checks and to comply with legal requirements.

Consumers Under the Age of 16.

We do not have actual knowledge that we collect, sell or share Personal Information of minors under 16 years of age.

Sensitive Personal Information.

We use and disclose sensitive Personal Information only as permitted by law.

Your Privacy Rights.

The right to know. You have the right to know what Personal Information we have collected about you, including the categories of Personal Information, the categories of sources from which the Personal Information was collected, the business or commercial purpose for collecting, selling or sharing Personal Information, the categories of third parties to whom we disclose Personal Information, and the specific pieces of Personal Information we have collected about you.

The right to delete. You have the right to delete certain Personal Information that we have collected from you, subject to certain exceptions.

The right to correct. You have the right to correct inaccurate Personal Information that we maintain about you.

The right to opt-out. If a business sells or shares your Personal Information to third parties, you have the right to opt-out of the sale or sharing of your Personal Information.

The right to limit use of sensitive personal information. If a business uses or discloses sensitive Personal Information for reasons other than those permitted by law, you have the right to limit the use and disclosure of that information. We use or disclose sensitive Personal Information only as permitted by law.

The right not to receive discriminatory treatment. You have the right not to receive discriminatory treatment by us for the exercise of your privacy rights, including the right not to be retaliated against for the exercise of your privacy rights.



How You Can Exercise Your Privacy Rights.

You may exercise your privacy rights by calling (833) 337-4636 (toll free), or by sending an email to hr@cryoind.com.

We will confirm receipt of your request. We will acknowledge receipt of your request within 10 business days.

We will verify your identity. We will match pieces of personal information provided by you with personal information maintained by us that we have determined are reliable. We may also require that you submit a signed declaration under penalty of perjury stating that you are the individual whose personal information is the subject of the request. Our verification process will vary depending on the nature of your request and the sensitivity of the information. In some instances there is no reasonable method by which we can verify your identity. This is the case, for example, when you visit our website. In that circumstance, we collect your Internet Protocol address and information about your activity on our website, but we do not associate the information with any identifiable person.

We will respond. We will respond to your request no later than 45 calendar days after we receive the request. If we cannot respond to your request within that time, we may notify you that we may take up to an additional 45 calendar days to respond, and we will explain why we need additional time.

You may designate an authorized agent to submit a request on your behalf. To have another person submit a request on your behalf, you or they may call us at (833) 337-4636 (toll free), or send us an email to hr@cryoind.com. You will need to provide us with written permission authorizing the other person to submit a request to know or delete on your behalf. We will give you instructions on how to send the written authorization to us. We will still verify your identity and will verify that you have given your authority to another person.

How We Process Opt-Out Preference Signals.

An opt-out preference signal or global privacy control is a signal that is sent by a platform or browser that clearly communicates the consumer's choice to opt-out of the sale and sharing of personal information. If we detect that you have enabled an opt-out preference signal or global privacy control, we will treat that signal as a request to stop sharing of personal information. We will process your opt-out preference signal in a frictionless manner. You can send us an opt-out preference signal through the privacy controls available on your web browser, or by downloading a browser extension that can be enabled to support your single opt-out preference signal. To learn more about how to implement opt-out preference signals and global privacy controls, please consult your browser's privacy settings or visit [Global Privacy Control](#).

Contact for More Information.

If you have questions or concerns about our information practices, you may call us at (833) 337-4636 (toll free) or email us at hr@cryoind.com.

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