

CALIFORNIA PRIVACY NOTICE
(For Job Applicants, Team Members & Contractors)

Effective Date: 02/06/2023

SouthState Bank, N.A. and its subsidiaries (collectively, the “Company” or “SouthState”) are committed to protecting the privacy and security of the information we collect and to being transparent about the purposes for which we use your information.

This Privacy Notice (“Notice”) is made pursuant to the California Consumer Privacy Act of 2018, as amended (the “CCPA”) and applies to all job applicants, employees, directors, officers, and contractors who are a resident of the State of California (collectively “Worker” or “You”). This Notice sets forth SouthState’s policies regarding the collection, use, and dissemination of Personal Information in the employment context. Personal information means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household.

I. Personal Information We May Collect About You

- **Identifiers & Contact Information:** real name; alias; postal address; unique personal identifiers; email; account name; telephone number; social security number; driver’s license number or state identification card number; birth certificate; permanent resident card; passport number; date of birth; telephone number; Nationwide Multistate Licensing System & Registry number (NMLS); and other similar identifiers.
- **Protected Characteristic Information:** characteristics of protected classifications under California or federal law (such as race, gender, age, sex, disability, etc.).
- **Internet or Other Electronic Network Activity:** all activity on the Company’s information and communication systems, such as IP address, internet browsing history, search history, email communications, stored documents, usernames and passwords; information regarding interactions with a website, application, or advertisement, including phone calls, call logs, voice mails, text messages, chat logs, app use, mobile browsing and search history; and other information regarding Worker’s use of Company-issued devices or stored on personal devices that are used for Company business.
- **Professional or Employment Related Information:** job related data maintained as part of the employment relationship that is present in a job application or resume, an employment contract, a contractor agreement, a performance review, a disciplinary record; photos; biometric data (including imagery of your fingerprint, face, voice); information for employee expenses; bank account number; payroll and benefits related data; internal and external contact information; information captured from video, audio, systems or other others of monitoring or surveillance; medical information; and health insurance information.
- **Geolocation Data:** information associated with the location of badges used for authentication for access to secure Company owned or leased locations.
- **Education Information:** information about an employee’s educational background, such as education records, transcripts that are not publicly available.

- **Inferences Drawn From Other Personal Information:** information drawn from any of the Personal Information categories above to create a profile about a Worker reflecting the Worker's preferences, characteristics, predispositions, behavior, intelligence, abilities, aptitudes and attitudes.

II. **Purposes for Collecting Your Personal Information**

SouthState uses Personal Information we collect for business purposes. These business purposes include, without limitation:

- Recruiting and onboarding; processing payroll and employee benefit plan and program administration including enrollment and claims handling; time entry and leave management, payroll administration, expense reimbursement and management;
- Compiling directories; maintaining personnel records and complying with record retention requirements; communicating with employees and/or employees' emergency contacts and plan beneficiaries;
- Complying with applicable state and federal labor, employment, tax, benefits, workers compensation, disability, EEO, workplace safety, and related laws; complying with valid legal process or discovery obligations and responding to governmental inquiries;
- Ensuring employee productivity and adherence to the Company's policies;
- Designing, implementing, and promoting the Company's diversity and inclusion programs;
- Evaluating or conducting a merger, restructuring, reorganization, or other sale or transfer of some or all of SouthState's assets;
- Preventing unauthorized access to or use of the Company's property, including the Company's information systems, electronic devices, network, and data; and enhancing physical security.

III. **Whether Personal Information is Sold or Shared**

The Company **does not sell your Personal Information**. In the previous twelve (12) months, we have not sold Personal Information for a business or commercial purpose.

To carry out the purposes outlined above, SouthState may share information with third parties, including our affiliates, service providers including third-party human resources and information technology vendors, consumer reporting agencies, outside legal counsel, professional advisors, law enforcement, state or federal governmental agencies, and third parties with whom You direct us to share your Personal Information.

IV. Other Interactions with SouthState. We may collect information about You that is unrelated to the employment context if You are a customer of SouthState. More information about our privacy practices can be found in our Privacy Notice.

V. **QUESTIONS**

- If You are employed by the Company and have questions about the Company's privacy policies or procedures, You may contact your Human Resources Business Partner.
- If You are an applicant and have questions about the Company's privacy policies or procedures, You may contact the Director of Talent Acquisition at 704-654-3341.

By signing below, I acknowledge and confirm that I have received, read, and understand this Notice.

Signature

Date

Printed Name

CALIFORNIA PRIVACY NOTICE: COVID-19
(For Job Applicants, Team Members & Contractors)

To reduce the risk of spreading the COVID-19 virus in and through the workplace and to protect our team members and guests, SouthState Bank, N.A. (the “Company” or “SouthState”) is implementing procedures for screening team members for the symptoms of COVID-19 or related illness. Any individual, whether a team member or visitor, who reports having or is observed to have any such symptoms, or who has recently been in contact with symptomatic individuals will not be permitted to enter any Company facility.

Pursuant to the California Consumer Privacy Act (“CCPA”), we are notifying you that we are collecting the following category of Personal Information (as defined in the CCPA): medical and health information, specifically whether you have or display certain symptoms such as fever, fatigue, cough, sneezing, aches and pains, runny or stuffy nose, sore throat, diarrhea, headaches, or shortness of breath, whether you have recently been in close contact with anyone who has exhibited any of these symptoms, whether you have recently been in contact with anyone who has tested positive for COVID-19, whether you have recently traveled outside of the United States and COVID-19 vaccination details.

By signing below, I acknowledge and confirm that I have received, read, and understand this Notice.

Signature

Date

Printed Name