

California Consumer Privacy Act Notice of Collection of Personal Information.

In connection with your application for employment with Ironwood we may collect the following Personal Information about you:

- **Personal identifiers:** This category includes names, addresses, telephone numbers, mobile numbers, email addresses, dates of birth, Social Security numbers, driver's license or state identification numbers, bank account information, and other similar contact information and identifiers.
 - **Protected classification information:** This category includes characteristics of protected classifications under California or federal law.
 - **Commercial information.** This category includes records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
 - **Internet or other electronic network activity information.** This category includes without limitation: all activity on the Company's information systems, such as internet browsing history, search history, intranet activity, email communications, social media postings, stored documents and emails, usernames and passwords; all activity on communications systems including phone calls, call logs, voice mails, text messages, chat logs, app use, mobile browsing and search history, mobile email communications, and other information regarding an Employee's use of company-issued devices
 - **Professional and Employment-related information and qualifications:** This category includes, without limitation,
 - data submitted with employment applications including salary history, employment history, employment recommendations, etc.
 - background check and criminal history;
 - work authorization
 - fitness for duty data and reports
 - performance and disciplinary records
 - salary and bonus data, where permitted by law
 - benefit plan enrollment, participation, and claims information
 - leave of absence information including religious and family obligations, physical and mental health data concerning employee and his or her family members
 - **Education information.** This category includes education history.
 - **Geolocation data.** This category includes GPS location data from company-issued mobile devices and company-owned vehicles.
 - **Biometric information:** This category includes fingerprint scans and related information, certain wellness metrics facial recognition, and fingerprint or handpunch/hand-geometry data collected by a biometric time clock
 - **Audio, electronic, visual, thermal, olfactory, or similar information.**
 - **Inferences drawn from the PI in the categories above**
- Information that can identify you. Things like your real name or an alias, your postal address, a unique personal identifier, an online identifier, your Internet Protocol address, your email address, account name, social security number, driver's license number, and/or passport number;
 - Other information that can identify you like your signature, your physical characteristics or description, your cellphone or other telephone number, state identification card number, insurance policy number,

your education, resume, transcript, your employment, employment history, bank account number, financial information, medical information, or health insurance information.

- Additional personal information about you that we may collect including things like your birthday, your race and ethnicity, your citizenship, marital status, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status.
- We may also collect data about purchases you have made and your purchasing history

Why do we collect this Personal Information?

We collect this information to do things like help us:

- in our hiring decisions
- comply with federal and state equal employment opportunity and other laws
- communicate with you about your application
- Prevent unauthorized access to or use of Ironwood's property, including information systems, electronic devices, network, and data
- Design, implement, and promote the Company's diversity and inclusion programs.

Ironwood does not sell your Personal Information

For more information, please visit our California Consumer Privacy Policy at <https://www.ironwoodpharma.com/california-privacy-policy/>