Global Internet Privacy Policy – Ergotron, Inc.

Effective as of January 1, 2020

Ergotron Global Internet Privacy Policy

Ergotron, Inc. (“Ergotron”) recognizes and respects the privacy of our online visitors. It is Ergotron’s policy to comply with all applicable privacy and data protection laws. This commitment reflects the value we place on earning and keeping the trust of our customers, business partners, employees and others who share their Personal Information with us.

This Global Internet Privacy Policy (this “Policy”) applies to your Personal Information and describes how Ergotron, acting as the data controller, protects your privacy when we collect and use Personal Information on Ergotron sites. Unless stated otherwise, as used in this Policy, the term “Personal Information” means information that identifies you personally as a natural person, directly or indirectly, in combination with other information available to us such as an identification number, location data, online identifier or one or more factors specific to your identity as a natural person. Ergotron adheres to the highest ethical standards in gathering, using, and safeguarding customer’s Personal Information. This Policy applies, in general, to all internet sites owned by or on behalf of Ergotron, its business units as well as by our service providers, where any of those parties are either located within or outside the European Union.

By using an Ergotron internet site or providing Personal Information to us, you understand the principles for our collection, use and disclosure of your Personal Information as described in this Policy. If you do not agree with the terms therein, you must not provide your Personal Information, and we may not be able to communicate with you or provide certain products or services to you.

Information We Collect

Information we may request includes your email address, name, home address, and telephone number(s). If you make a purchase, we may ask for your credit card number and other data to process your credit or financing request. For additional information regarding internet domain sites owned by Ergotron, Inc., please contact the legal department at the address listed below.

When We Collect Information

Examples of when we may ask you to provide Personal Information include, but are not limited to, when you:

- Use any internet domain sites owned by Ergotron;
• Request quotes, services, support, or information;
• Place orders for products or services;
• Participate in surveys, sweepstakes, contests or other promotional activities;
• Subscribe to promotional emails, newsletters, or other materials;
• Apply for a job, submit your resume/CV, or create a candidate profile; or,
• Contact us.

Personal Information may be collected by Ergotron and/or by our third-party service providers acting on our behalf and under our instructions in operating our internet sites and/or providing you with our products or services.

**Why We Collect Information**

We collect your Personal Information in order to conduct our business functions and operate our services, which include the following:

- communicating with you and provide you with information about products or services,
- providing you with our products and services as well as support in relation thereto,
- conducting surveys, sweepstakes, contests or other promotional activities;
- promoting and marketing our products and services, but not limited to, *via* promotional emails, newsletters or other materials,
- personalizing your experience on our sites or customize any of our products or services,
- completing necessary financial transactions;
- performing recall actions;
- performing statistical analyses;
• complying with a legal requirement or court order;
• defending in, initiating or resolving disputes or legal proceedings and performing or enforcing the agreements to which Ergotron, or one of our business units, is a party.

We may otherwise collect, use or disclose your Personal Information, where the collection, use or disclosure is in accordance with this Policy or any agreement you enter into with us; or required or authorized by applicable law, including without limitation applicable privacy and data protection laws, including (EU) Regulation 2016/679 of 27 April 2016 (the “General Data Protection Regulation” or “GDPR”) and the California Consumer Privacy Act, Cal. Civ. Code § 1798.100 et. seq.

Sharing Personal Information

Ergotron will not sell Personal Information collected from its internet sites to mailing list brokers without your express consent.

Ergotron may share your Personal Information with other Ergotron business units. When doing so, these other Ergotron business units will use your Personal Information in a manner consistent with the purposes for which it was originally collected (or to which you subsequently consented) and only as permitted under this Policy, any applicable Country or Web Site Privacy Statements, and all applicable privacy and data protection laws.

Ergotron may also share your Personal Information with third parties we hire to perform support services for us. These third parties are required to use the Personal Information we share with them only to perform services on our behalf and under our instructions, to treat your Personal Information as strictly confidential. In some cases, Ergotron may share your Personal Information with third parties who partner with us to provide products and services to our customers. If we do so, we will require our business partners to use the Personal Information we share with them in a manner consistent with the purpose for which it was originally collected (or to which you subsequently consented) and only as permitted under this Policy, any applicable Country or Web Site Privacy Statements, and all applicable privacy and data protection laws.

In certain, limited circumstances, where permitted by applicable law, we may share or transfer Personal Information to unrelated third parties. For example, we may provide Personal Information to a third party (i) at your request; (ii) to comply with a legal requirement or court order; (iii) to investigate a possible crime, such as identity theft; (iv) in connection with the sale, purchase, merger, reorganization, liquidation or dissolution of Ergotron or an Ergotron business unit; or (v) under similar circumstances. If such an event occurs, we will take appropriate steps to protect your Personal Information.
**Overseas Transfers and Disclosures**

Some of your Personal Information may be transferred, stored, processed or used outside of the U.S.A. and/or outside of the European Union by Ergotron or by third-party service providers. This may happen if other Ergotron entities or venture partners are overseas, if we outsource certain activities overseas or if transactions, information, services or products have an overseas connection.

Your Personal Information may also be disclosed to third-party service providers which may store your Personal Information in the U.S.A. and European Union, and such other countries in which those parties or their, or our, computer systems may be located from time to time, where it may be used for the purposes described in this Policy.

Where required by applicable privacy and data protection laws, we take steps in order to ensure any overseas transfer of Personal Information is affected in compliance with the appropriate organizational and technical means (including e.g. EU Commission’s model clauses for data transfers or European Commission’s adequacy decisions). Where such parties are located overseas, you may have rights to enforce such parties’ compliance with applicable privacy and data protection laws.

**Cookies and Information Collected Via Our Sites**

A cookie is a small text file that is stored on a user’s computer for record-keeping purposes. Ergotron and our third-party advertising and analytics providers use cookies and similar technologies on our web sites to enable us to provide our products and services and help collect data about use of the sites, including traffic analysis, to record information about your activities on the web sites and to ‘remember’ you when you return to the Ergotron web site. Subject to their retention period as stated below, some cookies may remain on your computer until you delete them; others, like session ID cookies, may expire when you close your browser.

You can control cookies by configuring your browser to accept, restrict or reject all or certain cookies, or notify you when a cookie is sent to your browser. Each browser is different, so check the “Help” menu of your browser to learn how to change your cookie preferences. Cookies are browser specific; thus, if you use multiple devices or web browsers to access Ergotron web sites, you will need to manage your cookies preferences across these various devices and browsers. If you are using a mobile device to access Ergotron web sites, please refer to your instruction manual or other help/settings resource to find out how you can control cookies on your device. You may access Ergotron web sites even if you rejected all or certain cookies as described above; however, your ability to use some functionality and areas of the Ergotron web sites will be limited or the sites may not operate as intended and we might not be able to provide you with certain products or services. See the section “Online Tracking and Your Choices” below for more information on how the Ergotron web sites may respond to your browser settings. We do not control the use of cookies by third parties. See the section on “Third-party Advertisers and Analytics Providers” below and review the privacy policies of each of the third-party advertising and analytics providers for more information on third-party cookies.
For additional detail about how Ergotron processes information collected via our websites, please see the Cookie Notice.

Third-Party Advertisers and Analytics Providers

Ads appearing on the Ergotron web sites may be delivered to users by third-party advertising providers, such as Google. We work with third-party advertising providers for purposes such as targeting our advertisements on the Ergotron web sites, and, in doing so we may share with those advertising providers, information about users’ use of the Ergotron web sites. We use third-party advertising and analytics providers, such as Google Analytics, to collect information about Ergotron web site usage and users of our sites, including demographic and interest-level information. Our advertising and analytics providers use cookies and Clear GIFs to collect demographic and interest-level information and usage information from users that visit the Ergotron web sites, including but not limited to information about the pages where users enter and exit the Ergotron web sites, what pages and advertisements users view and visit on the Ergotron web sites, and what items users purchase. Cookies and Clear GIFs allow advertisers and analytics providers to recognize a user when a user visits the Ergotron web sites, but also when a user visits other websites. Our advertising and analytics providers use the information they collect from the Ergotron web sites and other web sites to profile users to display relevant advertising and to share with us and other web site operators’ information about users. We do not link information we receive from our analytics partners with personally identifiable information. For more information regarding Google’s use of cookies and collection and use of information see the Google Privacy Policy. If you would like to opt out of Google Analytics tracking, please go to Google Analytics and change your preferences accordingly.

Online Tracking and Your Choices

As discussed above, we track web site usage information through using cookies, Clear GIFs, and other tracking mechanisms. You can manage the settings on your browser or mobile device to delete and disable cookies and other tracking/recording tools. Doing so may impact your experience using the Ergotron web sites and may make certain features and areas unavailable to you. Many advertising companies are also members of the NAI or DAA and provide opt-out s on those industry pages at networkadvertising.org/choices and aboutads.info/choices.

“Do Not Track” Signals

Some internet browsers incorporate a “Do Not Track” feature that signals to websites you visit that you do not want to have your online activity tracked. Given that there is not a uniform way that browsers communicate the “Do Not Track” signal, the Ergotron web sites do not currently interpret, respond to or alter their practices when they receive “Do Not Track” signals.
Links to Third-Party Web Sites

Ergotron web sites may contain links to web sites that are not owned by Ergotron. These links are provided as a convenience and do not imply any endorsement of the activities or content of these sites, nor any association with their operators. Ergotron does not control these web sites and is not responsible for the content, security, or privacy practices of these web sites and their owners. We urge you to review the privacy policy posted on these web sites you visit before using the site or providing Personal Information.

Retention of Personal Information

Ergotron may retain the Personal Information collected on Ergotron web sites as long as necessary to provide the services, products and information you request or as mandated or permitted by applicable law (e.g., statute of limitations). If your Personal Information is no longer necessary for purposes for which it is processed and we have no legal obligation to retain that Personal Information, we will remove it from our systems and destroy all record of it.

Children and Parents

Ergotron does not knowingly solicit or collect Personal Information from or about children on its web sites except as permitted under applicable law. If you are under 18 years of age, please do not submit any Personal Information through our web sites without the express consent and participation of a parent or guardian. If your child has submitted Personal Information and you would like to request that such Personal Information be deleted from our records, you may do so by contacting us at the address listed below.

Choices about Your Personal Information

Review and Request Changes to Your Personal Information

You may use your account to access, correct, or view certain Personal Information we have collected, and which is associated with your account. To review or request changes to any of your Personal Information, please contact us as described in the “Contacting Us” section below.

Marketing Communications

To unsubscribe from emails from us, please click the unsubscribe link included in the footer of our emails. You also may submit a request to us as described in the “Contacting Us” section below.
YOUR RIGHTS – EUROPEAN UNION ONLY

If you are an individual in a country in the European Union, the following applies to you:

Right to Access Personal Information

You are entitled to access Personal Information that we hold about you. If you request access to your Personal Information, in ordinary circumstances we will give you access to your Personal Information. However, there may be some legal or administrative reasons to deny access. If we refuse your request to access your Personal Information, we will provide you with reasons for the refusal where we are required by law to give those reasons.

Right to Correct Personal Information

You can access and correct some of your Personal Information through our web sites by contacting us via telephone or email using the details provided below.

We take all reasonable steps to ensure that any Personal Information we collect, and use is accurate, complete and up-to-date. To assist us in this, you need to provide true, accurate, current and complete Personal Information about yourself as requested, and properly update the Personal Information provided to us to keep it true, accurate, current and complete. Please tell us, by contacting us in any of the ways specified in this Policy, if any change occurs in the Personal Information you provided us or, if you believe that your Personal Information is inaccurate or incomplete, and we will correct the information.

Right to Restrict Our Use of Personal Information

You have the right to ask us to place a restriction on our use of your Personal Information if one of the following applies to you:

- You contest the accuracy of the information that we hold about you, while we verify its accuracy;
- We have used your information unlawfully, but you request us to restrict its use instead of erasing it;
- We no longer need the information for the purpose for which we collected it, but you need it to deal with a legal claim; or
- You have objected to us using your information, while we check whether our legitimate grounds override your right to object.
Right to Object to Our Use of Personal Information

You have the right to object to our use of your Personal Information where our reason for using it is based on our legitimate interests or your consent (rather than when the reason for using it is to perform an obligation due to you under a contract with us).

Right to Request Deletion of Personal Information

You can ask us to delete your Personal Information if:

- We no longer need it for the purposes for which we collected it;
- We have been using it with no valid legal basis;
- We are obligated to erase it to comply with a legal obligation to which we are subject;
- We need your consent to use the information and you withdraw consent;
- You object to us processing your Personal Information where our legal basis for doing so is our legitimate interests and there are no overriding legitimate grounds for the processing.

However, this right is not absolute. Even if you make a request for deletion, we may need to retain certain information for legal or administrative purposes, such as record keeping, maintenance of opt-out requirements, defending or making legal claims, or detecting fraudulent activities.

If you do exercise a valid right to have your Personal Information deleted, please keep in mind that deletion by third parties to whom the information has been provided might not be immediate and that the deleted information may persist in backup copies for a reasonable period (but will not be available to others).

Right to Transfer Your Personal Information

You have the right to ask for a copy of your Personal Information and/or ask for it to be ported to another provider of your choice where the lawful basis for the processing is (i) (a) a contract or (b) your consent and (ii) by automated means. Please note that such a request could be limited solely to the Personal Information you provided to us or that we hold at that given time, and subject to any relevant legal requirements and exemptions, including identity verification procedures.
Right to Make a Complaint

If you have any concerns or complaints regarding our processing of your Personal Information, please contact us as described in the “Contacting Us” section below and we will do our best to answer any question and resolve any complaint to your satisfaction.

If you are not satisfied with our answer or the way we process your personal information pursuant to this Policy, you may also have the right to lodge a complaint with a data protection authority or the competent court. If you reside within the European Union, a list of national data protection authorities can be found here.

Limitations on the Collection, Use and Disclosure of Personal Information

To the extent required by applicable European law, whenever Ergotron collects Personal Information on an Ergotron web site, Ergotron will:

- Collect, use, disclose and transfer your Personal Information only with your consent when required, depending on the sensitivity of the Personal Information, legal requirements, direct marketing by third parties and other factors. You have the right to withdraw your consent at any time without affecting the lawfulness of the processing based on consent before its withdraw;

- Collect your Personal Information only for specific, limited and legitimate purposes. This information we collect will be relevant, adequate and not excessive for the purposes for which it is collected;

- Process your Personal Information in a manner consistent with the purpose for which it was originally collected or to which you have subsequently consented;

- Take commercially reasonable steps to ensure that your Personal Information is reliable for its intended use, accurate, complete, and, where necessary, and subject to your updates, kept up-to-date;

- Not use your Personal Information for direct marketing purposes by Ergotron without giving you an opportunity to “opt-out”; and,

- Take appropriate measures, by contract or otherwise, to provide adequate technical and organizational protection for Personal Information that we collect and use, and for Personal Information that is disclosed to a third party or transferred to another country, including transfers within Ergotron.
Legal Basis for Processing Your Personal Information

The legal basis for collecting and using your Personal Information will depend on the Personal Information concerned and the specific context in which we collect it, which is discussed below.

<table>
<thead>
<tr>
<th>Purpose</th>
<th>Lawful basis</th>
<th>Relevant Personal Information</th>
</tr>
</thead>
</table>
| Communicating with you and providing you with information about products or services | Ergotron’s Legitimate interest: allowing Ergotron to market its products and services and get in touch with prospects and clients | • Name  
  • Email address  
  • Address  
  • Telephone number |
| Providing you with our products and services as well as support in relation thereto | Necessary for contract performance                                           | • Name  
  • Email address  
  • Address  
  • Telephone number |
| Conducting surveys, sweepstakes, contests or other promotional activities | Ergotron’s Legitimate interest: allowing Ergotron to improve client relationship and promotional events to increase its customers’ loyalty and attract new clients | • Name  
  • Email address  
  • Address  
  • Telephone number  
  • Credit card number (in case of sale) |
| Promoting and marketing our products and services, but not limited to, *via* promotional emails, newsletters or other materials | Ergotron’s Legitimate interest: allowing Ergotron to improve client relationship and promotional events to increase its customers’ loyalty and attract new clients | • Name  
  • Email address  
  • Address  
  • Telephone number |
<p>| Personalizing your experience on our sites or customize any of our products or services | Ergotron’s Legitimate interest: providing a customer experience tailored to your interests | • Email address |
|                                                                          | Consent as given per Cookie Policy                                           |                                                                                             |</p>
<table>
<thead>
<tr>
<th>Category</th>
<th>Purpose</th>
<th>Required Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Completing necessary financial transactions</td>
<td>Necessary for compliance with legal obligations</td>
<td>• Name&lt;br&gt;• Credit card number&lt;br&gt;• Email address&lt;br&gt;• Address&lt;br&gt;• Telephone number</td>
</tr>
<tr>
<td>Performing recall actions</td>
<td>Necessary for compliance with legal obligations</td>
<td>• Name&lt;br&gt;• Email address&lt;br&gt;• Address&lt;br&gt;• Telephone number</td>
</tr>
<tr>
<td>Performing statistical analyses</td>
<td>Ergotron’s Legitimate interest: allowing Ergotron to better understand its customers’ needs, habits and preferences in order to improve our products and your experience</td>
<td>• Name&lt;br&gt;• Email address&lt;br&gt;• Address&lt;br&gt;• Telephone number</td>
</tr>
<tr>
<td>Complying with a legal requirement or court order</td>
<td>Necessary for compliance with legal obligations</td>
<td>• Name&lt;br&gt;• Email address&lt;br&gt;• Address&lt;br&gt;• Telephone number</td>
</tr>
<tr>
<td>Defending in, initiating or resolving disputes or legal proceedings and performing or enforcing the agreements to which Ergotron, or one of our business units, is a party</td>
<td>Ergotron’s Legitimate interest: allowing Ergotron to enforce or defend its rights</td>
<td>• Name&lt;br&gt;• Email address&lt;br&gt;• Address&lt;br&gt;• Telephone number</td>
</tr>
</tbody>
</table>
NOTICE TO NEVADA RESIDENTS

Nevada law allows Nevada residents to opt-out of the sale of certain types of personal information. Subject to a number of exceptions, Nevada law defines “sale” to mean the exchange of certain types of personal information for monetary consideration to a person for the person to license or sell the information to additional persons. We do not currently sell personal information as defined in the Nevada law. However, if you are a Nevada resident, you still may submit a verified request to opt-out of sales and we will record your instructions and incorporate them in the future if our policy changes. Opt-out requests may be sent DataPrivacy@ergotron.com.

NOTICE TO CALIFORNIA RESIDENTS

The California Consumer Privacy Act (“CCPA”) requires that we provide California residents with a privacy policy that contains a comprehensive description of our online and offline practices regarding the collection, use, disclosure, and sale of personal information and of the rights of California residents regarding their personal information.

The CCPA defines “personal information” to mean information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a consumer or household. Personal information does not include information that is publicly available, deidentified or aggregate information. For purposes of this “Notice to California Residents” section, references to “Personal Information” are to this definition as distinguished from how we use that phrase in other portions of this Policy.

Right to Know about Personal Information Collected, Disclosed, or Sold

Your Right

If you are a California resident, you have the right to request that we disclose what Personal Information we have collected about you in the 12-month period preceding your request. This right includes the right to request any or all of the following:

1. Specific pieces of Personal Information that we have collected about you;
2. Categories of Personal Information we have collected about you;
3. Categories of sources from which the Personal Information was collected;
4. Categories of Personal Information that we sold (if applicable) or disclosed for a business purpose about you;
(5) Categories of third parties to whom the Personal Information was sold (if applicable) or disclosed for a business purpose; and

(6) The business or commercial purpose for collecting or, if applicable, selling Personal Information.

The CCPA defines “sell” to mean selling, renting, releasing, disclosing, disseminating, making available, transferring, or otherwise communicating orally, in writing, or by electronic or other means, a California resident’s Personal Information to another business or a third party for monetary or other valuable consideration.

How to Submit a Request to Know

You may submit a request to know through our interactive webform available here or by emailing DataPrivacy@ergotron.com or by calling us at 1-800-888-8458.

Our Process for Verifying a Request to Know

If we determine that your request is subject to an exemption, we will notify you of our determination. If we determine that your request is not subject to an exemption, we will comply with your request upon verification of your identity and, to the extent applicable, the identity of the California resident on whose behalf you are making such request. Our verification process may differ depending on whether you maintain a password-protected account with us.

If you maintain a password-protected account, we may verify your identity through existing authentication practices available through your account. Prior to disclosing the requested information, we will ask you to re-authenticate yourself with respect to that account.

If you do not maintain a password-protected account, or if you are an account-holder but we suspect fraudulent or malicious activity with your account, we will verify your identity as follows:

Request to Know Categories of Personal Information: We will verify your identity to a “reasonable degree of certainty” by verifying at least two data points that you previously provided to us and which we have determined to be reliable for the purpose of verifying identities.

Request to Know Specific Pieces of Personal Information: We will verify your identity to a “reasonably high degree of certainty” by verifying at least three pieces of Personal Information previously provided to us and which we have determined to be reliable the purpose of verifying identities. In addition, you will be required to submit a signed declaration under penalty of perjury stating that you are the individual whose Personal Information is being requested.
**Collection of Personal Information**

The following table presents the categories of Personal Information that we have collected, the categories of sources from which that information was collected, and the categories of third parties with whom we shared that Personal Information for the 12 months preceding the Effective Date of this Policy.

<table>
<thead>
<tr>
<th>Categories of Personal Information collected</th>
<th>Categories of Sources from which Personal Information was Collected</th>
<th>Business or Commercial Purpose for the Collection</th>
<th>Categories of Third Parties with whom We Share Personal Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name; postal address</td>
<td>Customer</td>
<td>• Maintaining or servicing accounts&lt;br&gt;• Processing or fulfilling orders and transactions&lt;br&gt;• Processing payments&lt;br&gt;• Providing advertising or marketing services&lt;br&gt;• Providing customer service&lt;br&gt;• Providing financing&lt;br&gt;• Verifying customer information&lt;br&gt;• Enabling or effecting, directly or indirectly, a commercial transaction</td>
<td>Business partners in order to provide services to you (e.g., installers, resellers, and distributors)&lt;br&gt;Government entities&lt;br&gt;Restricted party screening services (e.g., Visual Compliance)</td>
</tr>
<tr>
<td>Email address</td>
<td>Customer</td>
<td>• Maintaining or servicing accounts&lt;br&gt;• Processing or fulfilling orders and transactions&lt;br&gt;• Providing advertising or marketing services&lt;br&gt;• Providing customer service&lt;br&gt;• Verifying customer information&lt;br&gt;• Enabling or effecting, directly or indirectly, a commercial transaction</td>
<td></td>
</tr>
<tr>
<td>Telephone number</td>
<td>Customer</td>
<td>Same as above</td>
<td>Same as above</td>
</tr>
<tr>
<td>------------------</td>
<td>----------</td>
<td>---------------</td>
<td>---------------</td>
</tr>
</tbody>
</table>
| Credit or debit card number | Customer | • Processing or fulfilling orders and transactions  
• Processing payments  
• Providing customer service  
• Providing financing  
• Enabling or effecting, directly or indirectly, a commercial transaction | |
| Account name | Customer | • Maintaining or servicing accounts  
• Processing or fulfilling orders and transactions  
• Providing customer service  
• Verifying customer information  
• Enabling or effecting, directly or indirectly, a commercial transaction | |
| Cookies, beacons, pixel tags, mobile ad identifiers, or other similar technology; internet protocol address | Customer | • Auditing related to a current interaction with the consumer and concurrent transactions, including, but not limited to, counting ad impressions to unique visitors  
• Debugging to identify and repair errors that impair existing intended functionality  
• Detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity  
• Providing advertising or marketing services  
• Provide analytic services | • Data analytics providers  
• Advertising networks  
*Please see “Cookies” section above for more information as to our use of cookies. |
| Customer number, unique pseudonym | Customer | Same as above | |

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| Information regarding consumer’s interaction with website, application or advertisement | Customer | • Auditing related to a current interaction with the consumer and concurrent transactions, including, but not limited to, counting ad impressions to unique visitors  
• Detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity  
• Providing advertising or marketing services  
• Provide analytic services |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Commercial information (records of products or services purchased, obtained or considered; purchasing or consuming histories or tendencies)</td>
<td>Customer</td>
<td>Same as above</td>
</tr>
</tbody>
</table>
| Employment information | Customer | • Providing financing  
• Enabling or effecting, directly or indirectly, a commercial transaction |

**Disclosure or Sale of Personal Information**

We have not sold to a third party any Personal Information for the 12 months preceding the Effective Date of this Policy.
The following is a list of categories of Personal Information that we have disclosed for a business purpose in the 12 months preceding the Effective Date of this Policy:

- Name
- Address
- Telephone number
- Cookies, beacons, pixel tags, mobile ad identifiers, or other similar technology
- Internet protocol address

We do not sell the Personal Information of minors under 16 years of age without affirmative authorization.

**Right to Request Deletion of Personal Information**

*Your Right*

If you are a California resident, you have the right to request that we delete the Personal Information about you that we have collected or maintain. However, a business is not required to comply with a request to delete if it is necessary for the business to maintain the Personal Information in order to, for example, complete a transaction, detect security incidents, comply with a legal obligation, or otherwise use the Personal Information, internally, in a lawful manner that is compatible with the context in which the consumer provided the information.

*How to Submit a Request to Delete*

You may submit a request to delete through our interactive webform available [here](#) or by emailing DataPrivacy@ergotron.com or by calling us at 1-800-888-8458.

If you submit a request to delete online, you will be asked to confirm separately that you want your Personal Information deleted.

*Our Process for Verifying a Request*

If we determine that your request is subject to an exemption, we will notify you of our determination. If we determine that your request is not subject to an exemption, we will comply with your request upon verification of your identity and, to the extent applicable, the identity of the California resident on whose behalf you are making such request. Our verification process may differ depending on whether you maintain a password-protected account with us.
If you maintain a password-protected account, we may verify your identity through existing authentication practices available through your account. Prior to deleting the Personal Information, we will ask you to re-authenticate yourself with respect to that account.

If you do not maintain a password-protected account, or if you are an account-holder but we suspect fraudulent or malicious activity with your account, we will verify your identity either to a “reasonable degree of certainty” or a “reasonably high degree of certainty” depending on the sensitivity of the Personal Information and the risk of harm to you by unauthorized deletion.

We will verify your identity to a “reasonable degree of certainty” by verifying at least two data points that you previously provided to us and which we have determined to be reliable for the purpose of verifying identities.

We will verify your identity to a “reasonably high degree of certainty” by verifying at least three pieces of Personal Information previously provided to us and which we have determined to be reliable the purpose of verifying identities. In addition, you will be required to submit a signed declaration under penalty of perjury stating that you are the individual whose Personal Information is being requested.

Notice of Right to Opt-Out of Sale of Personal Information

If you are a California resident, you have the right to direct a business that sells (or may in the future sell) your Personal Information to stop selling your Personal Information and to refrain from doing so in the future.

The CCPA defines “sell” to mean selling, renting, releasing, disclosing, disseminating, making available, transferring, or otherwise communicating orally, in writing, or by electronic or other means, a California resident’s Personal Information to another business or a third party for monetary or other valuable consideration.

We do not and will not sell Personal Information as it is defined in the CCPA.

Right to Non-Discrimination for the Exercise of a California Resident’s Privacy Rights

We will not discriminate against California residents if they exercise any of the rights provided in the CCPA as described in this section “Notice to California Residents.” As such, we will not deny goods or services to that California resident; charge different prices or rates for goods or services, including through the use of discounts or other benefits or imposing penalties; provide a different level or quality of goods or services to the California resident; or suggest that the California resident will receive a different price or rate for goods or services or a different level or quality of goods or services. However, we are permitted to charge a California resident a different price or rate or provide a different level or quality of goods or services, if that difference is reasonably related to the value provided to us by the individual’s data.
Authorized Agents

California residents may use an authorized agent to submit a request to know or delete on your behalf.

If you use an authorized agent to submit a request to know or request to delete, we may require that (1) the authorized agent provide proof of your written permission and (2) you verify your identity directly with us. These requirements do not apply if you have provided the authorized agent with a power of attorney pursuant to California Probate Code sections 4000 to 4465.

Shine the Light Law

We do not disclose personal information obtained through our Site or Services to third-parties for their direct marketing purposes. Accordingly, we have no obligations under California Civil Code § 1798.83.

Changes to this Policy or our Privacy Statements

We reserve the right to update or modify this Policy at any time and without prior notice by posting the revised version of this Policy on our Ergotron web sites. Where such changes are substantial, we notify you of the expected changes prior to their entry into force.

Accessibility

We are committed to ensuring this Policy is accessible to individuals with disabilities. If you wish to access this Policy in an alternative format, please contact us as described below.

Contacting Us

If you would like to contact us for any reason regarding our privacy practices and/or would like to discontinue our use of your personal information, please write to us at the following address:

Outside of the European Union:    Within the European Union:
Ergotron, Inc.        Ergotron Europe
Attention: Legal Department  Attention: Privacy
1181 Trapp Road       Beeldschermweg 3 3821 AH
St. Paul, MN 55121     Amersfoort UT 3821 AH
Privacy@ergotron.com    Netherlands
                        PrivacyEU@ergotron.com