

SCHALLER GROUP PRIVACY POLICY

Last Updated: March 2026

Schaller Group (“Company”, or “we”, “our”, or “us) is a business-to-business metal parts manufacturer providing comprehensive metal forming, machining, stamping, and assembly services to manufacturers in the aerospace, automotive, medical, and commercial products industries. We are committed to protecting your privacy. This Privacy Policy describes how we collect, use, and safeguard personal information submitted through our website.

Our Services are offered exclusively to business customers. We do not offer consumer-facing products or services and do not intentionally collect personal information from individuals acting in a personal or household capacity.

Personal Information collected through our website is used solely for legitimate business purposes, including responding to inquiries, evaluating employment applications, managing business relationships, and operating our business.

KEY INFORMATION:

- Any Personal Information processed through our platform is handled as described in the “[Information We Collect](#)” section of this Privacy Policy.
- We use Personal Information only for the purposes outlined in the “[Use of Your Personal Information](#)” section of this Privacy Policy.
- We may share your Personal Information with third parties and business partners as set out in the “[Sharing Your Personal Information with Other Entities](#)” section of this Privacy Policy and strictly in our role as a service provider for our business customers.
- If you reside in certain states, you may have rights related to the processing of your Personal Information. Because we operate solely as a business-to-business service provider and do not collect personal information directly from consumers, these rights generally apply only to information we process on behalf of our business customers, as described in the “[Your State Data Privacy Rights](#)” section of this Privacy Policy.
- “**Personal Information**” is defined differently by different privacy laws and generally means any information that identifies, relates to, describes, references, or is reasonably capable of being associated with or linked to an identified or identifiable natural person or in some cases, household.

BY ACCESSING THE SITE, USING THE PLATFORM OR OUR SERVICES, OR OTHERWISE INTERACTING WITH US, YOU AGREE TO BE BOUND BY THE

TERMS OF THIS PRIVACY POLICY, including the CLASS ACTION WAIVER provisions, below.

If you do not agree to this Privacy Policy, you are instructed not to use the Site, Platform, or Services.

Our “Services” are made up of www.schallergroup.com, and all related websites, products or programs offered or owned by the Company.

SCOPE OF THIS POLICY

This Privacy Policy explains how Schaller Group collects, uses, and discloses information in connection with the operation of our business-to-business metal parts manufacturing operations and related services.

Our Services are provided exclusively to business customers, including manufacturers and suppliers in the aerospace, automotive, medical device, and commercial products industries. We do not provide consumer-facing products or services.

The business is focused on providing metal forming, machining, stamping, and assembly services to support the manufacturing and supply chain operations of our customers. We do not interact with individuals in a personal or household capacity.

Accordingly, this Privacy Policy applies to:

- Information collected from representatives of current or prospective business customers, suppliers, vendors, and other business partners; and
- Information submitted through our website, including contact inquiries and employment applications; and
- Information processed by us as a part of providing manufacturing and related services to our business customers.

I. Information We Collect

A. Business Contact Information

We may collect limited Personal Information that you voluntarily provide when you interact with us, including when you:

- Contact us through general inquiry forms on our website or by email; or
- Apply for employment or submit job-related materials through our website or by email.

The Personal Information we collect may include:

- Name
- Email address
- Phone number

- Company name and business contact details
- Resume
- Cover letter
- Employment history
- Professional qualifications
- Any other information you choose to provide in your communications with us.

Under the California Consumer Privacy Act (“CCPA”), the categories of Personal Information we may collect include:

- Identifiers (such as name, email address, and phone number)
- Professional or employment related information (such as company name, job title, and business contact information)
- Customer inquiry information or communications submitted through our website.

Because we operate exclusively as a business-to-business metal parts manufacturer, the Personal Information we collect typically consists of business contact information provided by representatives of our customers, suppliers, vendors, and prospective business partners, as well as information submitted by job applicants.

We do not collect personal information for consumer marketing purposes and do not sell or share personal information with third parties for advertising purposes.

- **A Note on Sensitive Personal Information**

Sensitive Personal Information is broadly defined under different data privacy laws and may include:

- Your racial or ethnic origin
- Your political opinions
- Your religion or other beliefs
- Your health, biometric or genetic characteristics
- Any trade union membership
- Your sexuality (information about your sex life or sexual orientation)
- Any criminal background
- Precise geolocation
- The content of your private communications (other than messages you may send to us)

Schaller Group does not collect Sensitive Personal Information for the purposes of inferring characteristics about individuals and does not use Sensitive Personal Information for purposes other than those permitted under the CCPA. We will only collect sensitive personal information for the purposes and in the manner allowed by law or with your consent, where permitted by law.

Consistent with applicable law, you may limit certain uses or disclosures of your sensitive personal information and may exercise this right by contacting at HCM@Schallergroup.com,

B. Customer Data Processed on Behalf of Business Customers

As part of our role of providing manufacturing services, Schaller Group may process information provided by our business customers (“Customer Information”).

Customer Information may include business contact information and other limited information provided by customer representatives in connection with project coordination, technical specifications, purchasing logistics, and account management. In limited circumstances, such information may include personal information relating to employees or representatives of our business customers or vendors.

We do not intentionally collect this information from consumers. Any Customer Information we process is provided by our business customers and is use solely for legitimate business purposes, including fulfilling orders, coordinating production, managing projects, processing transactions, and maintaining business records.

We process Customer Information only as necessary to provide manufacturing and related services and in accordance with applicable contractual obligations and business requirements. We do not sell or share Customer Information for advertising or marketing purposes.

Customer Information is maintained within our internal business systems and services providers that support our operations and is protected using reasonable administrative, technical, and physical safeguards appropriate to the nature of the information.

II. Use of Your Personal Information by Schaller Group

Schaller Group uses Personal Information solely in connection with operating and supporting our business-to-business metal parts manufacturing operations. We use Personal Information only as necessary to respond to inquiries, evaluate employment applications, manage business relationships, fulfill contractual obligations, and comply with applicable laws and regulations.

We do not use Personal Information for consumer marketing, targeted advertising, or other business-to-customer purposes.

Schaller Group may use Personal Information for the following limited purposes:

- Responding to inquiries related to our company, products, or operations
- Communicating with representatives of current or prospective business customers, suppliers, and vendors
- Managing business relationships and related communications
- Communicating with job applicants regarding open positions and recruitment processes
- Evaluating qualifications and managing hiring decisions
- Maintaining internal records related to inquiries and recruitment activities
- Operating and maintaining our website and internal business systems

- Supporting internal administrative and operational functions
- Protecting the security and integrity of our systems and website, including detecting and responding to unauthorized access or misuse
- Complying with applicable laws and regulations, responding to lawful requests from government authorities, conducting audits, and enforcing our agreements

We do not use inquiry or applicant email addresses for marketing communications unless you explicitly consent to receive such communications.

III. Sharing Your Personal Information with Other Entities.

Schaller Group shares Personal Information only as necessary to operate its business-to-business metal parts manufacturing operations, support business communications, evaluate employment applications, and comply with applicable laws. We do not sell Personal Information and do not share Personal Information for advertising or marketing purposes.

We may disclose Personal Information in the following limited circumstances:

A. Internal Business Purposes

We may disclose Personal Information to authorized employees who require access to the information in order to perform their job responsibilities, including employees involved in customer communications, business operations, or human resources functions.

B. Service Providers

We may disclose Personal Information to trusted third-party service providers that support our business operations, including providers that support website hosting, email systems, or recruitment operations. These service providers are subject to appropriate confidentiality and security obligations and may use Personal Information only as necessary to provide services on our behalf.

C. Legal and Business Protection Purposes

We may disclose Personal Information when necessary or appropriate to comply with applicable laws, regulations, subpoenas, or legal process; to respond to lawful requests from government authorities; to enforce our agreements or protect our legal rights; or to protect the security and integrity of our business operations, systems, or website.

D. Business Transfers

We may disclose or transfer Personal Information in connection with a merger, acquisition, financing, reorganization, sale of assets, or similar business transaction, including in connection with bankruptcy or insolvency proceedings, subject to appropriate confidentiality protections.

Except as described above, we do not disclose Personal Information to third parties.

Under the CCPA, we disclose Personal Information only for business purposes to service providers and contractors that support our operations. We do not sell Personal Information and do not share Personal Information for cross-contextual behavioral advertising as those terms are defined under California law.

IV. Your State Privacy Rights

Residents of certain states may have privacy rights under applicable state privacy laws. These rights may include the ability to request access to, correction of, and deletion of Personal Information subject to applicable limitations and exceptions.

Schaller Group operates exclusively as a business-to-business metal parts manufacturer and does not provide consumer-facing products or services. The Personal Information we collect is generally limited to business contact information and information voluntarily submitted through general inquiries or employment applicants. As a result, the scope of state privacy rights applicable to Personal Information maintained by us may be limited.

A. California Privacy Rights

Residents of California have certain rights regarding their Personal Information under the CCPA, subject to certain exceptions and limitations.

These rights may include:

a. Right to Access

You may submit a verifiable consumer request to access in a portable and (if technically feasible) readily usable form, the Personal Information we have collected about you as well as request more information about our data practices.

b. Right to Delete

You may submit a verifiable consumer request to delete Personal Information we have collected from you, subject to certain legal exceptions.

c. Right to Correct

You may submit a verifiable consumer request to correct inaccuracies in your Personal Information held by Schaller Group.

d. Right to Non-Discrimination

We will not discriminate against you for exercising any privacy rights or choices available under the CCPA.

e. No Sale or Sharing of Personal Information

Schaller Group does not sell or share Personal Information to third parties as defined under the CCPA.

B. Applicability of State Privacy Rights

In some cases, Personal Information maintained by us may have been provided by a business customer, supplier, or vendor in connection with an existing business relationship. Where another business organization controls the Personal Information, requests to exercise applicable privacy rights (including requests for access, correction or deletion) should generally be directed to that organization.

Where required by applicable law, Schaller Group will reasonably cooperate in responding to verified privacy rights requests relating to Personal Information in our possession.

V. How to Exercise Your Privacy Rights

Individuals who wish to submit a privacy rights request regarding Personal Information maintained by Schaller Group may contact us at HCM@Schallergroup.com (or by using the contact information provided in this Privacy Policy). California residents may submit requests to exercise their CCPA rights by contacting us using the contact information listed below. We will respond to verified requests as required by applicable law. You may also designate an authorized agent to make a request on your behalf where permitted by law.

If we determine that the Personal Information is controlled by a business customer, supplier, or vendor rather than by Schaller Group, we may direct the individual to contact the appropriate organization.

VI. Children's Privacy

Our Services are intended for business customers and not for use by children under the age of 16. We do not knowingly collect or solicit Personal Information from minors.

If Schaller Group becomes aware that Personal Information of a child under 16 has been inadvertently collected, we will take reasonable steps to delete such information from our records.

If you believe Schaller Group has collected Personal Information from a child under 16, please contact us at HCM@Schallergroup.com.

Schaller Group is committed to protecting children's privacy and complying with applicable U.S. laws regarding the collection and use of Personal Information from minors.

VII. Data Security and Retention.

The security, integrity, and confidentiality of Personal Information are important to Schaller Group. We maintain reasonable administrative, technical, and physical safeguards designed to protect Personal Information from unauthorized access, disclosure, or misuse. Access to Personal Information is limited to authorized employees who require the information to perform their job responsibilities, including individuals involved in customer communications, business operations, and human resources functions. We also require third-party service providers that

support our website, email systems, or recruitment processes to maintain appropriate confidentiality and security safeguards.

Despite these measures, no electronic transmission or storage system can be guaranteed to be completely secure. While we take reasonable steps to protect Personal Information, we cannot guarantee absolute security.

We retain Personal Information only for as long as necessary to fulfill the business purposes described in this Privacy Policy, including responding to inquiries, managing business relationships, evaluating employment applications, maintaining appropriate business records, and complying with applicable legal, regulatory, or contractual obligations. Retention periods may vary depending on the nature of the information and applicable legal requirements. When Personal Information is no longer required for these purposes, we take reasonable steps to securely delete or dispose of it in accordance with applicable law.

VIII. Other Important Legal Terms

The terms in this Privacy Policy and in our Terms of Use have legal importance and may be used by us in a legal proceeding, including to restrict certain claims by you or to limit your rights.

Specifically, in using our Services or accessing the Site you agree:

- a. Limitation of Liability.** TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, UNDER NO CIRCUMSTANCES, INCLUDING, BUT NOT LIMITED TO, NEGLIGENCE, WILL WE OR OUR SUBSIDIARIES, PARENT COMPANIES OR AFFILIATES BE LIABLE FOR ANY DIRECT, INDIRECT, INCIDENTAL, SPECIAL OR CONSEQUENTIAL DAMAGES THAT RESULT FROM OUR USE OF PERSONAL INFORMATION, EVEN IF WE ARE ADVISED BEFOREHAND OF THE POSSIBILITY OF SUCH DAMAGES, AND THE MAXIMUM AMOUNT OF DAMAGES FOR WHICH WE WILL BE LIABLE UNDER THIS AGREEMENT WILL BE THE GREATER OF THE FEES YOU PAID FOR ANY PRODUCT IN CONNECTION WITH WHICH YOU PROVIDED YOUR PERSONAL INFORMATION, OR \$100. (BECAUSE SOME JURISDICTIONS DO NOT ALLOW THE EXCLUSION OR LIMITATION OF CERTAIN CATEGORIES OF DAMAGES, THE ABOVE LIMITATION MAY NOT APPLY TO YOU. IN SUCH JURISDICTIONS, OUR LIABILITY AND THE LIABILITY OF OUR SUBSIDIARIES, PARENT COMPANIES AND AFFILIATES, IS LIMITED TO THE FULLEST EXTENT PERMITTED BY SUCH LAW.) YOU SPECIFICALLY ACKNOWLEDGE AND AGREE THAT WE ARE NOT LIABLE FOR ANY DEFAMATORY, THREATENING, OFFENSIVE OR ILLEGAL CONDUCT OF ANY USER OF OUR SERVICES.
- b. Indemnification.** You agree to indemnify and hold harmless us, our affiliates, and each of our and their respective directors, officers,

managers, employees, shareholders, agents, representatives and licensors, from and against any and all losses, expenses, damages and costs, including reasonable attorneys' fees, that arise out of your provision of any inaccurate or unauthorized Personal Information to us or your violation of this Agreement or any rights of another. We reserve the right to take over the exclusive defense of any claim for which we are entitled to indemnification under this section. In such event, you agree to provide us with such cooperation as is reasonably requested by us.

- c. **Choice of Law.** This Agreement will be governed by and construed in accordance with the laws of the State of Michigan without giving effect to any principles of conflicts of law.
- d. **Statute of Limitations for All Claims.** To the extent permitted by applicable law, you agree that regardless of any statute or law to the contrary or providing for a longer period, any claim or cause of action that you may have arising out of or related to use of the Services or this Agreement must be filed by you within one year after such claim or cause of action arose or be forever barred.
- e. **Class Action Waiver.** This is an important section that limits your right to bring a class action against us. You and Schaller Group agree that each party may bring disputes against the other party only in an individual capacity, and not as a plaintiff or class member in any purported class or representative proceeding, including, without limitation, a federal or state class action lawsuit. However, nothing in this section limits your right or Schaller Group's right to bring a lawsuit against each other as an individual plaintiff. This provision applies to the maximum extent permitted by applicable law to all claims that arise under, in connection with, or relate to this Privacy Policy or the Personal Information you provide to us (whether your own or any other Personal Information you provide), Personal Information that is automatically collected by us and/or obtained by us from third parties; that arose under, in connection with, or relate to any previous privacy policy in effect or that otherwise arose before these terms went into effect; or that may arise in connection with or after or otherwise relate to your Personal Information (or any other Personal Information you provide to us) after termination of any business relationship we may have with you, including cancellation or deletion of your accounts if applicable.

IX. Accessibility

We take accessibility seriously and aim to make our website usable for all visitors. If you experience any difficulty in accessing any part of this Website or this Policy you may contact us at HCM@Schallergroup.com.

X. Changes to this Privacy Policy

We may update this Privacy Policy from time to time. The “Last Updated” date at the top of this page indicates when it was last updated.

If we make material changes, we will provide notice to our business customers through appropriate channels, as required by law or contract. Changes will become effective on the “Last Updated” date indicated above.

Where permitted by applicable law, after we post any changes on this page, your continued use of our website and/or services following the posting of changes constitutes your acceptance of such changes.

XI. Contact Us

If you have any questions or comments about this Privacy Policy, how Schaller Group collects or processes Personal Information on behalf of our business customers, or if you are a business customer seeking to exercise rights or request assistance regarding Personal Information, please contact us at:

Email us at: HCM@Schallergroup.com,

Call us at: (586) 949-6000, or

Write us at: Schaller Corporation
49495 Gratiot Avenue
Chesterfield, Michigan 48051