Husco Privacy Policy

Last Updated: August 26, 2026

This Privacy Policy ("**Policy**") describes the information collected by or on behalf of Husco International, Inc. and its subsidiaries ("**Husco**, "**we**," "**us**," or "**our**") through our websites https://husco.com/ and https://huscoamg.com/, and their respective subdomains (each and collectively the "**Site**") and our interactions with you both online and offline (collectively, "**Services**"), as well as how that information is used and disclosed. If you have questions or concerns about this Policy, please contact us as set forth below.

This Policy does not apply to data collected from Husco employees or job applicants. If you are a job applicant, please refer to our applicable **Job Applicant Privacy Notice** for information about how we handle your personal information.

We may modify or update this Policy from time to time. Only changes that we deem material will be conspicuously posted on the Site or otherwise communicated to you. We do not ordinarily provide notice of a minor change. All changes will be effective immediately upon posting to the Site.

If you are a California resident, please see the Notice to California Consumers section of this Privacy Policy below for additional information that may apply to you.

If you are in the European Economic Area, Switzerland, or the United Kingdom, please see the GDPR Privacy Addendum section of this Privacy Policy below for additional information that may apply to you.

1. Information We Collect

We may collect information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly with you or your household ("**Personal Information**") when you use our Services. The Personal Information we collect falls into three categories: (1) information you provide to us, and (2) information we collect through automated methods, as further detailed below. We will collect, use, and disclose such Personal Information pursuant to this Policy and as otherwise permitted by applicable law.

Information You Provide to Us

We collect Personal Information that you elect to provide directly to us. If you contact us or submit a request for information or communications, including when you use the Contact Us form on our Site, we will collect and use your name and contact information and any additional Personal Information you provide in your message, if applicable.

Data Automatically Collected

We may use automated technologies to collect Personal Information from your computer system or mobile device when you use our Site. This may include the following:

Cookies & Other Tracking Technologies. We may use cookies (as small text files stored on your device when you visit our Site), web beacons, pixel tags, and other tracking technologies (collectively "**Tracking Technologies**") on our Sites and in our email and other electronic communications with you. These Tracking Technologies may be our Tracking Technologies or may be provided by one or more of our third party analytics or similar service providers.

The Tracking Technologies on our Site may collect information such as:

- approximate geographic location;
- IP address;
- browser type and device information;
- Site pages visited; and
- data related to how and when you use the Site.

Most browsers automatically accept Tracking Technologies, but you may be able to disable Tracking Technologies by changing your browser and/or device settings, depending on your browser. You can usually find these settings in the options or preferences menu of your browser, or you may update your preferences using the cookie banner available on our Site. The features and options to control Tracking Technologies are browser and device specific such that disabling Tracking Technologies on one browser and/or device does not disable those same Tracking Technologies in another browser or device. You may also block or disable certain Tracking Technologies by using tools such as Global Privacy Control (globalprivacycontrol.org).

If you choose to block or disable Tracking Technologies, certain features of the Site may not work. Blocking or rejecting certain Tracking Technologies will not stop all of the tracking described in this Policy. You cannot disable all Tracking Technologies, such as those that are essential to the functioning of the Site.

2. How We Use Your Information

We use Personal Information that we collect for the following purposes:

As Stated or Agreed to at the Point of Collection. We may use Personal Information for the purposes stated or agreed-to (or as is obvious) at the point of collection. For example, we use Personal Information to send you information you request and respond to your questions, comments, or complaints. We may also use Personal Information as otherwise requested or consented to by you.

Administration. We use Personal Information for administrative purposes, such to understand the Site's demographics and user preferences.

Site Management. We use Personal Information for Site management, such as troubleshooting problems, improving the content and functionality of the Site, statistical and other analyses of the Site, and customizing the Site to you and our other users.

Business Analytics. We use Personal Information for business analytics purposes, including consumer and operations research, to assess the effectiveness of our Site.

Communications. We may use Personal Information to send you communications, such as newsletters and other similar communications, to notify you of new features of our Site, to notify you of changes to our website or this Policy, and for other similar communications. Communications may or may not consist of marketing as permitted by applicable law.

To Protect Our Rights. We may use Personal Information to protect our legal rights or interests, or those of other parties, including to bring a legal action against you or anyone who may be causing harm to us, our Site, or to other users of the Site. We may also use Personal Information to seek business, financial or legal advice, and to respond to other legal requests.

Create Aggregated and De-Identified Data. We may process Personal Information to create deidentified and aggregated data in accordance with applicable laws. Any such deidentified and aggregated data is no longer subject to this Privacy Policy. Husco is the sole and exclusive owner of such de-identified and anonymized information.

How We Use Data Collected by Tracking Technologies.

We use Tracking Technologies to: (i) make our Site function properly; (ii) provide personalized experiences; (iii) tailor our interactions with you; (iv) help with our marketing efforts; (v) provide us with valuable data and statistics about the usage and effectiveness of our Site, and (vi) to help us improve our Site.

Google Analytics. Some of our Tracking Technologies are associated with Google Analytics. We use Google Analytics to collect and process information about your use of the Site. Google sets Tracking Technologies on your browser or device, and then your web browser will automatically send information to Google. Google uses this information to provide us with reports that we use to better understand and measure how users interact with our Site. To learn more about how Google uses data, visit Google's Privacy Policy and Google's page on "How Google uses data when you use our partners' sites or apps." You may download the Google Analytics Opt-out Browser Add-on for each web browser you use, but this does not prevent the use of other analytics tools. To learn more about Google Analytics cookies, visit Google's "Google Analytics Cookie Usage on Websites" page.

reCAPTCHA. We may use and implement reCAPTCHA, a Google tool to help fight spam and misuse on our Site. Use of ReCAPTCHA is subject to Google's Privacy Policy. As a result, certain Personal Information may be disclosed to Google for this purpose.

YouTube**.** Our Site may contain embedded video content hosted by YouTube, a Google service. When you visit a page with an embedded YouTube video, YouTube may collect information about your visit, including through cookies and similar technologies, even if you do not play the video. Use of YouTube is subject to Google's Privacy Policy.

3. Retention of Personal Information

We will keep Personal Information for the period necessary to fulfill the purposes described in this Policy, unless a longer retention period is permitted or required by law.

We take reasonable steps to delete the Personal Information we collect when: (1) we have a legal obligation to do so or (2) we no longer have a purpose for retaining the information. We may also decide to delete your Personal Information if we believe it is incomplete, inaccurate, or that our continued storage of your Personal Information is contrary to our legal obligations or business objectives. When we delete your Personal Information, it will be removed from our active servers and databases; however, it may remain in our archives when it is not practical or possible to delete it.

4. Disclosure of Personal Information

We may disclose Personal Information to the following categories of third parties:

Affiliates. We may disclose Personal Information to our corporate affiliates and with their respective officers, directors, employees, accountants, attorneys and agents for our business purposes.

Third Parties and/or Service Providers. When we engage vendors and service providers to assist with the features or function of the Site or our business, we may give them access to Personal Information as necessary to perform the service for us. For example, we may disclose Personal Information to vendors and

contractors that help us host and manage the Site, improve the content and functionality of the Site, perform data analysis and statistical analysis, troubleshoot problems with the Site, and provide the security of the Site.

Government Officials / Law Enforcement. We will cooperate with law enforcement and other governmental agencies, and may disclose Personal Information: (i) if we believe in good faith we are legally required to disclose that Personal Information, (ii) if we are advised to disclose Personal Information by our legal counsel, (iii) when necessary to identify, contact or bring a legal action against someone who may cause or be causing harm to, or interfering with the legal rights of, Husco or any other party, (iv) or as otherwise appropriate.

Professional Advisors. We may disclose Personal Information to our professional advisors, such as our attorneys, accountants, financial advisors and business advisors, in their capacity as advisors to Husco.

Change in Ownership. In the event Husco is the subject of a change of control or in the event that either Site changes ownership, in whole or in part, or in the event of a bankruptcy, receivership or a similar transaction, we may disclose Personal Information to a potential purchaser or the subsequent owner(s).

Other. We may disclose Personal Information to third parties when explicitly requested by or consented to by you, or for the purposes for which you disclosed the Personal Information to us as indicated at the time and point of the disclosure (or as was obvious at the time and point of disclosure).

5. Children's Information

We do not knowingly collect or solicit Personal Information directly from anyone under the age of thirteen (13). If you are under thirteen (13), please do not share any Personal Information about yourself with us through the Site. If you are a parent or guardian and become aware that your child has provided us with Personal Information, please contact us using one of the methods in Section 10 and we will work with you to address this issue.

6. Data Security

We use commercially reasonable technical and organizational measures to help secure Personal Information against loss, misuse, and alteration appropriate to the type of Personal Information processed. You understand that no data transmission over the internet can be guaranteed to be 100% secure. While we strive to protect Personal Information, we do not guarantee the security of Personal Information, and you provide Personal Information at your own risk.

7. Access from Outside the United States

If you access the Site from outside the United States, please be aware that Personal Information may be transferred to, stored in, and processed in the United States, which may have different data protection laws than the country in which you are located and may not be deemed to provide adequate data protection under your country's laws. If you are in the European Economic Area, Switzerland, or the United Kingdom, please see the GDPR Privacy Addendum section of this Privacy Policy below for additional information regarding international data transfers.

8. Third-Party Websites

The Site links to, or may be linked from, websites not controlled by us. We are not responsible for third parties' privacy policies or practices. This Policy does not apply to any third-party websites or to any data that you provide to third parties. You should read the privacy policy for each website that you visit.

We are active on social media, including LinkedIn, X, Instagram, YouTube, and Facebook ("**Social Media**"). Anything you post on Social Media will be considered public information and will not be treated confidentially. We may post (or re-post) on the Site and our Social Media pages any comments or content that you post on our Social Media pages. Your use of Social Media is governed by the privacy policies and terms of the providers that own and operate those websites and not by this Policy. We encourage you to review those policies and terms.

9. How to Contact Us

If you have questions or concerns regarding this Policy, you may contact us:

- Via email at privacyrequests@husco.com.
- Via phone at +1 (833) 597-3661
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Husco International, Inc.
2239 Pewaukee Rd.
Waukesha, WI 53188 USA

NOTICE TO CALIFORNIA CONSUMERS

This Section provides additional terms that apply to California Consumers. In the event of a conflict between this Section and the remainder of this Policy, this Section shall take precedence for California Consumers. In this Section only, any capitalized terms not defined in this Policy have the meanings set forth in the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act, and including its implementing regulations (the "**CCPA**").

Additional California Disclosures

Categories of Personal Information. In the last twelve (12) months, we have collected the following categories of Personal Information from the Site:

- Identifiers consisting of: real name, postal address, IP address, email address, and other similar identifiers.
- Internet Activity consisting of: browsing history, search history, and information regarding a consumer's interaction with an internet website, or advertisement.
- Geolocation consisting of: approximate geographic location.

If you transact business with us offline, we will also collect commercial information and customer records related to those transactions as such categories of data are contemplated by CCPA.

Categories of Sources from Which Personal Information is Collected. The categories of sources from which your Personal Information is collected are described in Section 1 (Information We Collect).

Purposes for Collecting Personal Information. We use the categories of Personal Information listed above for the business purposes disclosed in Section 2 (How We Use Your Information) and for the following business purposes expressly identified by the CCPA, which fall under one or more of the following categories below:

- Auditing related to counting ad impressions to unique visitors, verifying positioning and quality of ad impressions, and auditing compliance with this specification and other standards.
- Helping to ensure security and integrity to the extent the use of your Personal Information is reasonably necessary and proportionate for these purposes.
- Debugging to identify and repair errors that impair existing intended functionality.
- Short-term, transient use, including, but not limited to, non-personalized advertising shown as part of your current interaction with us.
- Providing advertising and marketing services to you, except for cross-context behavioral advertising.
- Undertaking internal research for technological development and demonstration.
- Other purposes as expressly authorized by the implementing regulations of the CCPA.

Categories of Our Service Providers or Contractors with Whom Personal Information is Disclosed for a Business Purpose. In the last 12 months we have disclosed all the categories of Personal Information listed above for our business purposes. The categories of Service Providers or Contractors with whom we disclose Personal Information in the last 12 months are described above in Section 4 (Disclosure of Personal Information).

Categories of Third Parties with Whom Personal Information is Sold or Shared. We do not "sell" Personal Information for monetary consideration. In the last 12 months, we "shared" internet activity with LinkedIn for purposes of cross-contextual advertising, however, we currently do not "share" Personal Information as defined under the CCPA. We do not have any actual knowledge that we have Sold or Shared Personal Information of any individual under the age of 16 for monetary compensation or for cross-context behavioral advertising.

Your California Privacy Rights

California Consumers have the right to make the following requests:

- Right to Know. You have the right to request that we disclose the following information to you regarding our collection and use of your Personal Information, dating as far back as January 1, 2022, if applicable:
    - The categories of Personal Information we have collected about you;
    - The categories of sources from which we collect the Personal Information about you;
    - The business or commercial purpose(s) for which the Personal Information was collected, Sold, or Shared;
    - The categories of third parties with whom we disclose that Personal Information for a business purpose;
    - The categories of Personal Information that we Sold or Shared, and the categories of third-party recipients to whom it was Sold or Shared.
- Right to Access. You have the right to request access to the specific pieces of Personal Information we collected about you in a format easily understandable to the average Consumer; and
- Right to Delete. You have the right to request that we delete your Personal Information that we collected from you and retained.
- Right to Correct. You have the right to request that we correct inaccurate Personal Information that we maintain about you.
- Right to Opt-out of "Sale" and "Sharing" Practices. CCPA grants you the right to opt-out of the Sale and Sharing of your Personal Information with third parties, as those terms are defined under CCPA.

- Right to Limit. CCPA grants you have the right to direct us to limit our use of your Sensitive Personal Information. However, we currently do not collect any Sensitive Personal Information.
- Right to Non-Discrimination. We will not discriminate against you for exercising any of your rights under the CCPA.

How to Exercise Your California Privacy Rights. To exercise your California privacy rights, you may submit your request to us by contacting us at:

- Via Toll Free Phone Number: (833) 597-3661
- Webform: https://husco.com/privacy-inquiry/

Verifiable Consumer Request. In order to verify your request, we may require additional information to allow us to reasonably verify you are the person about whom we collected Personal Information, and you must describe your request with sufficient detail to allow us to properly understand, evaluate, and respond to your request. This information may vary depending on the Personal Information we already have. If we are unable to verify your identity as required by applicable laws and regulations, we will decline to comply with your request and let you know why. We may reject or deny your request as permitted or as required by law. We may charge a fee as permitted by the CCPA, such as to process or respond to your request if it is excessive, repetitive, manifestly unfounded, or if we believe the request is fraudulent or submitted for purposes other than exercising applicable privacy rights.

Authorized Agents. You may only make a request to exercise your rights on behalf of yourself, or a parent or legal guardian may make a request on behalf of their minor child. You also have a right to submit requests to exercise your rights under the CCPA through an authorized agent. If an authorized agent contacts us to exercise the above rights, we will need to verify their identity as well as your identity. We will also require proof of your written authorization to the agent to be your agent and to make the specific request submitted, unless the agent is subject to a Power of Attorney under California probate laws. If the agent is a Power of Attorney under California probate laws, we may require evidence of that status.

GDPR PRIVACY ADDENDUM

Last Updated: August 26, 2026

This GDPR Privacy Addendum ("**GDPR Notice**" or "**Notice**") applies to users of our Site who are located in the European Economic Area ("**EEA**"), Switzerland, and the United Kingdom ("**UK**") and supplements our Privacy Policy above. Our processing of personal data of people who are in the EEA is governed by the European Union's General Data Protection Regulation (the "**EU GDPR**"). Our processing of personal data of people who are in the UK is subject to the Data Protection Act 2018, which incorporates the GDPR as the UK GDPR ("**UK GDPR**"). This GDPR Notice refers to the GDPR and the UK GDPR collectively as the "**GDPR**". The GDPR requires us to provide certain information to you about your personal data. Users of our Site are under no statutory or contractual requirement or other obligation to provide personal data to us. For the purposes of this Notice, the term "personal data" has the meaning ascribed to it under the GDPR and has the same meaning as the term "Personal Information" in our Privacy Policy.

I. Data Controller

The data controller for our Site is Husco International, Inc. You may contact us at:

privacyrequests@husco.com
Husco International, Inc.
2239 Pewaukee Rd.
Waukesha, WI 53188 USA

II. Categories of Personal Data and the Purposes of the Processing

When you visit our Site, we may collect information from you automatically through cookies or similar technology. Our Privacy Policy describes the categories of personal data that we collect, use, share, or otherwise process and the purposes for that processing in the course of operating our business. Personal data gathered through such technologies is used for the purposes described in Section 2 of our Privacy Policy. For further information about cookies, visit allaboutcookies.org.

III. Lawful Basis for Processing

We process your personal data subject to a number of legal bases, including on the basis of our legitimate interests, where it is necessary for the performance of a contract with you, or where you have consented to us doing so. We may also process personal data on other bases permitted by the GDPR and applicable laws, such as when the processing is necessary for us to comply with our legal obligations.

IV. Recipients of Your Personal Data

We use various service providers to manage our Site and provide services. Our service providers change from time to time. We use commercially reasonable efforts to enter into contracts with our service providers to restrict what they can do with your personal data. If you would like specific information about our service providers who have received your personal data, please contact us at privacyrequests@husco.com and we will provide that information to you. We may also disclose your personal data to other categories of data recipients as described in Section 4 (Disclosure of Personal Information) of our Privacy Policy.

V. International Data Transfers

When we transfer your personal data to other countries, we will use, share and safeguard that personal data as described in this Notice. We may transfer the personal data we collect to countries outside of the EEA, Switzerland, or the UK which do not provide the same level of data protection as the country in which you reside and are not recognized by the European Commission as providing an adequate level of data protection. We only transfer personal data to these countries when it is necessary for our services, or it is necessary for the establishment, exercise or defense of legal claims or subject to safeguards that assure the protection of your personal information.

VI. Retention Period for Personal Information

How long we retain personal information varies according to the type of information in question and the purpose for which it is used. We delete personal information within a reasonable period after we no longer need to use it for the purpose for which it was collected (or for any subsequent purpose that is compatible with the original purpose). This does not affect your right to request that we delete your personal data before the end of its retention period. We may archive personal data (which means storing it in inactive files) for a certain period prior to its final deletion, as part of our ordinary business continuity procedures. If you want to learn more about our specific retention periods for your personal data, please contact us.

VII. Your Rights Regarding Personal Data

Subject to applicable law, you may have the right to:

- ***Request access*** to your personal data.
- ***Request correction*** of your personal data.
- ***Request erasure*** of your personal data. Note, however, that we may not always be able to comply with your request of erasure for specific legal reasons which will be notified to you, if applicable, at the time of your request.
- ***Object to the processing*** of your personal data.
- ***Request restriction*** of processing of your personal data.
- ***Data portability***. You may request that we provide you, or a third party, with a machine-readable copy of your personal data.
- ***Withdraw consent*** at any time where we are relying on consent to process your personal data.

VIII. How to Exercise Your Rights

If you would like to exercise any of these rights, please contact us at privacyrequests@husco.com detailing your name, address and the information which is of interest to you.

You have the right to file a complaint concerning our processing of your personal data with your national (or in some countries, regional) data protection authority.

A list of Supervisory Authorities is available at the following links:

- **Within EEA:** https://edpb.europa.eu/about-edpb/about-edpb/members_en
- **United Kingdom:** https://ico.org.uk/make-a-complaint/
- **Switzerland:** https://www.edoeb.admin.ch/edoeb/en/home/the-fdpic/contact.html

PLEASE NOTE: These third-party links are provided for your convenience, and we do not actively monitor the content of these links.