

RECRUITMENT PRIVACY NOTICE

Last Updated: 13 October 2021

WHO WE ARE

HackerOne Inc., (“HackerOne”), is an industry leader in hacker-powered security. HackerOne’s security platform brings together the global hacker community to provide businesses with access to top talent hackers who identify and surface relevant security issues in business internets, application, and system operations. HackerOne’s mission is to empower the world to build a safer internet; its values represent a workplace culture that embraces integrity, transparency, responsibility, teamwork, diversity, and community partnership with hackers, customers, and the security industry.

This Privacy Notice applies to all personal information of job applicants processed by HackerOne or in connection with the Careers pages on the HackerOne website, <https://www.hackerone.com/>.

ABOUT THE CAREERS SECTION OF THE HACKERONE WEBSITE

You can apply for an open position with HackerOne Inc., or its affiliates through our online recruitment system on the Careers section of our website. You may apply for specific vacancies posted by submitting your application online. We also provide you an option to allow HackerOne to contact you about future job opportunities for up to two years.

HackerOne’s mission is to empower the world to build a safer internet; its values represent a workplace culture that embraces integrity, transparency, responsibility, teamwork, diversity, and community partnership with hackers, customers, and the security industry. Our goal at HackerOne is to recruit excellent talent to join our team. To achieve this goal, HackerOne collects and processes personal information about job applicants.

INFORMATION WE COLLECT

HackerOne and our service providers, collect personal information for recruitment purposes through our online application process either directly, or by communicating through email or telephone. The categories of personal information collected are:

- Contact Information
- Resume/CV
- Education
- Work Experience
- Professional Certifications and Licenses
- Skills
- Attributes
- Job-related Qualifications
- Preferences
- Social Media Account – including (where relevant) photographic images
- Other information pertinent to a job application

We invite you to upload your resume/CV and other relevant documents and ask you to provide us information about your work experience and education, as well as other information that you

want us to view as part of your application. We also allow you to provide us links to website and other software applications that you want us to view as part of your application.

For prospective staff members in the relevant territories, (as required by law), we invite you to participate in an EEOC Voluntary Self-Identification survey and notify you of your rights pursuant to federal labor laws. Participation in this survey is voluntary and where we process this data, we do so with your consent.

We also use cookies and other similar technologies to collect certain technical and usage information. For more information regarding our data collection using these technologies, please see our Privacy Policy, which is available on our website, <https://www.hackerone.com/privacy>.

CCTV

As part of HackerOne's commitment to security, we operate CCTV in all of our offices globally. In the event that you are invited to one of our offices for interview you may have your image captured and recorded digitally and/or be asked to have your photograph taken. Please note that this data is handled and processed as personal information under the same terms outlined in the Policy.

California Consumer Privacy Act of 2018.

Pursuant to the § 1798.110 of the California Consumer Privacy Act ("CCPA") the categories of personal information we have collected about consumers in the preceding 12 months are:

- Identifiers such as a real name, alias, postal address, email address, unique personal or online identifier, Internet Protocol address, account name;
- Categories of personal information described in subdivision (e) of Section 1798.80, specifically your education, employment, and employment history;
- Characteristics of protected classifications under California or federal law, through the U.S. Equal Employment Opportunity Commission ("EEOC") survey, which is a voluntary self-identification survey conducted for U.S. based positions;
- Internet or other electronic network activity information, for information regarding a consumer's interaction with an Internet Website, application, or advertisement; and
- Professional or employment-related information.

HOW WE USE COLLECTED INFORMATION

We collect and process personal information for recruitment purposes, including information that helps us manage applications and determine how you meet our organizational and job role selection criteria. We also communicate with you about your application including requests for additional information, interviews and notifications regarding the process. We also process personal information as necessary to comply with applicable law.

We process your personal information as described above according to one or more of the following lawful bases, depending on each specific context and the types of personal information concerned:

- Processing in our legitimate interests (not superseded by your rights) of operating a business, including recruiting talent to fill vacant positions – in particular, we: (a) review the information you provide relating to your experience, expertise, role preferences, and supporting material provided by you, against the requirements of the job role, in pursuit of our legitimate interests in finding and employing candidates who are better able to

discharge their duties and achieve our objectives; and (b) process CCTV images and may take your photograph, for the purpose of maintaining the security of our facilities (e.g. only permitting access to those with a photo ID card issued by us) and detecting, preventing and deterring crime and damage to our property or personnel and our legitimate interests in the foregoing.

- Processing as necessary to comply with legal obligations; and
- In the event that you are hired, we process as necessary to establish and fulfill a contract of employment with you.

Most of the information collected is provided by you as part of your application. We may verify information provided such as your educational qualifications or references. We also collect information through your social media account, URL, or other website if you have linked it to your application.

HOW YOUR PERSONAL DATA IS SHARED

We share your personal data with the following types of recipients:

- HackerOne affiliates in order to access the shared services available amongst the HackerOne entities.
- Third-party service providers. We utilize Lever, Inc., (“Lever”) for our online recruitment, an organization incorporated in the United States located at 155 5th St, 6th floor, San Francisco, CA, 94103. In addition, we use third-party service providers for services like cloud hosting, analytics or other technical tools. These service providers only process your information as directed by us.
- Where required, law enforcement or regulatory authorities, government agencies, courts of law or other third parties.
- **We DO NOT sell your personal information to third parties.**

California Consumer Privacy Act of 2018

Pursuant to the § 1798.115 of the CCPA the categories of personal information we have disclosed about consumers for a business purpose in the preceding 12 months are:

- Identifiers such as a real name, alias, postal address, email address, unique personal or online identifier, Internet Protocol address, account name;
- Categories of personal information described in subdivision (e) of Section 1798.80, specifically your education, employment, and employment history;
- Characteristics of protected classifications under California or federal law, through the U.S. Equal Employment Opportunity Commission (“EEOC”) survey, which is a voluntary self-identification survey conducted for U.S. based positions;
- Internet or other electronic network activity information, for information regarding a consumer’s interaction with an Internet Website, application, or advertisement; and
- Professional or employment-related information.

STORAGE OF YOUR PERSONAL DATA

Your personal information may be stored anywhere in the world, including but not limited to, the United States, the United Kingdom, the Netherlands, Singapore, France, in the cloud, our servers, the servers of our affiliates or the servers of our service providers. Where necessary, we utilize Standard Data Protection Clauses approved by the United Kingdom and/or European

Commission to legitimize the transfer of personal information from the United Kingdom, European Economic Area or Switzerland to the United States and other countries.

DATA SECURITY

We take security very seriously, it's what we do. Accordingly, please be assured that we use all available technical and organizational measures to do our utmost to protect the personal information that we store, transmit, or otherwise process against accidental or unlawful destruction, loss, alteration, unauthorized disclosure, or access. However, the practical reality is, that no data transmissions over the Internet can be guaranteed to be 100% secure. Therefore, we are unable to warrant the security of any information you transmit to us. As a result, you understand that any information that you transfer to us is done at your own risk. If we learn of a data breach that is likely to affect the security of your personal information, we may attempt to notify you electronically via email so that you can take appropriate protective steps and/or by posting a notice on our website if a data breach occurs. Depending on where you live, you may have a legal right to receive notice of a security breach in writing.

DATA RETENTION

We retain your personal information for a reasonable time period to fulfill the processing purposes outlined above. For example, your personal information is retained directly by HackerOne for up to one year after the application and selection process is finalized for each position posted. In the event you are not selected, your personal information is deleted, unless we determine it necessary to retain for longer periods to fulfill our legitimate interests such as resolving disputes or as necessitated by law or legal considerations. If you have elected for HackerOne to contact you about future job opportunities, your personal information will be retained for up to two years. In order to fulfill our obligations under the law including Affirmative Action, HackerOne uses a third-party service provider, Lever (as mentioned above), to process and store the information you submit through the online recruitment process. This information is necessarily retained by the third-party service provider. The Privacy Policy of the third-party service provider may apply to your personal information. You may read their Privacy Policy by clicking on links available on the job posting web pages and electronic forms. In the event you are selected and enter an employment agreement, your personal information is retained further and becomes part of your employment file and also your profile.

YOUR RIGHTS

Depending on your residency, you may have certain rights that you may exercise in relation to your personal information, subject to applicable lawful exemptions. Where the UK or EU General Data Protection Regulation ("GDPR") applies, your rights consist of:

1. The right to be informed;
2. The right of access;
3. The right to rectification;
4. The right to erasure;
5. The right to restrict processing;
6. The right to data portability;
7. The right to object; and
8. Rights not to be subject to automated decision making and profiling where decisions based on the foregoing produce legal or similar effects.

You may also have a right to lodge a complaint with a supervisory authority or other regulatory agency if you believe that we have violated any of the rights concerning personal data about you. We encourage you to first reach out to us so we have an opportunity to address your concerns directly before you do so. You may also contact us with your personal information inquiries or for assistance in modifying or updating your personal information and to exercise your rights. Our contact details are provided at the end of this Privacy Notice.

EFFECTIVE DATE AND AMENDMENTS

This document is effective as of the “Last Updated” indicated at the beginning of this notice. This document may be amended from time to time.

CONTACT US

Inquiries may be made to:

Attn:

Privacy

Officer

HackerOne

Inc.

22 4th Street, 5th Floor

San Francisco, CA 94103

United States of America

privacy@hackerone.com.

Or by contacting our EU representative:

Attn: Privacy Officer

HackerOne B.V.

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The Netherlands