

## RECRUITMENT PRIVACY POLICY

**Last Updated: 12 May 2026**

### **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 internet, 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 Recruitment Privacy Policy applies to all personal information of job applicants processed by HackerOne or in connection with the Careers pages on the HackerOne website.

### **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 one year.

Our goal at HackerOne is to recruit excellent team members that believe in our mission and embody and amplify our values. 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 as Recruitment Data are:

- CV, portfolios, professional and academic qualifications and experience
- Skills and language capabilities
- Social media accounts
- Professional licenses, certifications, accreditations or memberships
- Information supplied in interviews or through assessments
- References (if applicable)
- Offer letters and associated correspondence
- Personal data in your CV/Resume or provided in relation to your recruitment
- Inferences and opinions drawn from Recruitment Data
- Video and audio recordings and transcripts of interactions with you
- 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, 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, responses are anonymized, 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>.

Pursuant to the California Consumer Privacy Act (CCPA) of 2018, as amended by the California Privacy Rights Act (CPRA), per § 1798.110 of the CCPA and § 1798.115 of the CPRA, 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 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 able to discharge their duties and achieve our objectives;
- Processing as necessary to comply with legal obligations;
- Processing with your consent; 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 Ashby, Inc. 49 Geary Street, Suite 411, San Francisco, California 94108, United States. 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.**
- Ashby, Inc. performs Artificial Intelligence (AI) activities for HackerOne under our agreement with them. Although AI activities are performed, no automated decision making is performed. To view Ashby's AI posture please refer to: <https://www.ashbyhq.com/ai>. We may use AI tools to record and transcribe interviews with your consent; you may refuse your consent or withdraw your consent at any time. Your consent is not a decision-making factor in determining your suitability for a position and will not impact your candidacy in any way. To update or withdraw your consent to these recording and transcription tools, please email the recruiter with whom you are in contact.

## California Privacy Rights Act of 2020 (CPRA)

Pursuant to §§ 1798.110 and 1798.115 of the CPRA the categories of Personal Information we have collected about consumers and 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, SSN, driver's license or passport number, or other similar identifiers;
- Other information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including signature, bank account number, credit card number, debit card number, or any other financial information;
- Commercial information, including products or services purchased, obtained, or considered; other purchasing or consuming histories or tendencies;
- Internet or other electronic network activity information, including, browsing history, search history, and information regarding a consumer's interaction with an internet website, or advertisement;
- Professional or employment-related information; and
- Inferences drawn from any of the information identified to create a profile about a consumer reflecting the consumer's preferences, intelligence, abilities, and aptitudes (applies only to Community Members who have registered an account and participate in programs and subsequent skill ratings).

Please note that not all of this information is collected or disclosed from all consumers using our Services.

WE DO NOT SELL OR SHARE YOUR PERSONAL INFORMATION FOR CROSS-CONTEXT

BEHAVIORAL ADVERTISING.

## **STORAGE AND TRANSFER OF YOUR PERSONAL DATA**

Your personal information at HackerOne is stored in the United States the cloud, our servers, the servers of our affiliates or the servers of our service providers.

Where necessary, we utilize Standard Contractual 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.

We comply with the EU-U.S. Data Privacy Framework (EU-U.S. DPF), the UK Extension to the EU-U.S. DPF, and Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF) as set forth by the U.S. Department of Commerce. In respect of human resources data received in reliance on the EU-U.S. DPF, the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. DPF in the context of the employment relationship, we commit to cooperate and comply respectively with the advice of the panel established by the EU data protection authorities (DPAs), the UK Information Commissioner's Office (ICO) and the Gibraltar Regulatory Authority (GRA), and the Swiss Federal Data Protection and Information Commissioner (FDPIC) with regard to unresolved complaints concerning our handling of such human resources data. More information about our certification is available in our [Privacy Policy](#).

## **DATA SECURITY**

HackerOne uses [technical and organizational measures](#) to protect the personal data we store, transmit, or otherwise process, against accidental or unlawful destruction, loss, alteration, unauthorized disclosure, or access. We regularly consider appropriate new security technology and methods as we maintain and develop our software and systems.

However, you should keep in mind that the Services are run on software, hardware, and networks, any component of which may, from time to time, require maintenance or experience problems or breaches of security beyond our control. Please also be aware that despite our best efforts to ensure the security of your data, we cannot guarantee that your information will be 100% secure.

Please recognize that protecting your personal data is also your responsibility. We urge you to take every precaution to protect your information when you are on the Internet, such as using a strong password, keeping your password secret, and using two-factor authentication. If you have reason to believe that the security of your account might have been compromised (for example, your password has been leaked), or if you suspect someone else is using your account, please let us know immediately.

## **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 if you apply for a job, and are unsuccessful, for up to 90 days after disposition (or up to 12 months if we ask for and receive your consent to retain this information in order to let you know of future opportunities). In the event you are not selected and do not provide consent for longer retention, your personal information is deleted or anonymized, 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 one year. Video and audio recordings are retained for up to 90 days after the date of recording by default. There may be limited circumstances that make it necessary to retain a video and audio recording for a longer period to fulfill our legitimate interests, including but not limited to resolving disputes or as required by law or other legal considerations, in which case it will be deleted when it is no longer necessary to fulfill such purpose.

In order to fulfill our obligations under the law including Affirmative Action, HackerOne uses a third-party service provider, Ashby Inc. (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 with HackerOne, your personal information becomes part of your employment file and also your profile and is retained in accordance with specific country requirements and retention periods applicable to employment information.

## **YOUR RIGHTS**

You have the following rights in respect of personal data, although these rights may be limited in some circumstances:

- Ask us to send a copy of your data to you or someone else,
- Ask us to restrict, stop processing, or delete your data,
- Object to our processing of your data,
- Object to use of your personal data for direct marketing, and
- Ask us to correct inaccuracies.

If we rely on consent to process data, or send direct marketing, you can withdraw consent by sending an email to [privacy@hackerone.com](mailto:privacy@hackerone.com).

The California Privacy Rights Act ("CPRA") may also apply to California residents and households. These rights include the right to:

- know what Personal Information is being collected about them,
- know whether their personal information is sold or shared and to whom,
- Opt Out and say no to the sale or sharing of Personal Information,
- access their personal information, and
- equal service and price, even if they exercise their privacy rights.

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.

548 Market Street, PMB 24734

San Francisco, CA 9 94104

United States of America

[privacy@hackerone.com](mailto:privacy@hackerone.com).

Or by contacting our EU representative:

Attn: Privacy Officer

HackerOne B.V.

Griffeweg 97/4

9723 DV Groningen The

Netherlands

Or by contacting our UK representative:

Attn: Privacy Officer

HackerOne UK Ltd

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Cheltenham, UK, GL50 3PR