

Effective Date: September 26, 2024

EMPLOYEE AND JOB APPLICANT PRIVACY NOTICE

This Employee and Job Applicant Privacy Notice (“**Privacy Notice**”) applies to all job applicants, employees, independent contractors, or those who are otherwise engaged with or are being considered for engagement on an employment, contractual, or professional basis with Magnet Forensics, Inc and its affiliates (collectively, “**MFI,**” “**Company,**” “**us,**” “**we,**” or “**our**”). The purpose of this Privacy Notice is to inform you of our practices regarding the collection, use, and disclosure of your Personal Information and the rights you may have regarding such Personal Information.

This Privacy Notice is supplemental to our Privacy Policy and other documents that may govern your relationship with us. In addition, any local notices or privacy-related disclosures specific to your country of residence shall supersede this Privacy Notice, the degree to which there is a conflict.

Unless otherwise noted, the disclosures herein cover our activities in the twelve (12) months preceding the Effective Date, as well as our current practices.

I. Personal Information We Collect, Use, and Disclose

As used in this Privacy Notice, the term “**Personal Information**” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with an individual. Personal Information does not include information that is publicly available, de-identified, or aggregated. Depending on your jurisdiction, certain additional categories of information may be exempt from applicable privacy law, such as information subject to other laws and regulations. We collect the following categories of Personal Information:

- **Personal Identifiers** (E.g., name, alias, telephone number, email address, mailing address, IP address, or other similar identifiers)
- **Sensitive Personal Identifiers** (E.g., social security number, driver’s license number, or other government identification number)
- **Characteristics of Protected Classifications** (E.g., age, marital status, race, ethnic origin, sex, gender, sexual orientation, gender identity, military or veteran status, medical condition, and disability)
- **Professional or Employment Information** (E.g., skills, qualifications, work experience, references, recommendations; Answers to behavioral or other screening questions in an application or interview; Information relating to professional licenses, training, or disciplinary actions)
- **Performance Information** (E.g., performance evaluations, disciplinary actions)
- **Internet or Other Electronic Network Activity Information** (E.g., browser type and language, operating system, website usage, emails, or text message communications)
- **Inferences** (E.g., information used to create a profile reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes)
- **Education Information** (E.g., school(s) attended, grades, and other information relating to your education)
- **Sensory Information** (E.g., security camera recordings if you interview at our facilities, photographs to the extent contained on documents you provide, audio recordings of phone calls and/or phone interviews)
- **Geolocation Data** (E.g., location data inferred from your device IP address, or your device and mobile location)

- **Onboarding Information** (E.g., payroll information such as bank account numbers; benefits information such as insurance selections; beneficiary information such as name and relationship of beneficiary)
- **Offboarding Information** (E.g., end date of employment or contract)
- **Electronic Signature**
- **Citizenship and Immigration Status**

In addition to the categories of Personal Information above, we may also collect Personal Information that you submit to us on a voluntary basis which we would not otherwise request. For example, information included on your CV when you submit an application to us, or information you may volunteer in an interview.

For information about the Personal Information collected through cookies or other tracking technologies via our website (E.g., if you apply through the website), please see our [Cookie Policy](#).

II. Disclosing Your Personal Information

We may disclose each of the categories of Personal Information identified above to the respectively identified categories of recipients for operational or business purposes consistent with the purposes for collection or use designated, as is reasonably necessary and proportionate to achieve those purposes, or for another purpose that is compatible with the context in which the Personal Information was collected including, but not limited to:

- Helping to ensure security and integrity;
- Debugging, repairing, and improving functionality;
- Short-term, transient use;
- Performing services on our behalf;
- Internal research for technological development; and
- Verifying quality and/or safety.

In addition to the other purposes for collection, use, and disclosure of Personal Information described in this Privacy Notice, we may collect, use, and disclose Personal Information as required by law, regulation or court order; to respond to governmental and/or law enforcement requests; to identify, contact or bring legal action against someone who may be causing injury to or interfering with our or others' rights or property; to support any actual or threatened claim, defense or declaration in a case or before any jurisdictional and/or administrative authority, arbitration or mediation panel; or in connection with disciplinary actions/investigations. Likewise, we may use and disclose Personal Information to other parties in connection with the sale, assignment, merger, or reorganization.

II. Sources of Personal Information

We may collect Personal Information from the following sources:

- **Directly from you.** For example, throughout the application process with us, including through our IT systems, company forms, and other processes where you submit information to us.

- **Automatically when using our electronic systems.** For example, we may collect your usage history when you use our websites, systems, and applications.
- **Automatically when you visit our facilities.** For example, security camera footage.
- **From service providers that help us run our business.** For example, information technology vendors and other service providers. Such collection will be within the context of your employment or application.
- **From unaffiliated third parties.** MFI may collect information from customers, associates, or others that you may have engaged with in the course of your employment (e.g., customer surveys). If you are a job applicant using a third-party search engine, a social media platform (e.g., LinkedIn), or a recruiter that is not affiliated with MFI, MFI may receive some of your Personal Information indirectly through those respective sources. Please be advised that this Privacy Notice does not apply to external third parties and MFI has no control over the privacy practices of external third parties.

We may also collect publicly available information about you, including information that is lawfully made available to the general public from federal, state, or local government records.

II. How Long We Retain Your Personal Information

Depending on the purposes for collection, Personal Information may be retained for as long as one of the following apply:

- Retention is reasonably necessary to manage our operations, to manage your relationship with us, or to satisfy another purpose for which we collected the Personal Information;
- Retention is reasonably necessary to carry out a disclosed purpose that is reasonably compatible with the context in which the Personal Information was collected;
- Retention is reasonably required to protect or defend our rights or property (which will generally relate to applicable laws that limit actions in a particular case); or
- We are otherwise required or permitted to keep Personal Information by applicable laws or regulations.

Where Personal Information is used for more than one purpose, it will be retained at least as long as the latest period provides. Under some circumstances, we may maintain Personal Information indefinitely according to legal or regulatory requirements, including applicable legal holds, or for data backup or recovery purposes. In certain jurisdictions, the length of time that your Personal Information will be retained may vary depending on local law. You may inquire with your manager or contact us as described here for the retention period that is specific to your jurisdiction.

III. International Data Transfers

If you are located outside of the United States, please be aware that Personal Information we obtain about you will be processed in the United States or in other jurisdictions and may be accessed by the courts, law enforcement, and national security authorities in those jurisdictions. By providing your Personal Information, you acknowledge and consent to the international transfer and processing of your Personal Information as described in the Privacy Notice. Please be aware that the data protection laws and regulations that apply to your Personal Information transferred to the United States or other countries may be different from the laws in your country of residence.

IV. Data Privacy Rights (European Union and Similar Jurisdictions)

Privacy Rights for Residents of Canada

If you would like to submit a request to access, correct, erase, or obtain a copy of Personal Information we maintain about you, or if you like to receive written information about our policies and practices regarding services providers outside of Canada, please email us at dpo@magnetforensics.com. We may require specific information from you to help us verify your identity prior to processing your request. Applicable law may require or permit us to decline your request. If we decline your request, we will tell you why, subject to any legal restrictions on disclosing this information.

Supplemental Disclosures for Individuals in the EU, EEA, and UK

As a supplement to the information provided throughout this Policy, we provide the following information for persons in the European union (“EU”), the European Economic Area (“EEA”), and the United Kingdom (“UK”).

Magnet Forensics, Inc. is the data controller for personal information collected in the context of this Privacy Notice.

Personal data of German data subjects collected for purposes of administering an employment relationship is subject to the joint controllership of Magnet Forensics Inc. and Magnet Forensics GmbH, as set out in an Agreement pursuant to Article 26(1) of the GDPR.

Our Legal Bases for Processing Your Personal Information

Your Personal Information is processed under the following legal bases:

- The processing is necessary for us to provide you with our Services. When you make a purchase, transact business with us, or contact us with an inquiry, we require certain pieces of personal information to be able to provide our Services to you or perform our contractual obligations to you.
- We have a legal obligation to process your personal information, such as compliance with applicable laws, regulations, or court orders.
- We process personal information to achieve our legitimate interests of providing, improving and personalizing the experiences of users of our Services. We also process personal information to help ensure the security and integrity of our Services. When we rely on our legitimate interests, we take into account the effects that these actions might have on you. If you have questions about our decisions regarding our legitimate interests, you may contact us.
- You have consented to our processing of your personal information. For example, we may rely on consent to use non-essential cookies to provide you with marketing communications or if we need to collect sensitive personal information from you. When you consent, you may change your mind and withdraw your consent at any time by emailing us at dpo@magnetforensics.com.

V. Notice of California Collection

MFI may collect, use, and disclose Personal Information for business purposes consistent with applicable laws as identified below. Where MFI discloses applicable Personal Information to recipients, such as our service providers, it does so for the same business purposes described below. These examples may vary depending on the nature of your interactions with us.

Category of Personal Information	Business Purposes for Collection, Use, or Disclosure	Categories of Recipients to whom Personal Information is Disclosed for a Business Purpose
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<p>Identifiers such as name, alias, telephone number, email address, mailing address, IP address, or other similar identifiers</p>	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility to work with us • To communicate with you regarding your application • To comply with applicable laws and regulations • To manage the security of our premises and systems • To detect and prevent fraud against you and/or us 	<ul style="list-style-type: none"> • Service providers • Affiliates • Information technology vendors
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<p>Personal information described in Cal. Civ. Code § 1798.80(e) such as name, electronic signature, address, telephone number, education, employment history</p> <p><i>Some of these pieces of information may overlap with other categories.</i></p>	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility to work with us • To communicate with you regarding your application • To comply with applicable laws and regulations • To manage the security of our premises and systems • To detect and prevent fraud against you and/or us 	<ul style="list-style-type: none"> • Service providers • Affiliates • Information technology vendors
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<p>Characteristics of protected classifications under California or federal law, including age, marital status, race, ethnic origin, sex, gender, sexual orientation, gender identity, military or veteran status, medical condition, and disability</p>	<ul style="list-style-type: none"> • To comply with the U.S. Equal Employment Opportunity Commission (“EEOC”) and other applicable laws and regulations • To assess your eligibility to work with us 	<ul style="list-style-type: none"> • Service providers • Affiliates
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<p>Internet or other electronic network activity information such as browser type and language, operating system, website usage, emails, or text message communications</p>	<ul style="list-style-type: none"> • To communicate with you • To improve our website • To protect the security of our website • To detect and prevent fraud against you and/or us 	<ul style="list-style-type: none"> • Service providers • Information technology vendors
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<p>Geolocation data such as location data inferred from your device IP address, or your device and mobile location</p>	<ul style="list-style-type: none"> • To help you find jobs that are close to your location 	<ul style="list-style-type: none"> • Service providers • Information technology vendors
<p>Sensory information, such as security camera recordings if you interview at our facilities, photographs to the extent contained on documents you provide, audio recordings of phone calls and/or phone interviews</p>	<ul style="list-style-type: none"> • To open and maintain your application records • To detect and prevent fraud against you and/or us • For safety and security 	<ul style="list-style-type: none"> • Service providers • Affiliates
<p>Professional or employment-related information such as skills, qualifications, work experience, references, recommendations, and other information included in a resume, CV, or application form;</p> <p>Answers to behavioral or other screening questions in an application or interview;</p> <p>Information contained in any websites or documents you choose to share with us;</p> <p>Information relating to professional licenses, training, or disciplinary actions.</p>	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility to work with us • To comply with applicable laws and regulations • To detect and prevent fraud against you and/or us • For safety and security 	<ul style="list-style-type: none"> • Service providers • Affiliates

<p>Non-public education information, including school(s) attended, grades, and other information relating to your education</p>	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility to work with us • To assess qualifications for a particular job or task • To comply with applicable laws and regulations • To manage workplace safety and security • To verify your identity and stated credentials 	<ul style="list-style-type: none"> • Background check providers • Information technology vendors
<p>Inferences used to create a profile reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes</p>	<ul style="list-style-type: none"> • We will only use this information for recruitment efforts and will not impact your current application or future ability to work with us with us. 	<ul style="list-style-type: none"> • Service providers

<p>Personal Information that does not fall directly within the categories listed in the CCPA such as, immigration, visa status, and work authorization information</p>	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility to work with us • To comply with applicable laws and regulations • To detect and prevent fraud against you and/or us • For safety and security 	<ul style="list-style-type: none"> • Service providers • Affiliates
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Sensitive Personal Information

MFI may collect, use, and disclose sensitive Personal Information for valid business purposes consistent with applicable laws as identified below. Where MFI transfers applicable sensitive Personal Information to recipients, such as our service providers, it does so for the same business purposes described below. These examples may vary depending on the nature of your interactions with us.

<p>Category of Sensitive Personal Information</p>	<p>Purposes for Collection, Use, or Disclosure</p>	<p>Categories of Recipients to whom Personal Information is Disclosed for a Business Purpose</p>
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<p>Personal Information that reveals an individual's racial origin.</p>	<ul style="list-style-type: none"> • To process job applications and maintain records • To complete activities related to recruiting and onboarding • To verify your identity and stated credentials • To comply with applicable laws and regulations 	<ul style="list-style-type: none"> • Service providers • Data analytics providers • Background check vendors
<p>Personal Information collected and analyzed concerning an individual's health.</p>	<ul style="list-style-type: none"> • To assess your eligibility to work with us • To comply with applicable laws and regulations 	<ul style="list-style-type: none"> • Service providers
<p>Citizenship and immigration status.</p>	<ul style="list-style-type: none"> • To assess your eligibility to work with us • To comply with applicable laws and regulations 	<ul style="list-style-type: none"> • Service providers

Sales and Sharing of Personal Information

We do not sell Personal Information or share it for cross-context behavioral advertising in the context of this Privacy Notice. If you also interact with us as a consumer, please review our public facing [Privacy Notice](#) for more information about our practices in that context. We do not have actual knowledge that we sell or share the Personal Information of consumers under sixteen (16) years of age.

Your Rights:

Right to Know. You have the right to know what Personal Information we have collected about you, which includes:

- (1) The categories of Personal Information we have collected about you, including:
 - a. The categories of sources from which the Personal Information was collected;
 - b. Our business purposes for collecting the Personal Information;
 - c. The categories of recipients to which we disclose Personal Information;
 - d. The categories of Personal Information that we disclosed for a business purpose, and for each category identified, the categories of recipients to which we disclosed that particular category of Personal Information.
- (2) The specific pieces of Personal Information we have collected about you.

Right to Delete Your Personal Information. You have the right to request that we delete Personal Information we collected from you, subject to certain exceptions.

Right to Correct Inaccurate Information. If you believe that Personal Information we maintain about you is inaccurate, you have the right to request that we correct that information.

Right to Opt-Out of Sales and Sharing of Personal Information. We do not sell Personal Information or share it for cross-context behavioral advertising.

Right to Limit Use and Disclosure of Sensitive Personal Information. We do not use or disclose sensitive Personal Information for purposes to which the right to limit use and disclosure applies under the CCPA.

Right to Non-Discrimination for the Exercise of Your Privacy Rights. If you choose to exercise any of your privacy rights under the CCPA, you also have the right not to receive discriminatory treatment by us, including retaliation against you as a job applicant or employee.

VI. Submitting Requests Relating to Your Personal Information

If you are a resident of California, you have the right to submit certain requests relating to your Personal Information as described below. To exercise any of these rights, please email us at dpo@magnetforensics.com. or call us toll-free at 1-844-638-7884. Please note that if you submit a request to know, request to delete, or request to correct, you will be asked to provide two-to-three (2-3) pieces of Personal Information that we will match against our records to verify your identity. You may designate an authorized agent to make a request on your behalf; however, you will still need to verify your identity directly with us before your request can be processed.

VII. Text/SMS Messages

You may opt in to receiving text messages on the mobile phone number(s) you share with us during the application process. By participating, you consent to receive text messages sent by an

automatic telephone dialing system, which may contain recruiting/advertising messages. Consent to these terms is not a condition of being hired, contracted, or leased. You may opt out at any time by replying "STOP" to any text/SMS message you receive from us or contact us as described herein. You also agree that MFI's service providers may receive in real time and log your text messages with MFI.

VIII. Opt-Out Preference Signals

Our website recognizes the Global Privacy Control ("GPC") signal. If you are using a browser setting or a plug-in that sends an opt-out preference signal to each website you visit, we will treat that as a valid request to opt out. To download and use a browser supporting the GPC browser signal, click here: <https://globalprivacycontrol.org>. If you choose to use the GPC signal, you will need to turn it on for each supported browser or browser extension you use.

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, Our website does not currently interpret, respond to or alter its practices when it receives "Do Not Track" signals sent by browsers, mobile devices, or other mechanisms.

IX. Storage Location of the Personal Information We Collect

Your personal data is processed, hosted, and/or stored by us in Ontario, Canada. For certain business practices, third-party providers may have access to your data. These third-party providers are typically vendors of cloud services or other IT hosting services located in Canada or USA. We also may provide your personal data to such third-party providers or our partners as part of the sales cycle. This can include both pre-sales activities such as lead generation and activities related to processing orders. When using third-party providers and partners, as required by applicable law, Magnet Forensics will enter into a data processing agreement to safeguard your privacy rights. When third-party providers and partners are located outside the EU, Magnet Forensics ensures legal grounds for such international transfers by relying on cross-border transfer agreements or using the EU Model Clauses.

X. Security

We take steps to ensure that your information is treated securely and in accordance with this Privacy Notice. Unfortunately, no system is 100% secure, and we cannot ensure or warrant the security of any information you provide to us. To the fullest extent permitted by applicable law, we do not accept liability for unauthorized access, use, disclosure, or loss of Personal Information.

By using providing Personal Information to us, you agree that we may communicate with you electronically regarding security, privacy, and administrative issues relating to your use of our Services. If we learn of a security system's breach, we may attempt to notify you electronically by posting a notice on our Services, by mail, or by sending an email to you.

XI. Change in Statement

We reserve the right to amend this Privacy Notice at any time without advance notice in order to address future developments of MFI, our website, or changes in industry or legal trends. We will post the revised Privacy Notice on our website at <https://www.magnetforensics.com/careers-at-magnet/>. You can determine when the Privacy Notice was revised by referring to the "Effective Date" legend on the top of this Privacy Notice. Any changes will become effective upon the posting of the revised Privacy Notice on our website.

XII. How to Contact Us

If you have any questions about this Privacy Notice, how MFI handles your Personal Information, or if you need to access this Privacy Notice in an alternative format or language, please contact your manager, Human Resources, or via one of the following methods:

Email: dpo@magnetforensics.com

Toll-free phone: 1-844-638-7884