



**CROWDSTRIKE, INC.  
CANDIDATE PRIVACY NOTICE**

This notice describes how CrowdStrike, Inc. a Delaware corporation located at 150 Mathilda Place, Sunnyvale, California 94086 ("**Company**" or "**we**"), as data controller, will collect, process and use the Personal Information you submit when applying for a position with Company or one of its affiliates through our website via our candidate recruitment portal, or through other channels such as social media sites such as LinkedIn, via email, and through recruitment agencies ("**Submission Channels**"). In this notice, "**Personal Information**" or "**PI**" means any information relating to you, that identifies you, or could reasonably be used to identify you.

If you do not want your PI processed as described in this notice, please do not submit any information or apply for a job through any of the Submission Channels, or if you have already submitted such information, please contact us using the contact information below if you would like to withdraw your application and accompanying PI. You may alternatively contact us at the contact information provided below for further information on how to apply for a position. Of course, we will in any case need to collect certain PI from you in order to assess your application however it is submitted.

By submitting your CV/resume or other information through the Submission Channels, you acknowledge the information in this notice which supplements and qualifies our general website Privacy Policy and agree to the processing described herein.

**WHAT PERSONAL INFORMATION WILL WE COLLECT AND USE**

We will collect, process and use the following types of PI which you provide as part of your initial submission or otherwise make available to us as part of the application process:

- identification information, such as your name, date and place of birth, citizenship, passport data, social security or national insurance number;
- experience information, such as education and work experience, contact details of your former/current employer, information about your educational background, your skills and qualifications, your current or former compensation to the extent permitted by applicable law, your work experience, board and advisory roles, and other experience;
- other information you submit, such as the information you provide in an application form, information you provide on our website, or via a CV, resume or public profile you share with us;

If your application progresses, we may also collect and process the following:

- information collected as part of the interview process, such as notes taken from your interview, results from analytics questionnaire and/or coding session; and



- background check information, such as information obtained through reference checks, subject to any further permissions or notifications required by applicable law.
- medical information, health information, including disability status, that is relevant to CrowdStrike and the role you are being considered for, in each case to the extent permitted by applicable law.
- information required to initiate employment, such as proof of eligibility to work in country (like a passport or visa), information you provide in response to an export control questionnaire, tax information, bank account information, benefits eligibility information and other information you provide, including legally required information, for the purposes of starting employment or performing an employment contract.

## WHY WE COLLECT PERSONAL INFORMATION AND HOW WE USE IT

We will collect and use the PI you provide to process your application for employment and comply with statutory legal obligations and pursue the legitimate interests we have in relation to your application, including confirming your eligibility to work in a given location. Your PI will be used and disclosed only for the legitimate business purposes of administering and evaluating your application and completing the on-boarding/new hire process, should you be offered and accept a position with one of the companies in our company group. We will use your PI for a variety of reasons linked to processing your application as set out below ("**Processing Purposes**"):

- administering, processing your application and communicating with you, including your identification, experience and other information you submit and, if your application progresses, any interview information and background check information;
- determining your suitability for the role for which you have applied, or for other roles, including your identification, experience and other information you submit and, if your application progresses, any interview information, background check information and results from any analytics questionnaire and/or coding session;
- conducting background checks as part of your application, subject to applicable law, including your identification, experience and other information you submit and, if your application progresses, any interview information and background check information;
- complying with applicable laws and employment-related requirements, including identification information and information required to initiate employment, for purposes such as confirming ability to legally work, setting up payroll, withholdings and benefits, complying with statutory reporting and retention requirements, and in the context of any potential legal claims that arise related to your application. If provided, and with your explicit consent, we will use information about your disability status to consider whether we need to provide appropriate adjustments



during the recruitment process, for example whether adjustments need to be made during a test or interview.

Please note that if you submit your resume/CV or other information and any other application materials to us, the above Processing Purposes may require sharing it with our affiliates, in particular, with the hiring entity which is offering the position.

## **SUBMITTING PERSONAL INFORMATION TO US**

Resumes/CVs should include information relevant to your employment history and education (degrees obtained, places worked, positions held, relevant awards, and so forth). If you provide information about others (i.e., reference contact details), please first ensure you have informed them that you will be providing their information and that they are happy for you to provide it to us. Generally, we recommend that you do not disclose sensitive personal characteristics (e.g., gender, height, weight, religion, philosophical or political beliefs, financial data, age) in your resume/CV or any materials you submit in support of your application. However, in positions in some locations, and subject to applicable law, we may request that you self-identify with certain characteristics, such as gender, race/ethnicity or veteran status. You may choose not to disclose such characteristics and choosing not to disclose will not subject you to any adverse treatment. If you do disclose, this information will be kept confidential and used for reporting and statistical purposes in compliance with applicable law.

Any misleading, false or willful omission of relevant information may be sufficient reason for refusal of employment, or suspension or dismissal from employment. Please submit only accurate information.

## **WHO MAY HAVE ACCESS TO YOUR PERSONAL INFORMATION**

Your PI may be shared with third parties, including entities within and outside our group of companies, for the Processing Purposes as follows:

- **to our group of companies**, as the specific entity you're applying to work for is part of a wider group with headquarters in the United States and offices in various jurisdictions which share human resources and management decisions, we may transfer your PI to the hiring entity in order to make the hiring decision and to other entities within the group to monitor and assure compliance with applicable policies and procedures and applicable laws;
- **to regulators, authorities and other third parties**, such as courts and other authorities, independent external advisers and internal compliance and investigation teams - as necessary for the Processing Purposes described above; and
- **to data processors**, as necessary for the Processing Purposes described above. These diligently selected data processors may carry out instructions relating to IT hosting services or similar functions, recruitment or workforce administration. Where required, they will be subject to contractual obligations to implement



appropriate technical and organizational measures to safeguard the PI, and to process it only as instructed.

Therefore, for the Processing Purposes, your PI will be processed and stored on systems used by us in the United States at our headquarters in Sunnyvale, California, USA and in other secure locations, as may be required from time to time. Some recipients are located outside of the European Economic Area and United Kingdom ("EEA") and such transfers are subject to a recognized applicable adequacy mechanism. This includes our group companies, CrowdStrike, Inc., CrowdStrike Services, Inc., and CrowdStrike Holdings, Inc., located at 150 Mathilda Place, Sunnyvale, California 94086, and other applicable entities.

By entering into appropriate data transfer agreements or implementing other appropriate safeguards to provide an adequate level of data protection, we have confirmed an adequate level of protection for your PI. Additionally, CrowdStrike is certified under the EU-U.S. Privacy Shield and is committed to protecting personal data transferred from the EEA and United Kingdom to the U.S. under the EU-U.S. Privacy Shield principles. Moreover, appropriate technical and organizational security measures will be in place to protect your PI against accidental or unlawful destruction, accidental loss or alteration, unauthorized disclosure or access, and against all other unlawful forms of processing. Any onward transfer (including to our affiliates outside the EEA) is subject to appropriate onward transfer requirements as required by applicable law. You can request a copy of the appropriate safeguards by contacting [candidateprivacy@crowdstrike.com](mailto:candidateprivacy@crowdstrike.com).

Only authorized personnel (e.g., talent acquisition, human resources, legal, and appropriate managers) will have access to your PI for the legitimate business purposes described in this notice.

## **OUR RECORD RETENTION PRACTICES**

Company will retain PI no longer than is necessary to carry out the Processing Purposes described in this notice and/or as required by applicable law and company procedures.

We may, with your agreement, and also subject to different retention requirements under any applicable law, retain your information after the recruitment process is complete to contact you about potential future opportunities or for record keeping purposes.

We will delete your information when we no longer need it for the Processing Purposes. Any PI retained will be processed, used, disclosed, and stored in accordance with this notice. If you do not want your information retained in the event that you are not offered a position, you can request deletion by contacting us. However, we may retain some of your information for longer for statistical purposes, including to meet statutory and regulatory requirements.

## **HOW WE SECURE YOUR PERSONAL INFORMATION**

Company uses advanced technology and well-defined practices as required by applicable law to help ensure that your PI is protected from unauthorized access, use, misuse, modification, disclosure and destruction. Also, if you want to learn more about our online



privacy commitment, please also see our general website Privacy Policy <https://www.crowdstrike.com/privacy-notice/>.

## **YOUR RIGHTS IN RESPECT OF YOUR PERSONAL INFORMATION**

Under applicable law, you may have certain rights in relation to your PI. These can differ by country. For instance, if you are in the EEA, and United Kingdom, or Switzerland, your rights can be summarized in broad terms as described below. If you are in other jurisdictions, your rights are subject to local laws and may not exist.

### **(i) Right of access**

You have the right to confirm with us whether your PI is processed, and if it is, to request access to that PI including the categories of PI processed, the purpose of the processing and the recipients or categories of recipients. We do have to take into account the interests of others though, so this is not an absolute right, and if you want to request more than one copy we may charge a fee.

### **(ii) Right to rectification**

You may have the right to rectify inaccurate or incomplete PI concerning you.

### **(iii) Right to erasure (right to be forgotten)**

You may have the right to ask us to erase PI concerning you.

### **(iv) Right to restriction of processing**

In limited circumstances, you may have the right to request that we restrict processing of your PI, however where we process your PI for the Processing Purposes we think that we have a legitimate interest in processing that PI which may override a request that you make.

### **(v) Right to data portability**

You may have the right to receive PI concerning you, which you have provided to us, in a structured, commonly used and machine-readable format and you may have the right to transmit that PI to another entity.

### **(vi) Right to object and rights relating to automated decision-making**

Under certain circumstances you may have the right to object, on grounds relating to your particular situation, at any time to the processing of your PI, including profiling, by us and we can be required to no longer process your PI. This may include requesting human intervention in relation to an automated decision so that you can express your view and to contest the decision.

You may also have the right to lodge a complaint with the competent data protection supervisory authority in your jurisdiction.



If you'd like to exercise any of these rights, please get in touch via the details listed below.

### **CONTACTING US**

If you have questions about this notice, our privacy practices or the PI we collect about you, or have requests related to such PI, please email **candidateprivacy@crowdstrike.com** or write to **Attention: VP Privacy, 150 Mathilda Place, Sunnyvale, California 94086**.