

# InfluxData Global Candidate Privacy Statement

Last updated: November 2023

This InfluxData Global Candidate Privacy Statement (“Statement”) explains our collection, use, and disclosure of Personal Information (defined below) relating to applicants and prospective employees, contractors, interns and other workers (“Candidate(s)” or “you”).

This Statement applies to InfluxData Inc. and to our controlled affiliates and subsidiaries (“InfluxData”, “we”, “our” or “us”). An InfluxData entity may collect or process Personal Information on behalf of another InfluxData entity.

This Statement is not intended to create any rights beyond those that exist by virtue of applicable privacy and data protection law. California Candidates can find specific disclosures, including “Notice at Collection” details about how we collect, use, disclose, sell or share, and retain Personal Information.”

## Personal Information We Collect

We collect Personal Information about you from different sources and in various ways during your application and candidacy, including information you provide directly, information collected automatically, information received from third-party data sources, and data we infer or generate from other data. The categories of Personal information we collect and process about you includes:

<b>Personal Information Categories and Examples</b>
<b>Contact information and identifiers</b> , such as first and last name, online identifiers, account and usernames, aliases, IP addresses, email addresses, home, and postal addresses, telephone numbers, signatures, and other identifiers described in the Sensitive Personal Information category below
<b>Professional and employment-related information</b> , such as: <ul style="list-style-type: none"><li>● <b>Demographic data</b>, such as age (including date of birth), gender, marital status, spouse and dependents, and certain Sensitive Personal Information categories, described below;</li><li>● <b>Content of business communications</b>, such as communications with our recruiting and IT teams, our recording of audio and video communications, the contents of your communications with us via our website, app, chat features, and other channels, such as our website, forms, business applications, surveys, chat features, and other channels.</li><li>● <b>Work permit status and mobility information</b>, such as immigration, residency, relocation requirements, and related information;</li><li>● <b>Professional and background information</b>, such as resumes/CVs, references, recommendations, academic and education background and qualifications, work skills and experience, professional certifications and registrations, language capabilities, training courses attended, work and salary history, information provided for and results of background checks [which include credit history and criminal background checks], results of drug and alcohol testing, health screenings or certifications, and driving and vehicle licensing and history, inferences from other data we collect for purposes other than creating a profile, including using</li></ul>

<p>automated means to generate information about your likely preferences or other characteristics (“inferences”);</p> <ul style="list-style-type: none"> <li>● <b>Benefits eligibility information</b>, such as information for determining benefits and cost estimation, (which may require information about gender, age, birthdate, marital status, and personal information of spouse and dependents);</li> <li>● <b>Travel information</b>, such as loyalty programs numbers; dates and length of travel; hotel names and locations; and travel routes and departures, stops, and destination points;</li> <li>● <b>Personal vehicle information</b>, such as license plate number, color, year, make, and model;</li> <li>● <b>Social media data</b>, such as public profiles, posts, likes, and replies [<i>confirm consistency with social media policy, if any</i>].</li> </ul>
<p><b>Education Information (U.S. Candidates, only)</b>, that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99)</p>
<p><b>Internet or other electronic network activity</b>, including as related to Candidate communications and use of our devices, systems, wi-fi, internet service, internal and external websites, equipment, applications, databases, network resources, and infrastructure (“Systems”); and personal devices used to connect to our Systems; including usernames; passwords; system log data such as IP address, browser type, and language, device information, access times, and referring website addresses; information collected through web beacons, like cookie IDs; information collected through mobile apps, like mobile device IDs; usage data, such as time spent on our Systems, features used, and actions taken in our Systems, including page views, links clicked, and documents downloaded; contents, header, metadata, delivery and access information for voice calls, voicemail, emails, chats, messaging, documents, and other communications, data, and files stored or transmitted through our Systems. You can review how our websites and online services store and retrieve personal information using cookies and similar technologies in the “Cookies, Mobile IDs, and Similar Technologies” section below.</p>
<p><b>Inferences drawn from any of the information identified in this section</b> to create a profile including using automated means to generate information reflecting our Candidate’s preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.</p>
<p><b>Other information</b> necessary for a legitimate human resources, business, security, or safety-related purpose</p>

**Sensitive Personal Information**

We collect certain “sensitive” or “special categories” of Personal Information (“Sensitive Personal Information”). To support our legal and business activities, and as permitted by law, we may collect Sensitive Personal Information as part of our recruitment process. Examples of Sensitive Personal Information that we collect include:

- Government-issued identifiers, such as social security information, driver’s license, state identification card, or passport number;
- Account log-in (e.g. username plus password), financial account, debit card, or credit card number *in combination with* a security or access code, password, or credentials that allow access to an account;
- Sensitive demographic information such as racial or ethnic origin, religious or philosophical beliefs, or union membership;
- Health information;

- Information relating to sex life or sexual orientation
- Content of your mail, email, and text messages where we are not the intended recipient of the communication.

### **Sources of Personal Information**

We collect Personal Information from a variety of sources, including as follows:

- Directly or automatically collected from you
- Inferences we may derive from information we have collected
- References or referees you have provided
- Previous and current employers
- Service providers (e.g., expense reimbursement services, recruiters, cookies and similar technologies related to our service providers' services)
- Insurance and benefits providers
- Travel partners (e.g., travel agents and portals, car services, and ride-share companies)
- Background check services
- Online sources, including social networks and recruiting sites (e.g., LinkedIn)
- Other public sources

### **COOKIES, MOBILE IDs, AND SIMILAR TECHNOLOGIES**

We use cookies, web beacons and similar technologies to operate our websites, applications, and online services accessible to you in the context of our recruiting and hiring relationship. We use these technologies to help us collect data necessary to operate and manage our business, analyze and measure device, application, and system usage, detect and prevent illegal, fraudulent, or unauthorized activity, enforce InfluxData policies, and protect our devices, systems, information, and infrastructure. The information we collect using these technologies includes Personal Information, such as the pages you visit, the links you click on, usage and crash information, identifiers, and device information, as described above in the Collection section above as Internet and Other Electronic Network Activity.

#### What are cookies and similar technologies?

Cookies are small text files placed by a website and stored by your browser on your device. A cookie can later be read when your browser connects to a web server in the same domain that placed the cookie. The text in a cookie contains a string of numbers and letters that may uniquely identify your device and can contain other information as well. This allows the web server to recognize your browser over time, each time it connects to that web server.

Web beacons are electronic images (also called single-pixel or clear GIFs) that are contained within a website or email. When your browser opens a webpage or email that contains a web beacon, it automatically connects to the web server that hosts the image (typically operated by a third party). This allows that web server to log information about your device and to set and read its own cookies. In the same way, third-party content on our websites (such as embedded videos, plug-ins, or ads) results in your browser connecting to the third-party web server that hosts that content. We also include web beacons in our email messages or newsletters to tell us if you open and act on them.

#### How do we and our providers use cookies and similar technologies?

We use these technologies in our websites, apps, and online services to collect Personal Information when you access and use our services, including Personal Information about your online activities over time and across different websites or online services. This data is used to store your preferences and settings, enable you to sign in, analyze how our websites, apps, and services perform, track your interaction with the site or app, develop inferences, combat fraud, and fulfill other legitimate purposes. We and/or our providers also share the data we collect or infer with other providers for these purposes as described in the “Disclosures of Personal Information” section below.

**Use of Personal Information**

We use Personal Information to administer and carry out the recruitment and hiring process, including for human resources and our operational, business, safety, and security purposes including as described in this Statement and below.

Purposes of Use	Categories of Personal Information
<b>Human Resources Uses</b>	
Recruitment and hiring decisions	Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information, inferences drawn from other personal information, sensitive personal information
Information verification and background checks (if relevant and where permitted by local law)	Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information,, inferences drawn from other personal information, sensitive personal information
Candidate travel and expense reimbursement processing	Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information,, inferences drawn from other personal information, sensitive personal information
Benefits eligibility determination	Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment

	and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information,, inferences drawn from other personal information, sensitive personal information
Equal employment opportunity, diversity, inclusion and accessibility programs	Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information,, inferences drawn from other personal information, sensitive personal information
Legal and policy compliance administration and enforcement, including for the purpose of anti-discrimination laws and government reporting obligations	Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information,, inferences drawn from other personal information, sensitive personal information
<b>Business Uses</b>	
Managing, recording, monitoring, protecting, and improving, InfluxData Systems, assets and resources, including managing and protecting unauthenticated access and use of company, personal and customer data, devices, systems, and infrastructure; and protecting InfluxData networks from intrusions.	Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information, inferences drawn from other personal information, sensitive personal information
Managing and improving hiring and recruiting efficiency and effectiveness.	Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information,, inferences drawn from other personal information, sensitive personal information

Communications and collaboration (which may include our recording or storing telephone, video, email, or online chat communications).	Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information,, inferences drawn from other personal information, sensitive personal information
Communicating with you about future career opportunities	Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information,, inferences drawn from other personal information, sensitive personal information
Personalization to understand your preferences to enhance your employee experience	Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information, inferences drawn from other personal information, sensitive personal information
Legal and policy compliance administration and enforcement, including monitoring access and use of InfluxData Systems.	Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information, inferences drawn from other personal information, sensitive personal information
Research and improvement of InfluxData Systems, processes, products, services and technology (which may include recording and analyze your interaction with our websites to help us improve our recruiting and hiring experience).	Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information, inferences drawn from other personal information, sensitive personal information

Finally, we may use aggregated or de-identified information in accordance with applicable law.

If you become an InfluxData employee or worker, Personal Information we collected as part of the application and hiring process will become part of your employment file and will be used and disclosed in accordance with our Global Worker Privacy Policy.

**Disclosure of Personal Information**

We disclose Personal Information, including Sensitive Personal Information, to the following categories of recipients, for the purposes described in this Statement or, if required by law, with your consent.

<b>Category of Recipient</b>	<b>Categories of Personal Information</b>
<p><u>Our Subsidiaries and Affiliates.</u> For example, our entities may share business processes and common data systems.</p>	<p>Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information, inferences drawn from other personal information, sensitive personal information</p>
<p><u>Service Providers, Vendors or Agents Working on Our Behalf.</u> For example, companies we’ve hired to provide recruiting, payroll, benefits, administrative, and communications services (including those that record or store communications), providers of technologies that record and analyze your interaction with our websites to help us improve our recruiting and hiring experience; and protect and secure our systems and service.</p>	<p>Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information, inferences drawn from other personal information, sensitive personal information</p>
<p><u>Independent Third Parties.</u> For example, benefits partners to facilitate benefits administration, (e.g., health and insurance providers) and with third-party providers of products and services (e.g., travel providers, advertising providers), or other</p>	<p>Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits</p>

<p>companies that you direct us to share data with.</p> <p>To the extent that we provide Personal Information to such third parties, that Personal Information is governed by their privacy statements.</p>	<p>information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information, inferences drawn from other personal information, sensitive personal information</p>
<p><u>Parties to a Corporate Transaction or Proceeding.</u></p> <p>For example, a merger, financing, acquisition, bankruptcy, dissolution, or a transfer, divestiture, or sale of all or a portion of our business or assets.</p>	<p>Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information, inferences drawn from other personal information, sensitive personal information</p>
<p><u>The General Public.</u></p> <p>For example, we may provide features or services that permit Candidates to publicly display and disclose certain Personal Information, such as your name or username, profile or directory information, or other Personal Information that you choose to disclose.</p>	<p>Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information, inferences drawn from other personal information, sensitive personal information</p>
<p><u>Law Enforcement and Those with Legal Necessity.</u></p> <p>We will access, transfer, disclose, and preserve Personal Information to:</p> <ul style="list-style-type: none"> <li>● comply with applicable law or respond to valid legal process, including from law enforcement or other government agencies;</li> <li>● operate and maintain the security of our Systems, including to prevent or stop an attack on our computer systems or networks;</li> <li>● protect the rights or property or ourselves or others, including</li> </ul>	<p>Contact information and identifiers, demographic data, content of business communications, work permit status and mobility information, professional and background information, employment and performance information, compensation, payroll and tax information, benefits information, benefits administration information, travel information, education information, social media data, internet and other electronic network activity information, inferences drawn from other personal information, sensitive personal information</p>



enforcing our agreements, terms, and policies; or <ul style="list-style-type: none"><li>● act in urgent circumstances such as protecting the health or personal safety of a candidate, employee, Candidate, agent, customer, user of our services, or member of the public.</li></ul>	
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Please note that our candidate website and some of the applications and services that we make available to you also include integrations, references, or links to services provided by providers whose privacy practices differ from ours. If you provide Personal Information via these integrations, references, or links, or allow us to disclose Personal Information to them, that information is governed by their privacy statements.

Finally, we may share aggregated or de-identified information in accordance with applicable law.

**Choice and Control of Personal Information**

We provide a variety of ways for you to control the Personal Information we hold about you, including choices about how we use that data. In some jurisdictions, these controls and choices may be enforceable as rights under applicable law.

Communications preferences. You can choose whether to receive optional communications from us by email, SMS, and telephone related to new opportunities that become available. If you receive these optional email or SMS messages from us and would like to stop, you can do so by following the directions in that message or by contacting us as described in the “Contact Us” section below. If you receive a call from us related to new jobs or roles that become available, and no longer wish to receive such calls, you can ask to be opted out from future calls. These choices do not apply to certain informational communications, including communications about an existing application with us.

Browser or platform controls. Most web browsers are set to accept cookies by default. If you prefer, you can go to your browser settings to learn how to delete or reject cookies. If you choose to delete or reject cookies, this could affect certain features or services of our website. If you choose to delete cookies, settings and preferences controlled by those cookies, including advertising preferences, may be deleted and need to be recreated.

Email web beacons. Most email clients have settings that allow you to prevent the automatic downloading of images, including web beacons, which avoid the automatic connection to the web servers that host those images.

**Notice and Lawful Basis**

We provide you with notice about the Personal Information we collect, how it will be used, and with whom we disclose Personal Information, such as through this Statement and notices at collection.

We collect, use, and disclose Personal Information as necessary to carry out the hiring and recruiting relationship with you and/or on the basis of our legitimate interests, as further described herein. Where required by law, we will provide additional notice and/or seek consent for any collection, use, or disclosure of Personal Information for purposes beyond that which is necessary for our hiring or recruiting requirements or comply with legal requirements. Failure to provide necessary Personal Information may disqualify you from employment consideration.

### **Data Retention**

We retain Personal Information in accordance with our obligations under applicable labor and employment laws and as necessary to administer and carry out the employment relationship and our post-employment obligations.

### **Data Integrity**

We endeavor to use Personal Information that is up-to-date and accurate. If we are made aware that the Personal Information that we maintain is inaccurate, we take reasonable measures to rectify the data.

### **Data Transfer and Location**

Personal Information we collect may be stored and processed in the United States or any other country in which we or our affiliates, subsidiaries, or agents maintain facilities, some of which have not been found by the European Commission to have an adequate level of data protection. When we transfer Personal Information to a country outside the EEA, UK, or Switzerland, we protect that information in accordance with applicable law, such as the General Data Protection Regulation (GDPR) and applicable EEA, UK, and Swiss data protection laws.

If you have a question or a complaint related to our processing of Personal Information, you may contact us as indicated below. For complaints that cannot be resolved directly we will cooperate with the relevant Data Protection Authority to resolve any issues.

### **Your Privacy Rights**

Under certain local, state, federal, and international laws, Candidates have certain additional privacy and data protection rights related to the processing of their Personal Information.

### **European Economic Area, UK, and Swiss Candidate Data Protection Rights**

If our processing of Personal Information about you is subject to European Union, UK, or Swiss data protection law, you have certain rights with respect to that information:

- You can request access to and rectification or erasure of, Personal Information;
- If any automated processing of Personal Information is based on your consent or a contract with you, you have a right to transfer or receive a copy of the Personal Information in a usable and portable format;

- If the processing of Personal Information is based on your consent, you can withdraw consent at any time for future processing;
- You can object to, or obtain a restriction of, the processing of Personal Information under certain circumstances; and
- For residents of France, you can send us specific instructions regarding using your data after your death.

Please use the contact information in the “Contact Us” section below to exercise one or more of these rights. You also have the right to complain to a supervisory authority, but we encourage you to contact us first with any questions or concerns.

### **California Candidate Privacy Rights**

The California Consumer Privacy Act of 2018, Civil Code section 1798.100 et seq as amended, including by the California Privacy Rights Act of 2020 (“CCPA”), provides California Candidates with the following rights concerning their Personal Information:

Right to Know. You have a right to request that we disclose the Personal Information we have collected about you. You also have a right to request additional information about our collection, use, disclosure, sale, or sharing of Personal Information. Note that we have provided much of this information in this Statement.

Right to Request Correction. You have the right to request the correction of inaccurate Personal Information.

Right to Request Deletion. You also have a right to request that we delete Personal Information under certain circumstances, subject to lawful exceptions.

Right to Opt-Out. You have a right to opt-out from the “sale” or “sharing” of Personal Information, each of which is defined under CCPA. Note that we do not “sell” or “share” Personal Information as defined by the CCPA

Right to Limit Use and Disclosure of Sensitive Personal Information. Where we use or disclose Sensitive Personal Information to infer individual characteristics or for purposes other than those permitted by CCPA, you have a right to request that we limit our use and disclosure of such Sensitive Personal Information. We do not use or disclose sensitive Personal Information to infer individual characteristics or for other purposes than those permitted by CCPA.

Right to Notice. You have a right to receive notice of our Personal Information collection, use, sale and sharing, retention, and disclosure practices at or before collection of Personal Information.

Right to Non-Discrimination. You have a right to not be discriminated against for exercising these rights set out in the CCPA.

### **Exercising Your Rights**

You may designate, in writing or through a power of attorney, an authorized agent to make requests on your behalf to exercise your rights under the CCPA. Before accepting such a request

from an agent, we will require the agent to provide proof you have authorized it to act on your behalf, and we may need you to verify your identity directly with us.<sup>1</sup>

Further, to provide, correct, or delete specific pieces of Personal Information, we will need to verify your identity to the degree of certainty required by law. We will verify a request by asking you to send it from the email address associated with your application or by providing the information reasonably necessary to verify your identity.

### **Data Security**

We take reasonable and appropriate measures to protect Personal Information from loss, misuse, and unauthorized access, disclosure, alteration, and destruction.

### **Changes to This Statement**

We may occasionally update this Statement to reflect changes as required by law or by our practices or procedures. If we make material changes to this Statement, or in how we use Personal Information, we will provide notice or obtain consent regarding such changes as may be required by law.

### **Contact Us**

If you have any questions or comments about this Privacy Statement, the ways in which we collect and use your Personal Information, or your choices and rights regarding such use, please contact us as follows:

- Email: [privacy@influxdata.com](mailto:privacy@influxdata.com)
- <https://www.influxdata.com/legal/privacy-policy/>
- Telephone Number: 1-800-701-0356

If you are located in the EEA, UK, or Switzerland, you may use the following information to contact our Data Protection Officer [and/or Legal Representative]:

- Data Protection Officer (DPO):
  - Peter Albert, CISO
  - [privacy@influxdata.com](mailto:privacy@influxdata.com)
- Legal Representative: [legal@influxdata.com](mailto:legal@influxdata.com)
- By mail: 548 Market St, PMB 77953, San Francisco, California 94104, Attn: Privacy & Legal
- Email: [privacy@influxdata.com](mailto:privacy@influxdata.com)

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