



Appgate Applicant Privacy Notice

Scope and Overview

This Applicant Privacy Notice describes how and when Appgate collects, uses, shares, and updates personal data from individuals who wish to be considered for employment. It is intended to comply with state, federal, and international privacy laws, including the EU General Data Protection Regulation (GDPR), the UK GDPR (tailored by the UK Data Protection Act 2018), and the California Consumer Privacy Act (CCPA).

Please see the “Contact Us” section below for information on who at Appgate you can contact if you have questions about this notice.

Collection and Use of Personal Data

For purposes of this Applicant Privacy Notice, personal data means any information that identifies or can be used to identify an individual. Personal data excludes anonymous or de-identified data that are not associated with a particular individual.

To carry out our recruitment activities, we collect, store, and process the following categories of personal data (and any additional personal data that you may supply to us):

- Identifiers such as name and contact information, including home address, phone number, and email address;
- Your resume, CV, or profile that includes your employment history, previous and relevant work experience or other experience, and education history;
- Job openings you wish to be considered for; and
- Cover letter, if you choose to submit one.

We collect the personal data that we process directly from you. In limited circumstances third parties may provide your personal data to us, such as former employers and other third parties that assist us with recruitment activities.

Purpose of Collection

Appgate processes various categories of personal data for the purposes discussed below and identified in this section. Our legal basis for doing so will vary with the type of data processing activity involved, and will typically include the following:

- Where necessary for Appgate to carry out its responsibilities under the employment relationship which we are discussing and/or negotiating with you;
- Where necessary for Appgate to pursue its legitimate interests or those of our clients, provided that those interests are not overridden by your interests, fundamental rights and freedoms;
- Where necessary for Appgate to comply with its legal obligations; or
- On the basis of your consent, where permitted or required by law (see below).



In particular, we use this information to assess and compare your skills, qualifications, and experience against other candidates and consider your candidacy for employment at Appgate; communicate with you about the recruitment process, your application, recruitment events, and other potential career opportunities at Appgate; inform our internal analysis and reporting on our hiring practices and make improvements to our application and recruitment process; for security and fraud detection purposes; and to comply with legal obligations.

As part of our recruitment process, we may also request verification information such as citizenship, work permit status, government-issued identification, and date and place of birth. We will use this information to verify your information and identity; conduct background checks; confirm your eligibility to work at a particular Appgate office; confirm that there are no potential conflicts of interest issues in hiring you; and begin the on-boarding process if you are hired by Appgate. In addition, where requested by you, we will use this information to assist you with obtaining an immigrant visa or work permit, if required.

Appgate does not collect information from job applicants regarding race or ethnic origin, political affiliation or opinions, religious or philosophical convictions, trade union membership, physical or mental health, marital or family status, or sexual orientation, unless the candidate has voluntarily chosen to provide such information.

Data Sharing

We share your personal data with our employees, contractors, designated agents, or third-party service providers who require such information to assist us with recruitment. Third-party service providers may include, but are not limited to, employment background check providers, recruiting partners, and other service providers that help us manage our recruitment activities. When we contract with these third parties, we do not permit them to use or disclose your information for any purpose other than the work they are doing on our behalf or as required by law.

We may also disclose your personal data to comply with legal obligations or valid legal processes, to protect the rights and property of Appgate, or for emergency/safety reasons. If a business transfer or change in ownership occurs, we may disclose information, if necessary, to complete the transaction.

Appgate does not sell personal data.

For Applicants Based Outside the US: Due to the global nature of our operations, if you reside outside the U.S., your personal data may be transferred to and shared with authorized entities in the U.S. and other jurisdictions outside your home country. Any such transfers are protected by means of international data transfer agreements that incorporate the Standard Contractual Clauses approved by the European Commission or rely on other available data transfer mechanisms under applicable law.

Data Security

We have implemented appropriate physical, technical and organizational measures designed to secure your personal data against accidental loss and unauthorized access, use, alteration, or disclosure. In addition, we limit access to personal data to those employees, agents, contractors, and other third parties that have a legitimate business need for such access.



Accessing and Correcting your Personal Data

If you would like to access, correct, or modify the personal data you have shared with us, including your contact and application information, please contact privacy@appgate.com with your request.

Retention and Deletion

We will retain your information in accordance with our internal records retention and management policies and procedures, including as necessary for purposes of managing our recruiting process, or as long as necessary to comply with our legal obligations. If your application for employment is successful, we will transfer some or all of the personal data we have collected about you to your Human Resources file.

Changes to this Privacy Notice

We reserve the right to update this Applicant Privacy Notice at any time, and we will post the latest version on our careers website at www.appgate.com/careers. If we make changes to this Applicant Privacy Notice during your recruitment process that, in our sole discretion, has a material impact on your rights with respect to how we process your personal data, we will notify you via email to the email address you provided to us. By continuing the recruitment process after those changes become effective, you agree to be bound by the revised Applicant Privacy Notice.

Contact Us

If you have any questions about our processing of your personal data or would like to make a request, please contact: privacy@appgate.com.

Effective Date: August 2, 2021