

ZOOX

Candidate Privacy Notice

October 22, 2026

Zoox, Inc. (“Zoox”) is committed to protecting the privacy and security of the information we collect and to being transparent about the purposes for which we use your information. This statement sets forth our policies and practices for handling the information we collect and use for all employment candidates of Zoox.

I. Categories Of Personal Information We Collect and How We Use It

When a person applies to join our team, we may collect the following categories of personal information. In some countries, this is referred to as the “controller” of personal information.

Generally, the personal data we collect from you helps us manage the recruiting and hiring process with you, conduct Zoox’s businesses, and comply with Zoox’s legal obligations.

We may collect and use the following categories of personal data about you (some or all may apply to you):

- Candidate data, including application, recruiting, assessments, and qualifications data
- Background checks and screening data
- Contact information
- Data regarding responses to screening questions
- Demographic data
- Background check information
- Previous employment information,
- Data pertaining to work preferences and abilities
- Resume data
- Biometric data
- Information on certain health conditions (only where required by law)
- Job interview notes
- Assessment results
- Travel-related records
- Expense data
- Cookies data

Collecting and using your data enables Zoox to administer the recruiting process, including setting up an electronic job applicant HR file; managing your application; conducting assessments; organizing interviews, including arranging or reimbursing for your travel; providing accommodations; processing interview feedback; onboarding; and conducting background checks and screening. Your data may also be used to notify you about other Zoox job opportunities. We may process your personal data to meet recordkeeping and internal and external reporting responsibilities. Your data may also be used in investigations or as needed in legal proceedings.

We do not use your personal data for so-called “automated decision-making”.

II. Sources of Personal Information

Much of the personal data we process is obtained from you, but we also obtain personal data about you in the course of the application process (for example, during interviews or via job assessments). Other data types may be obtained from third parties, including, for example, from recruitment agencies.

III. Disclosing Personal Information

Your personal data will only be shared within Zoot where lawful to do so and for legitimate purposes. Zoot takes appropriate steps to ensure that people who receive your data are bound to maintain confidentiality of the data.

In addition, we use third parties who provide services, including work agencies, in connection with the application and recruitment process. In providing such services, your personal data may be processed by the service provider on Zoot's behalf for the purposes of providing the required service to Zoot.

We may share your personal data with third parties, who may act as controllers in their own right, in other circumstances, including:

- Financial institutions
- Insurance organizations
- Governmental organizations or agencies, including law enforcement
- External advisors (such as legal advisors, accountants)
- Employee benefits providers

We may share any personal information we collect in connection with a substantial corporate transaction, such as the sale of a website, a merger, consolidation, asset sale, initial public offering, or in the unlikely event of bankruptcy.

We may disclose all personal information we collect to respond to subpoenas, court orders, legal process, law enforcement requests, legal claims or government inquiries, and to protect and defend the rights, interests, safety, and security of the Company, our affiliates, users, or the public.

We may share any personal information for any other purposes disclosed to you at the time we collect the information or pursuant to your consent.

You agree and consent (as applicable) to us transferring and sharing your personal data with third parties or service providers for the purposes set out in this Privacy Notice.

Zoot does not sell your information to third parties.

Zoot does not share your personal information with third parties for cross-context behavioral advertising.

Zoox uses or discloses sensitive personal information for all of the purposes described above.

IV. Transfer of Personal Data

We may transfer your personal data to countries outside the country/region where you work, for example, when we or one of our service providers uses employees or equipment in other countries.

V. Security

We maintain physical, electronic, and procedural safeguards to protect the confidentiality of your personal data, including security measures to protect against unlawful or unauthorized processing of personal data, and against the accidental loss of, or damage to, your personal data.

VI. Data Retention

If your application for employment is successful and you commence employment with Zoox, your personal data may be transferred and processed consistent with Zoox's Employee Privacy Notice.

If your application for employment is not successful, and depending on local laws, we will generally keep your personal data beyond the end of the application process for the purposes of (i) contacting you for future job vacancies, (ii) to meet recordkeeping requirements, and (iii) for potential use in legal proceedings.

VII. Your Rights

Depending on the laws of the country or region where you reside, you may have certain rights regarding your personal data. For general questions and queries on privacy and the applicable privacy rights in your country or region, contact us at privacy@zoox.com.

Residents of California should review the California Privacy Notice Addendum. EU/UK data subjects should review the description of their rights contained in the EU/UK Addendum. Israeli residents should review the Israeli Addendum.

VIII. Questions and Changes

If you have any questions or concerns about privacy or want to contact one of our data controllers, please send an email to privacy@zoox.com.

Our business changes constantly, and our Privacy Notice will change also. You should check this Notice frequently to see recent changes. Unless stated otherwise, our current Notice applies to all information that we have about you. We stand behind the promises we make, however, and intend not to materially change our policies and practices to make them less protective of candidate personal information collected in the past.

Addendum I – California Privacy Notice

Intended audience: Zoxx candidates who are residents of California.

This additional California Policy Notice (“Policy”) supplements the Zoxx Candidate Privacy Notice and is effective as of October 22, 2026. These additional disclosures are required by the California Privacy Rights Act:

I. Categories Of Personal Information We Collect

The personal information that Zoxx collects, or has collected from candidates in the 12 months prior to the effective date of this Policy falls into the following categories established by the California Consumer Privacy Act

- Identifiers such as a real name, alias, postal address, unique personal identifier, i.e., cookies, online identifier, IP address, email address, social security number, driver’s license number, state identification number, immigration or citizenship information, passport number or similar identifiers;
- Account log-in information, financial account, debit card or credit card numbers, security or access codes, passwords, or credentials;
- Information that may reveal characteristics of protected classes, such as age, gender, race, sexual orientation, religious or philosophical beliefs, union membership, or other protected classifications;
- Internet, other electronic network information, including but not limited to information regarding use of Zoxx’s equipment, systems and resources (e.g., browsing history), information about your interaction with products, content and services available through Zoxx, contents of mail, email, and text messages, other information you store on Zoxx’s equipment or systems, information collected from security systems or other monitoring, building access records, and device and other asset numbers;
- Geolocation data, which may constitute precise geolocation data;
- Audio, electronic, visual information (e.g., photograph), or similar information;
- Professional or employment-related information;
- Education information;
- Health information;
- Genetic data;
- Sex life or sexual orientation;
- Inferences drawn from any of these categories of information.

II. Categories Of Personal Information Disclosed for a Business purpose

The personal information that Zoxx disclosed to the categories of third parties identified in the “Disclosing Personal Information” sections of the Zoxx Candidate Privacy Notice about candidates for a business purpose in the 12 months prior to the effective date of this Policy falls into the following categories established by the California Privacy Rights Act

- Identifiers such as a real name, alias, postal address, unique personal identifier, that is, cookies, online identifier, IP address, email address, social security number, driver's license number or similar identifiers;
- Account log-in information, financial account, debit card or credit card numbers, security or access codes, passwords, or credentials;
- Information that may reveal age, gender, race, sexual orientation, religious or philosophical beliefs, union membership, or other protected classifications;
- Internet or other electronic network information such as browsing history and search history;
- Geolocation data, which may constitute precise geolocation data;
- Audio, electronic, or similar information;
- Professional or employment-related information;
- Education information;
- Health information;
- Inferences drawn from any of these categories of information.

III. Your Data Rights

You may have certain rights under the California Privacy Rights Act, including to request information about the collection of your personal information by Zoot, to access your personal information in a portable format, and to correct or delete your personal information. If you, or an authorized agent under the California Privacy Rights Act, wish to do any of these things, contact privacy@zoot.com. Depending on your data choices, certain services may be limited or unavailable.

For security purposes, we will generally ask you, or your authorized agents, for information to verify your request.

IV. No Sale of Personal Information

Zoot has not sold any personal information, as this term is defined under the California Privacy Rights Act, about candidates in the 12 months prior to the effective date of this Policy.

V. Share of Personal Information

The personal information Zoot shares, or has shared from candidates, as defined under the California Privacy Rights Act, in the 12 months prior to the effective date of this Policy falls into the following categories established by the California Consumer Privacy Act:

Unique personal identifiers, that is, cookies.

For more information about cookies, how and the purposes for which we use them, and to opt-out of the sharing of cookie information, visit our [Manage Cookie Settings](#).

VI. California Privacy Rights Act Sensitive Personal Information

The categories of data that Zoxx collects and discloses for a business purpose include “sensitive personal information” as defined under the California Privacy Rights Act. Zoxx does not use or disclose sensitive personal information for any purpose not expressly permitted by the California Privacy Rights Act.

VII. California Privacy Rights Act Sensitive Non-Discrimination

Zoxx will not discriminate against candidates for exercising their rights under the California Consumer Privacy Act.

Addendum II – EU/UK GDPR

This addendum applies to all candidates—for temporary and permanent positions—of Zoot and its affiliated companies in the European Economic Area (the “EEA”), Switzerland, and the United Kingdom. For the purposes of this Notice, the term “candidate” is intended to cover any individual who applies for direct employment with Zoot or for a contingent worker position with a third-party work agency serving Zoot.

If you apply for a contingent worker position, your third-party agency will be and remain your legal employer, and you should also consult your employer’s privacy notice.

I. Categories Of Personal Information We Collect and How We Use It

Zoot controls what personal data is collected and how it is used. In some countries, this is referred to as the “controller”.

Generally, the personal data we collect from you as a candidate helps us manage your recruiting and hiring process, conduct Zoot’s business, and comply with Zoot’s legal obligations.

We collect and use the following categories of personal data from and about our candidates (some or all may apply to you):

- Candidate data, including application, recruiting, assessments, and qualifications data
- Background checks and screening data
- Contact information
- Data regarding responses to screening questions
- Demographic data
- Background check information
- Previous employment information,
- Data pertaining to work preferences and abilities
- Resume data
- Biometric data
- Information on certain health conditions (only where required by law)
- Job interview notes
- Assessment results
- Travel-related records
- Expense data
- Cookies data

Collecting and using your data enables Zoot to administer the recruiting process, including setting up an electronic job applicant HR file; managing your application; conducting assessments; organizing interviews, including arranging or reimbursing for your travel; providing accommodations; processing interview feedback; onboarding; and conducting background checks and screening. Your data may also be

used to notify you about other Zoox job opportunities. We will process your personal data to meet recordkeeping and internal and external reporting responsibilities. If necessary, your data will also be used in investigations and legal proceedings.

We do not use your personal data for so-called “automated decision-making”.

II. Sources of Personal Information

We obtain most of your personal data from you. We also create personal data about you in the course of the application process (for example, during interviews or via job assessments). Additionally, we collect certain types of personal data about you from third parties, including, for example, from recruitment agencies.

III. Disclosing Personal Information

Your personal data will only be shared within Zoox where lawful to do so and for legitimate purposes. Zoox takes appropriate steps to ensure that people who receive your data are bound to maintain confidentiality of the data.

In addition, we use third parties for recruitment-support services (e.g. work agencies, background-check vendors). In providing such services, these third parties process your personal data on Zoox’s behalf. For any third party that we use, we will confirm that they provide sufficient guarantees regarding the protection of your data. We will require that any third party complies with our data security standards and international transfer restrictions.

Where relevant, we will share your personal data with third parties who act as controllers in their own right for the purposes described above and in accordance with the data protection laws, including:

- HR services providers
- Insurance providers and brokers
- Governmental organizations or agencies, including law enforcement
- External advisors (such as legal advisors, accountants)
- Employee benefits providers

IV. Transfer of Personal Data

On some occasions, for example, when we or one of our service providers have employees or operate equipment in other countries, we will transfer your personal data to countries outside the country/region where you work and outside the EEA. For all such transfers, we provide appropriate safeguards through EU Standard Contractual Clauses based on the European Commission’s model clauses.

V. Security

We maintain appropriate technical and organizational measures to protect the confidentiality of your personal data, including security measures to protect against unlawful or unauthorized processing of personal data, and against the accidental loss of, or damage to, your personal data.

VI. Data Retention

If your application for employment is successful and you commence employment with Zoot, your personal data may be transferred and processed consistent with Zoot's Employee Privacy Notice.

If your application for employment is not successful, and depending on local laws, we will generally keep your personal data beyond the end of the application process for the purposes of (i) contacting you for future job vacancies, (ii) to meet recordkeeping requirements, and (iii) for potential use in legal proceedings.

VII. Your Rights

You have the right to request access to, correction, or deletion of your personal data, to ask for data portability and the restriction of processing, as well as—depending on the laws of your country—the right to define instructions on your personal data after your death. You are also entitled to object to the processing of your personal data in certain instances. When we process your personal data based on your consent, you may withdraw your consent for the future at any time. In the UK, you have the right to make a complaint to us if you consider we have not complied with our data protection obligations in relation to your personal data.

To make a data subject request or make a data protection complaint, please contact us on privacy@zoot.com. For other general questions and queries on privacy and the applicable privacy rights in your country/region, please contact us as outlined under "Questions and Changes" below. You can also lodge a complaint with a supervisory authority.

VIII. Questions and Changes

If you have any questions or concerns about privacy or want to contact one of our data controllers, please send an email to privacy@zoot.com.

Our business changes constantly, and our Privacy Notice will change also. You should check this Notice frequently to see recent changes. Unless stated otherwise, our current Notice applies to all information that we have about you. We stand behind the promises we make, however, and intend not to materially change our policies and practices to make them less protective of candidate personal information collected in the past.

Addendum III – Israel

This addendum covers all employment candidates of Zoot in Israel.

I. Categories Of Personal Information We Collect and How We Use It

Zoot controls what personal data is collected and how it is used. In some countries, this is referred to as the “controller”.

Generally, the personal data we collect from you helps us manage the recruiting and hiring process with you, conduct Zoot’s businesses, and comply with Zoot’s legal obligations.

- We may collect and use the following categories of personal data about you (some or all may apply to you):
- Candidate data, including application, recruiting, assessments, and qualifications data
- Background checks and screening data
- Contact information
- Data regarding responses to screening questions
- Demographic data
- Background check information
- Previous employment information,
- Data pertaining to work preferences and abilities
- Resume data
- Biometric data
- Information on certain health conditions (only where required by law)
- Job interview notes
- Assessment results
- Travel-related records
- Expense data
- Cookies data

Collecting and using your data enables Zoot to administer the recruiting process, including setting up an electronic job applicant HR file; managing your application; conducting assessments; organizing interviews, including arranging or reimbursing for your travel; providing accommodations; processing interview feedback; onboarding; and conducting background checks and screening. Your data may also be used to notify you about other Zoot job opportunities. We may process your personal data to meet recordkeeping and internal and external reporting responsibilities. Your data may also be used in investigations or as needed in legal proceedings.

Please note that you are not legally required to provide Zoot with your personal data; however, if you do not provide such personal data, Zoot may not be able to consider you for employment, or properly process your application.

II. Sources of Personal Information

Much of the personal data we process is obtained from you, but we also obtain personal data about you in the course of the application process (for example, during interviews or via job assessments). Other data types may be obtained from third parties, including, for example, from recruitment agencies.

III. Disclosing Personal Information

Your personal data will only be shared within Zoot where lawful to do so and for legitimate purposes. Zoot takes appropriate steps to ensure that people who receive your data are bound to maintain confidentiality of the data.

In addition, we use third parties who provide services, including work agencies, in connection with the application and recruitment process. In providing such services, your personal data may be processed by the service provider on Zoot's behalf for the purposes of providing the required service to Zoot.

We may share your personal data with third parties, who may act as controllers in their own right, in other circumstances, including:

- Financial institutions
- Insurance organizations
- Governmental organizations or agencies, including law enforcement
- External advisors (such as legal advisors, accountants)
- Employee benefits providers

We may share any personal information we collect in connection with a substantial corporate transaction, such as the sale of a website, a merger, consolidation, asset sale, initial public offering, or in the unlikely event of bankruptcy.

We may disclose all personal information we collect to respond to subpoenas, court orders, legal process, law enforcement requests, legal claims or government inquiries, and to protect and defend the rights, interests, safety, and security of the Company, our affiliates, users, or the public.

We may share any personal information for any other purposes disclosed to you at the time we collect the information or pursuant to your consent.

You agree and consent (as applicable) to us transferring and sharing your personal data with third parties or service providers for the purposes set out in this Privacy Notice.

Zoot does not sell your information to third parties.

Zoot does not share your personal information with third parties for cross-context behavioral advertising.

Zoox uses or discloses sensitive personal information for all of the purposes described above.

IV. Transfer of Personal Data

We may transfer your personal data to countries outside the country/region where you work, for example, when we or one of our service providers uses employees or equipment in other countries. Please note that such countries may have different data protection laws than those of your country.

V. Security

We maintain physical, electronic, and procedural safeguards to protect the confidentiality of your personal data, including security measures to protect against unlawful or unauthorized processing of personal data, and against the accidental loss of, or damage to, your personal data.

VI. Data Retention

If your application for employment is successful and you commence employment with Zoox, your personal data may be transferred and processed consistent with Zoox's Employee Privacy Notice.

If your application for employment is not successful, and depending on local laws, we will generally keep your personal data beyond the end of the application process for the purposes of (i) contacting you for future job vacancies, (ii) to meet recordkeeping requirements, and (iii) for potential use in legal proceedings.

VII. Your Rights

You have the right to request access to, correction, or deletion of your personal data. To make a data subject request, please contact us on privacy@zoox.com.

VIII. Questions and Changes

If you have any questions or concerns about privacy or want to contact one of our data controllers, please send an email to privacy@zoox.com.

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