

Global Candidate Privacy Notice

Effective Date: March 1, 2024

CrowdStrike is on a mission to stop breaches and is committed to protecting your personal information. This Global Candidate Privacy Notice (“**Notice**”) describes how CrowdStrike, Inc., and its global affiliates (collectively “**CrowdStrike**” or “**we**”), acting as a data controller, collects, uses, maintains and discloses (collectively “**Process**”) information that identifies you or could reasonably be used to identify you (“**Personal Information**”). The CrowdStrike affiliate to which you applied is the data controller of your Personal Information.

We typically collect Personal Information directly from you through you (i) applying for a job through our candidate recruitment portal, (ii) joining our talent community, or (iii) providing us with your application through another channel such as email.

However, there may be situations where we collect your Personal Information from other sources. For example, we may collect your Personal Information through (i) information provided by entities you have asked to support you in finding a job, including recruiting agencies, educational institutions, professional organizations, career and networking events or alumni resume sharing platforms, (ii) information provided by CrowdStrike personnel who have referred you for a position, (iii) information provided by background-checking agencies, including (where lawful) criminal background checks, and security clearance checks (to the extent necessary and lawful) to verify the accuracy of information you have provided, (iv) information provided by candidate assessment platforms we invited you to testing your technical talent (to the extent applicable), (v) information provided by referees in response to reference requests, (vi) information collected from publicly available sources, including any business or social media platforms you use or other information available online, or (vii) events hosted by us that you may register for or attend.

Quick Links

We recommend that you read this Notice in full to ensure you are fully informed. However, for easy access to information, you can click on the links below to jump to the relevant section:

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1. Processing of Personal Information

1.1 Categories of Personal Information Processed

We may collect the following types of Personal Information, which you provide as part of your initial submission or otherwise make available:

- Identification information, such as your name, address, contact details, date and place of birth, citizenship, passport data, Social Security or national insurance number; and
- Experience information, such as education and work experience, contact details of your former/current employer, information about your educational background, skills and qualifications, compensation history to the extent permitted by applicable law, board and advisory roles, and other experience; and
- 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; and
- Information collected as part of the interview process, such as notes taken from your interview, results from an assessment tool and/or coding session or as part of other forms of assessment; and
- Background check information, such as information obtained through reference checks, subject to any further permissions or notifications required by applicable law; and
- Medical information, such as 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; and
- 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.

Resumes/CVs should include information relevant to your employment history and education (e.g., degrees obtained, places worked, positions held, relevant awards, etc.). 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, for 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. 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 with CrowdStrike and obtain their consent to do so. 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.

1.2 Purpose of Processing

- We Process your Personal Information for the purpose of processing and evaluating your application for employment and for the purpose of completing the on-boarding/new hire process, should you be offered and accept a position with CrowdStrike, Inc. or any affiliate. We will use your Personal Information for a variety of reasons linked to the processing and evaluation of your application as set out below ("Processing Purposes"):
- Recruiting-related purposes, such as Processing Personal Information to identify, screen and interview candidates throughout the recruitment cycle; and
- Administration-related purposes, such as Processing your employment application, including your experience and other information that will aid in determining your suitability for the role for which you have applied and results from any assessment tool and/or coding session; and

- Communication-related purposes, such as communicating with you regarding your employment application, interview status or other opportunities that may be of interest to you; and
- Security-related purposes, such as Processing Personal Information for running background-checks including verifying your identification, work experience and other information you submit. For some candidates, a criminal record check will be carried out to the extent permitted by applicable law, relevant and necessary in relation to the specific role for which you apply. You would be notified as to whether a criminal record check will be carried out in the onboarding documentation provided. Employment may be conditional upon the results of this check to the extent permitted by applicable law; and
- Onboarding-related purposes, such as processing your information required to initiate employment, including setting up payroll, setting up withholdings and benefits, providing accommodations or as required to comply with statutory reporting and applicable law.

1.3 Sharing and Disclosure of Personal Information

We do not sell, trade or rent Personal Information you provide to us as part of the job application process. Any information you provide to us is used for the Processing Purposes described above. In the course of Processing your employment application or during the interview or onboarding process, your Personal Information may be shared as follows:

- With CrowdStrike affiliates, as necessary to administer the recruitment process, make a hiring determination and to comply with applicable policies, procedures and laws in the geographic region where the affiliate is located; and
- With regulators, authorities and other third parties, such as courts, external advisers, internal compliance and investigation teams, as necessary; and
- With third-party and affiliated service providers, as necessary to run the recruitment process, carry out background checks, instructions relating to IT hosting services or similar functions, or to aid in the operation of talent recruitment, workforce administration and other related activities.

2. Legal Basis for Processing Personal Information

If applicable law requires a lawful basis for processing, then CrowdStrike's legal basis for Processing your Personal Information will depend on the Personal Information concerned and the specific context in which we Process it. In most circumstances, we Process Personal Information: (i) to perform our obligations under an agreement we have with you or to take steps prior to entering an employment contract with you, when you are under consideration for employment, (ii) where you provided consent, or (iii) where the processing of the Personal Information is in our legitimate interest, balancing our interests and rights against the impact of the Processing on you. These legitimate interests include, for example, (i) administering an efficient recruitment process and managing applicants effectively, or (ii) to comply with a legal obligation.

3. Security Safeguards

We adopt data collection, storage and processing practices and security measures to protect against unauthorized access, alteration, disclosure or destruction of your Personal Information, and we follow generally accepted practices to protect Personal Information Processed. For more information on our security measures, please contact us.

For your own safety, please note that the security of information transmitted through the internet can never be guaranteed. You are responsible for maintaining the security of your password or other form of authentication involved in accessing password-protected or secured areas of any CrowdStrike career portal. Access to and use of password-protected and/or secure areas of any CrowdStrike career portal is restricted to authorized users only.

4. Retention of Personal Information

Subject to the conditions and restrictions set out under applicable law and or Privacy Frameworks, we will retain your Personal Information for as long as needed to fulfill the purpose for which it was collected or shared with us and for a reasonable period thereafter in order to comply with audit, contractual or legal requirements. We may retain aggregated or de-identified data indefinitely or to the extent applicable by law.

5. Adherence to Privacy Frameworks

As a global organization, we may need to transfer your personal data outside your home jurisdiction to CrowdStrike affiliates, including our headquarters in the United States, and other countries where our service providers operate. These countries may have data protection laws that are different from the laws of your region. Hence, we will only transfer Personal Information to another country in accordance with applicable data protection laws, and provided there is adequate protection in place for the information e.g., through an adequate mechanism for the international transfer of Personal Information by entering into appropriate data transfer agreements or implementing other appropriate safeguards (as set out in the European Union's General Data Protection Regulation "GDPR"), or voluntary privacy frameworks below made to improve general information privacy and safeguard cross-border transfer of Personal Information ("Privacy Frameworks").

5.1 Data Privacy Framework

CrowdStrike complies with the EU-U.S. Data Privacy Framework ("EU-U.S. DPF"), the United Kingdom ("UK") Extension to the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework ("Swiss-U.S. DPF") (collectively "DPF Framework") as set forth by the U.S. Department of Commerce. CrowdStrike has certified that it adheres to the EU-U.S. DPF Principles and the Swiss-U.S. DPF Principles. If there is any conflict between the terms in this Notice and the DPF Framework Principles, then the Principles shall govern. To learn more about the DPF program, and to view our certification, please visit <https://www.dataprivacyframework.gov/>.

CrowdStrike is responsible for the processing of Personal Information it receives, under the DPF complies with the DPF Framework Principles for all onward transfers of Personal Information from the EU, UK, and Switzerland, including the onward transfer liability provisions.

The Federal Trade Commission has jurisdiction over CrowdStrike's compliance with the DPF Framework.. In certain situations, CrowdStrike may be required to disclose Personal Information in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

In compliance with the DPF Framework, CrowdStrike commits to refer unresolved complaints concerning our collection and use of your Personal Information to TRUSTe, an alternative dispute resolution provider based in the United States. If you do not receive timely acknowledgment of your DPF Principles-related complaint from us, or if we have not addressed your DPF Principles-related complaint to your satisfaction, please visit <https://feedback-form.truste.com/watchdog/request> for more information or to file a complaint. These dispute resolution services are provided at no cost to you.

For complaints regarding DPF Framework compliance not resolved by any of the other DPF Framework mechanisms, you have the possibility, under certain conditions, to invoke binding arbitration. Further information can be found on the official [DPF website](#).

5.2 Asia-Pacific Economic Cooperation (APEC) Privacy Framework

CrowdStrike's privacy practices, described in this Notice, comply with the APEC Cross Border Privacy Rules ("CBPR") System. The APEC system provides a framework for organizations to ensure protection of Personal Information transferred among participating APEC economies. More information about the APEC framework can be found [here](#). To check the status of CrowdStrike's CBPR certification, [click here](#).

6. Individual Privacy Rights

Subject to the conditions and restrictions set out under applicable law and/or Privacy Frameworks, you may have the following rights:

- You may request access, correction, or deletion of your Personal Information.
- You may object to Processing of your Personal Information, ask us to restrict Processing of your Personal Information or request portability of your Personal Information.
- You may have the right to complain to a data protection authority about CrowdStrike's collection and use of your Personal Information.

If you have provided consent to the Processing of your Personal Information, then you can withdraw your consent at any time. Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect the processing of your Personal Information conducted in reliance on lawful Processing grounds other than consent.

7. Changes to this Notice

We may update this Notice and its effective date at any time to reflect changes to our practices. We encourage you to periodically review this Notice for the latest information on our privacy practices.

6. How to Contact Us

If you have any questions about this Notice, or wish to exercise your rights, please contact us at:

Vice President, Privacy

CrowdStrike

150 Mathilda Place

Sunnyvale, CA 94086

candidateprivacy@crowdstrike.com

If you have an unresolved privacy or data use concern that we have not addressed satisfactorily, please contact our U.S.-based third party dispute resolution provider (free of charge) at <https://feedback-form.truste.com/watchdog/request>.