

EXACT SCIENCES GROUP PRIVACY NOTICE
(FOR APPLICANTS IN CALIFORNIA)

Exact Sciences Corporation and each of its subsidiaries and affiliates (collectively known as “**Exact Sciences Group**”, “**we**”, “**us**”, “**our**”) are committed to safeguarding and using your personal data in compliance with law. This notice provides information about how the Exact Sciences Group processes the personal data of individuals who apply for employment or engagement with the Exact Sciences Group (“**Candidates**”, “**you**”, “**your**”). If you are a successful Candidate, we will provide you with further notice of how Exact Sciences Group collection and processes personal data of its employees.

“Personal data” means any information that we can identify as relating to you. “Personal data” does not include information about you that has been anonymised, for instance by grouping it for statistical analysis with information about other individuals. When this notice refers to “processing” of personal data, it includes the collection, storage, use, modification, access, or destruction of personal data, any of which may be completed manually or through automatic means.

1. WHAT CATEGORIES OF PERSONAL DATA MAY WE HOLD ABOUT YOU?

We may collect the following categories of personal data about you:

Identifiers

E.g. name, address, telephone numbers, personal email address

Professional or prior or current employment-related information

E.g. title, location of employment, work duties, professional biography, skills, interests, professional memberships, experience information

Recruitment information

E.g. references, education history and level/qualifications, salary expectations and other information included in a resume/CV or cover letter or that you provide to us during an interview, assessment, or otherwise as part of the application process

Status of your application

E.g. the outcome of your application and associated reasoning or the reasons for withdrawal of your application (if applicable)

Communications

E.g. written communications from or about you, internal notes collected during interviews

Background check information

E.g. credit reports or information regarding your past activities and performance, including any criminal, disciplinary, or driving record, and information from others who have interacted with you, such as clients and your colleagues

We also may make inferences about you based on the above-listed categories of personal data.

2. FOR WHAT PURPOSES MAY WE PROCESS YOUR PERSONAL DATA?

We may use the above-listed categories of personal data for the following purposes:

Verification of your identity, role eligibility, and checking that you are legally entitled to work in the country in which we are seeking to employ you

Evaluation and verification of employment history, qualifications, experience and references

Recruitment and selection, including interviews, assessments, shortlisting, job offer and benefits (where applicable)

Communication with you about the recruitment process

Establishment, defence, or exercise of our **legal rights** and evaluation of any rights you may claim (including any rights as a trade union member)

Business administration, including record keeping obligations, audit, etc.; where applicable, pre-employment administration and management, including preparation of contractual and non-contractual documents (where applicable), and arranging systems and building access

Fraud prevention