

California Notice at Collection and Privacy Notice

Last revised: June 28, 2023

This California Notice at Collection and Privacy Notice (“California Privacy Notice”) is only applicable to California residents (“you”). It supplements the information contained in our [Privacy Policy](#). We have adopted this California Privacy Notice to comply with the California Consumer Privacy Act, Cal. Civ. Code §§ 1798.100 et seq. (“CCPA”). Please take the time to read and understand this California Privacy Notice.

Defined terms used in this California Privacy Notice have the meanings set forth in our [Privacy Policy](#).

Scope

This California Privacy Notice covers personal information we collect automatically from California-resident individuals that visit our Site or use our Platform. In certain contexts, it also covers personal information we collect from California-resident representatives of companies with whom we communicate, do business or to whom we provide products or services.

Please note that there are other types of personal information that this California Privacy Notice does not cover. In some cases, that personal information may not be subject to the CCPA. In other cases, a different privacy notice may apply. Accordingly, this California Privacy Notice and/or the California privacy rights set forth below may not apply to you or to all of your personal information. For example, the following types of personal information are not covered by this California Privacy Notice:

- Personal information we have from California residents in their capacity as current or former employees, personnel, or independent contractors of our company.
- Personal information we have from California residents who are emergency contacts of, or benefits recipients related to, current or former employees, personnel, or independent contractors of our company.
- Personal information we have from California residents in their capacity as current or former job applicants or prospective job applicants to our company.

In addition, the following is not personal information for purposes of the CCPA: (i) publicly available information; (ii) lawfully obtained, truthful information that is a matter of public concern; (iii) deidentified consumer information about California residents; and (iv) aggregate consumer information about California residents (in each case, as those terms are used in the CCPA). This California Privacy Notice does not apply to such information.

Notice at Collection

Our collection, use, and disclosure of personal information depends on your relationship with us and your interaction with us. The following table sets forth the categories of personal information we may collect from you as a business; the business or commercial purposes for which we use it; and whether we “sell” or “share” it for purposes of the CCPA (as those terms are used in the CCPA).

Category of Personal Information		Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising	Whether we “Sell” the Category of Personal Information
Identifiers and Categories in Cal. Civ. Code 1798.80(e) , such as name, unique personal identifier, online identifier, IP address, email address, account name, and/or phone number.	<ul style="list-style-type: none"> • To provide and maintain the Site and Platform including to manage your Account and/or personalize your visit to the Site and Platform • To respond to your requests or questions or assist you while you use the Site or Platform • For certain internal purposes, such as analyzing and improving the Site and Platform • To provide and increase safety and security on our Platform and Site, including by preventing, detecting, and implementing proper measures against misuse of our Platform and Site • To defend and/or enforce our rights, in connection with investigations, for fraud prevention, or to protect our company, affiliates, our customers, or our Platform/Site, or a third-party website or platform • For compliance purposes and to comply with applicable laws and regulations • To provide you with information about us and our affiliates, such as new features or updates that we offer. • To communicate with you about your Account, our relationship with you, or your use of our Site or Platform • For advertising and analytics purposes • For our general business administration purposes • In the context of due diligence or in connection with any proposed or current corporate transaction, restructuring or bankruptcy. 	Yes	No

Category of Personal Information		Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising	Whether we “Sell” the Category of Personal Information
	<ul style="list-style-type: none"> • In any other way we describe when you provide the information, or otherwise at your direction or with your consent • As permitted or required by law 		
Commercial information , such as records of products or services purchased, obtained, or considered, or other purchasing tendencies	<ul style="list-style-type: none"> • To provide and maintain the Site and Platform including to manage your Account and/or personalize your visit to the Site and Platform • To respond to your requests or questions or assist you while you use the Site or Platform • For certain internal purposes, such as analyzing and improving the Site and Platform • To provide and increase safety and security on our Platform and Site, including by preventing, detecting, and implementing proper measures against misuse of our Platform and Site • To defend and/or enforce our rights, in connection with investigations, for fraud prevention, or to protect our company, affiliates, our customers, or our Platform/Site, or a third-party website or platform • For compliance purposes and to comply with applicable laws and regulations • To provide you with information about us and our affiliates, such as new features or updates that we offer. • To communicate with you about your Account, our relationship with you, or your use of our Site or Platform • For advertising and analytics purposes • For our general business administration purposes 	Yes	No

Category of Personal Information		Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising	Whether we “Sell” the Category of Personal Information
	<ul style="list-style-type: none"> • In the context of due diligence or in connection with any proposed or current corporate transaction, restructuring or bankruptcy. • In any other way we describe when you provide the information, or otherwise at your direction or with your consent • As permitted or required by law 		
Internet or other electronic network activity information, such as browsing history, search history or information regarding interaction with a website, app or advertisement	<ul style="list-style-type: none"> • To provide and maintain the Site and Platform including to manage your Account and/or personalize your visit to the Site and Platform • To respond to your requests or questions or assist you while you use the Site or Platform • For certain internal purposes, such as analyzing and improving the Site and Platform • To provide and increase safety and security on our Platform and Site, including by preventing, detecting, and implementing proper measures against misuse of our Platform and Site • To defend and/or enforce our rights, in connection with investigations, for fraud prevention, or to protect our company, affiliates, our customers, or our Platform/Site, or a third-party website or platform • For compliance purposes and to comply with applicable laws and regulations • To provide you with information about us and our affiliates, such as new features or updates that we offer. • To communicate with you about your Account, our relationship with you, or your use of our Site or Platform 	Yes	No

Category of Personal Information		Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising	Whether we “Sell” the Category of Personal Information
	<ul style="list-style-type: none"> • For advertising and analytics purposes • For our general business administration purposes • In the context of due diligence or in connection with any proposed or current corporate transaction, restructuring or bankruptcy. • In any other way we describe when you provide the information, or otherwise at your direction or with your consent • As permitted or required by law 		
<p>Geolocation data, such as the state or country associated with your IP address.</p>	<ul style="list-style-type: none"> • To provide and maintain the Site and Platform including to manage your Account and/or personalize your visit to the Site and Platform • To respond to your requests or questions or assist you while you use the Site or Platform • For certain internal purposes, such as analyzing and improving the Site and Platform • To provide and increase safety and security on our Platform and Site, including by preventing, detecting, and implementing proper measures against misuse of our Platform and Site • To defend and/or enforce our rights, in connection with investigations, for fraud prevention, or to protect our company, affiliates, our customers, or our Platform/Site, or a third-party website or platform • For compliance purposes and to comply with applicable laws and regulations • To provide you with information about us and our affiliates, such as new features or updates that we offer. 	Yes	No

Category of Personal Information		Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising	Whether we “Sell” the Category of Personal Information
	<ul style="list-style-type: none"> • To communicate with you about your Account, our relationship with you, or your use of our Site or Platform • For advertising and analytics purposes • For our general business administration purposes • In the context of due diligence or in connection with any proposed or current corporate transaction, restructuring or bankruptcy. • In any other way we describe when you provide the information, or otherwise at your direction or with your consent • As permitted or required by law 		
Professional or employment information , such as your job title or employer	<ul style="list-style-type: none"> • To provide and maintain the Site and Platform including to manage your Account and/or personalize your visit to the Site and Platform • To respond to your requests or questions or assist you while you use the Site or Platform • For certain internal purposes, such as analyzing and improving the Site and Platform • To provide and increase safety and security on our Platform and Site, including by preventing, detecting, and implementing proper measures against misuse of our Platform and Site • To defend and/or enforce our rights, in connection with investigations, for fraud prevention, or to protect our company, affiliates, our customers, or our Platform/Site, or a third-party website or platform • For compliance purposes and to comply with applicable laws and regulations 	No	No

Category of Personal Information		Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising	Whether we “Sell” the Category of Personal Information
	<ul style="list-style-type: none"> • To provide you with information about us and our affiliates, such as new features or updates that we offer. • To communicate with you about your Account, our relationship with you, or your use of our Site or Platform • For advertising and analytics purposes • For our general business administration purposes • In the context of due diligence or in connection with any proposed or current corporate transaction, restructuring or bankruptcy. • In any other way we describe when you provide the information, or otherwise at your direction or with your consent • As permitted or required by law 		
Inferences drawn from such information	<ul style="list-style-type: none"> • To provide and maintain the Site and Platform including to manage your Account and/or personalize your visit to the Site and Platform • To respond to your requests or questions or assist you while you use the Site or Platform • For certain internal purposes, such as analyzing and improving the Site and Platform • To provide and increase safety and security on our Platform and Site, including by preventing, detecting, and implementing proper measures against misuse of our Platform and Site • To defend and/or enforce our rights, in connection with investigations, for fraud prevention, or to protect our company, affiliates, 	Yes	No

Category of Personal Information		Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising	Whether we “Sell” the Category of Personal Information
	<p>our customers, or our Platform/Site, or a third-party website or platform</p> <ul style="list-style-type: none"> • For compliance purposes and to comply with applicable laws and regulations • To provide you with information about us and our affiliates, such as new features or updates that we offer. • To communicate with you about your Account, our relationship with you, or your use of our Site or Platform • For advertising and analytics purposes • For our general business administration purposes • In the context of due diligence or in connection with any proposed or current corporate transaction, restructuring or bankruptcy. • In any other way we describe when you provide the information, or otherwise at your direction or with your consent • As permitted or required by law 		

We do not collect sensitive personal information from you pursuant to this California Privacy Notice.

To opt-out of our sharing your personal information for cross-context behavioral advertising purposes, please click [here](#).

Data Retention.

We will retain your personal information for as long as necessary and relevant to fulfill the purposes for which it was collected and processed. To determine the appropriate retention period for your personal information, we will consider the amount, nature and sensitivity of the personal information, the potential risk of harm from unauthorized use or disclosure, the purposes for which we process personal information and whether we can achieve those purposes through other means. We also consider the applicable legal requirements and the extent to which it is necessary to process the personal information. In exceptional cases (e.g., in pending litigation matters or

where the law requires us to), your personal information may need to be kept for longer periods of time.

Our Prior Collection, Use and Disclosure of Personal Information During the Preceding 12 Months

The CCPA requires us to give you specific information about the categories of personal information we collect about you, the sources from which we have obtained that information, the purposes for which we collect it, and the categories of entities to whom we disclose it. The table below sets out our relevant practices over the last twelve months. As discussed above, our collection, use, and disclosure of personal information depends on your relationship with us and your interaction with us.

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
<p>Identifiers and Categories in Cal. Civ. Code 1798.80(e), such as name, unique personal identifier, online identifier, IP address, email address, account name, and/or phone number</p>	<ul style="list-style-type: none"> • Directly from you, such as when you visit create an Account, subscribe to our blog, visit, or otherwise interact with our Site or Platform, or complete a written form on our Site, and when you correspond or otherwise communicate with us • Via email or other correspondence with you • Via cookies and other tracking technologies • Via social media platforms and other third party services • From your employer when they register for the Platform • From our business partners, affiliates, or vendors, or 	<ul style="list-style-type: none"> • To provide and maintain the Site and Platform including to manage your Account and/or personalize your visit to the Site and Platform • To respond to your requests or questions or assist you while you use the Site or Platform • For certain internal purposes, such as analyzing and improving the Site and Platform • To provide and increase safety and security on our Platform and Site, including by preventing, detecting, and implementing proper measures against misuse of our Platform and Site 	<ul style="list-style-type: none"> • With our affiliates • With third parties and other entities in order to provide you with services requested by you or answer your questions, including with third parties that you intentionally interact with through our services • Our business partners, consultants, service providers and vendors, including, for example, our IT services providers, cloud storage providers, and other companies that help us operate and improve the Site or Platform • Entities that provide

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
	<p>service providers of your employer</p>	<ul style="list-style-type: none"> • To defend and/or enforce our rights, in connection with investigations, for fraud prevention, or to protect our company, affiliates, our customers, or our Platform/Site, or a third-party website or platform • For compliance purposes and to comply with applicable laws and regulations • To provide you with information about us and our affiliates, such as new features or updates that we offer. • To communicate with you about your Account, our relationship with you, or your use of our Site or Platform • For advertising and analytics purposes • For our general business administration purposes • In the context of due diligence or 	<p>marketing services</p> <ul style="list-style-type: none"> • Legal authorities as required by law or to protect our rights • Any successor or potential successor to all or part of our business (such as in connection with the Sale or restructuring of all or part of our business)

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
		<p>in connection with any proposed or current corporate transaction, restructuring or bankruptcy.</p> <ul style="list-style-type: none"> • In any other way we describe when you provide the information, or otherwise at your direction or with your consent • As permitted or required by law 	
<p>Commercial information, such as records of products or services purchased, obtained, or considered, or other purchasing histories or tendencies</p>	<ul style="list-style-type: none"> • Directly from you, such as when you visit create an Account, subscribe to our blog, visit, or otherwise interact with our Site or Platform, or complete a written form on our Site, and when you correspond or otherwise communicate with us • Via email or other correspondence with you • Via cookies and other tracking technologies • From your employer when 	<ul style="list-style-type: none"> • To provide and maintain the Site and Platform including to manage your Account and/or personalize your visit to the Site and Platform • To respond to your requests or questions or assist you while you use the Site or Platform • For certain internal purposes, such as analyzing and improving the Site and Platform • To provide and increase safety and security on our Platform and 	<ul style="list-style-type: none"> • With our affiliates • With third parties and other entities in order to provide you with services requested by you or answer your questions, including with third parties that you intentionally interact with through our services • Our business partners, consultants, service providers and vendors, including, for example, our IT services providers, cloud storage providers,

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
	they register for the Platform	<p>Site, including by preventing, detecting, and implementing proper measures against misuse of our Platform and Site</p> <ul style="list-style-type: none"> • To defend and/or enforce our rights, in connection with investigations, for fraud prevention, or to protect our company, affiliates, our customers, or our Platform/Site, or a third-party website or platform • For compliance purposes and to comply with applicable laws and regulations • To provide you with information about us and our affiliates, such as new features or updates that we offer. • To communicate with you about your Account, our relationship with you, or your use of our Site or Platform 	<p>and other companies that help us operate and improve the Site or Platform</p> <ul style="list-style-type: none"> • Entities that provide marketing services • Legal authorities as required by law or to protect our rights • Any successor or potential successor to all or part of our business (such as in connection with the Sale or restructuring of all or part of our business)

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
		<ul style="list-style-type: none"> • For advertising and analytics purposes • For our general business administration purposes • In the context of due diligence or in connection with any proposed or current corporate transaction, restructuring or bankruptcy. • In any other way we describe when you provide the information, or otherwise at your direction or with your consent • As permitted or required by law 	
<p>Internet or other electronic network activity information, such as browsing history, search history or information regarding interaction with a website, app or advertisement</p>	<ul style="list-style-type: none"> • Directly from you, such as when you visit create an Account, subscribe to our blog, visit or otherwise interact with our Site or Platform, or complete a written form on our Site, and when you correspond or otherwise communicate with us 	<ul style="list-style-type: none"> • To provide and maintain the Site and Platform including to manage your Account and/or personalize your visit to the Site and Platform • To respond to your requests or questions or assist you while you use the Site or Platform 	<ul style="list-style-type: none"> • With our affiliates • With third parties and other entities to provide you with services requested by you or answer your questions, including with third parties that you intentionally interact with through our services

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
	<ul style="list-style-type: none"> • Via email or other correspondence with you • Via cookies and other tracking technologies • Via social media platforms and other third-party services 	<ul style="list-style-type: none"> • For certain internal purposes, such as analyzing and improving the Site and Platform • To provide and increase safety and security on our Platform and Site, including by preventing, detecting, and implementing proper measures against misuse of our Platform and Site • To defend and/or enforce our rights, in connection with investigations, for fraud prevention, or to protect our company, affiliates, our customers, or our Platform/Site, or a third-party website or platform • For compliance purposes and to comply with applicable laws and regulations • To provide you with information about us and our affiliates, such as new features or 	<ul style="list-style-type: none"> • Our business partners, consultants, service providers and vendors, including, for example, our IT services providers, cloud storage providers, and other companies that help us operate and improve the Site or Platform • Entities that provide marketing services • Legal authorities as required by law or to protect our rights • Any successor or potential successor to all or part of our business (such as in connection with the Sale or restructuring of all or part of our business)

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
		<p>updates that we offer.</p> <ul style="list-style-type: none"> • To communicate with you about your Account, our relationship with you, or your use of our Site or Platform • For advertising and analytics purposes • For our general business administration purposes • In the context of due diligence or in connection with any proposed or current corporate transaction, restructuring or bankruptcy. • In any other way we describe when you provide the information, or otherwise at your direction or with your consent • As permitted or required by law 	
<p>Geolocation data, such as the state or country associated with your IP address</p>	<ul style="list-style-type: none"> • Directly from you, such as when you visit create an Account, subscribe to our blog, visit or otherwise interact 	<ul style="list-style-type: none"> • To provide and maintain the Site and Platform including to manage your Account and/or 	<ul style="list-style-type: none"> • With our affiliates • With third parties and other entities to provide you

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
	<p>with our Site or Platform, or complete a written form on our Site, and when you correspond or otherwise communicate with us</p> <ul style="list-style-type: none"> • Via email or other correspondence with you • Via cookies and other tracking technologies • Via social media platforms and other third-party services • From your employer when they register for the Platform 	<p>personalize your visit to the Site and Platform</p> <ul style="list-style-type: none"> • To respond to your requests or questions or assist you while you use the Site or Platform • For certain internal purposes, such as analyzing and improving the Site and Platform • To provide and increase safety and security on our Platform and Site, including by preventing, detecting, and implementing proper measures against misuse of our Platform and Site • To defend and/or enforce our rights, in connection with investigations, for fraud prevention, or to protect our company, affiliates, our customers, or our Platform/Site, or a third-party website or platform • For compliance purposes and to 	<p>with services requested by you or answer your questions, including with third parties that you intentionally interact with through our services</p> <ul style="list-style-type: none"> • Our business partners, consultants, service providers and vendors, including, for example, our IT services providers, cloud storage providers, and other companies that help us operate and improve the Site or Platform • Entities that provide marketing services • Legal authorities as required by law or to protect our rights • Any successor or potential successor to all or part of our business (such as in connection with the Sale or restructuring of all or part of our business).

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
		<p>comply with applicable laws and regulations</p> <ul style="list-style-type: none"> • To provide you with information about us and our affiliates, such as new features or updates that we offer. • To communicate with you about your Account, our relationship with you, or your use of our Site or Platform • For advertising and analytics purposes • For our general business administration purposes • In the context of due diligence or in connection with any proposed or current corporate transaction, restructuring or bankruptcy. • In any other way we describe when you provide the information, or otherwise at your direction or with your consent 	<ul style="list-style-type: none"> • Social media platforms

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
		<ul style="list-style-type: none"> As permitted or required by law 	
<p>Professional or employment information, such as your job title or employer</p>	<ul style="list-style-type: none"> Directly from you, such as when you visit create an Account, subscribe to our blog, visit or otherwise interact with our Site or Platform, or complete a written form on our Site, and when you correspond or otherwise communicate with us Via email or other correspondence with you Via cookies and other tracking technologies From your employer when they register for the Platform 	<ul style="list-style-type: none"> To provide and maintain the Site and Platform including to manage your Account and/or personalize your visit to the Site and Platform To respond to your requests or questions or assist you while you use the Site or Platform For certain internal purposes, such as analyzing and improving the Site and Platform To provide and increase safety and security on our Platform and Site, including by preventing, detecting, and implementing proper measures against misuse of our Platform and Site To defend and/or enforce our rights, in connection with investigations, for fraud prevention, or to protect our company, 	<ul style="list-style-type: none"> With our affiliates With third parties and other entities to provide you with services requested by you or answer your questions, including with third parties that you intentionally interact with through our services Our business partners, consultants, service providers and vendors, including, for example, our IT services providers, cloud storage providers, and other companies that help us operate and improve the Site or Platform. Entities that provide marketing services Legal authorities as required by law or to protect our rights Any successor or potential

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
		<p>affiliates, our customers, or our Platform/Site, or a third-party website or platform</p> <ul style="list-style-type: none"> • For compliance purposes and to comply with applicable laws and regulations • To provide you with information about us and our affiliates, such as new features or updates that we offer. • To communicate with you about your Account, our relationship with you, or your use of our Site or Platform • For advertising and analytics purposes • For our general business administration purposes • In the context of due diligence or in connection with any proposed or current corporate transaction, restructuring or bankruptcy. 	<p>successor to all or part of our business (such as in connection with the Sale or restructuring of all or part of our business)</p>

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
		<ul style="list-style-type: none"> In any other way we describe when you provide the information, or otherwise at your direction or with your consent As permitted or required by law 	
Inferences drawn from such information	<ul style="list-style-type: none"> Directly from you, such as when you visit create an Account, subscribe to our blog, visit, or otherwise interact with our Site or Platform, or complete a written form on our Site, and when you correspond or otherwise communicate with us Via email or other correspondence with you Via cookies and other tracking technologies From our business partners, affiliates, or vendors, or service providers of your employer 	<ul style="list-style-type: none"> To provide and maintain the Site and Platform including to manage your Account and/or personalize your visit to the Site and Platform To respond to your requests or questions or assist you while you use the Site or Platform For certain internal purposes, such as analyzing and improving the Site and Platform To provide and increase safety and security on our Platform and Site, including by preventing, detecting, and implementing proper measures against misuse of 	<ul style="list-style-type: none"> With our affiliates With third parties and other entities to provide you with services requested by you or answer your questions, including with third parties that you intentionally interact with through our services Our business partners, consultants, service providers and vendors, including, for example, our IT services providers, cloud storage providers, and other companies that help us operate and improve the Site or Platform. Entities that provide

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
		<p>our Platform and Site</p> <ul style="list-style-type: none"> • To defend and/or enforce our rights, in connection with investigations, for fraud prevention, or to protect our company, affiliates, our customers, or our Platform/Site, or a third-party website or platform • For compliance purposes and to comply with applicable laws and regulations • To provide you with information about us and our affiliates, such as new features or updates that we offer. • To communicate with you about your Account, our relationship with you, or your use of our Site or Platform • For advertising and analytics purposes • For our general business 	<p>marketing services</p> <ul style="list-style-type: none"> • Legal authorities as required by law or to protect our rights • Any successor or potential successor to all or part of our business (such as in connection with the sale or restructuring of all or part of our business)

Category of Personal Information	Categories of Sources from Which Collected	Business or Commercial Purpose for Collecting Personal Information	Categories of Third Parties and Other Entities to Whom We May Disclose
		administration purposes <ul style="list-style-type: none"> • In the context of due diligence or in connection with any proposed or current corporate transaction, restructuring or bankruptcy. • In any other way we describe when you provide the information, or otherwise at your direction or with your consent • As permitted or required by law 	

How We Disclose Personal Information.

In the past twelve months, we have disclosed the following categories of personal information for business purposes as set forth in the chart directly above:

- Identifiers and certain categories of personal information described in Cal. Civ. Code Section 1798.80(e)
- Commercial Information
- Internet or other electronic network activity information
- Geolocation data
- Professional or employment information
- Inferences drawn from personal information

Sales of Personal Information.

We do not sell your personal information for purposes of the CCPA and have not done so in the past twelve months.

Sharing of Personal Information for Cross-Context Behavioral Advertising.

In the past 12 months, we have shared the following categories of personal information with third-party companies for purposes of cross context behavioral advertising, in an effort to serve targeted, interest-based

advertisements to you:

- Identifiers and certain categories of Personal Information described in Cal. Civ. Code Section 1798.80(e)
- Commercial Information
- Internet or other electronic network activity information
- Geolocation data
- Inferences drawn from such information

Minors Under the Age of 16.

We do not have actual knowledge that we sell or share the personal information of minors under the age of 16.

Your Rights as a California Resident.

As a California resident, you may have certain rights in relation to your personal information.

Right to Know

You may have the **right to know** how we have collected, used, and disclosed your personal information.

Specifically, you may have the right to know:

- The categories of personal information we have collected about you.
- The categories of sources from which we have collected your personal information.
- The business or commercial purpose for which we collect, sell, or share your personal information.
- The categories of third parties to whom we have disclosed your personal information.
- The categories of personal information that we have sold or shared about you and the categories of third parties to whom it was sold or shared
- The categories of personal information we have disclosed about you for a business purpose and the categories of persons to whom we have disclosed it.

In addition, you may have the **right to know the specific pieces of personal information** we have collected about you. Subject to certain limitations, you may request that we provide this information dating back to January 1, 2022.

Right to Make a Deletion Request.

You may have the right to request that we delete your personal information that we have collected or received. Subject to certain exceptions, we must delete your personal information and direct our service providers and contractors to delete your personal information.

Right to Correct Inaccurate Personal Information.

You may have the right to request that we correct inaccurate personal information about you, taking into account the nature of the personal information and the purposes of the processing of the personal information.

Right to Opt-Out of Sales of Personal Information.

If we were to sell your personal information for purposes of the CCPA, you may have the right to opt-out of the sale of your personal information. As stated above, we do not sell your personal information for purposes of the CCPA and have not done so in the past twelve months.

Right to Opt-Out of Sharing of Personal Information

You may have the right to opt-out of us sharing your personal information for cross-context behavioral advertising

purposes.

Right to Limit Use and Disclosure of Sensitive Personal Information.

Subject to certain exceptions, you may have the right to limit our use and disclosure of your sensitive personal information. As stated above, we do not collect sensitive personal information from you pursuant to this California Privacy Notice.

Right to Non-Discrimination.

You have the right not to be discriminated against by us for choosing to exercise your rights under the CCPA.

How to Exercise Your California Privacy Rights.

If you wish to **exercise your right to know, delete or correct inaccuracies in your personal information**, please submit a request to us by clicking [here](#), calling us at 844-820-6577 or contacting us at CCPA@twosigma.com. If you maintain an account with us, we may require you to submit a request through that account.

To opt-out of the sharing of your personal information for cross-context behavioral advertising purposes, please click [here](#). If you opt-out of cross-context behavioral advertising using this tool, an “opt-out cookie” will be placed on your device. Opt-out cookies are device- and browser- specific, meaning that you must opt-out across all of your devices and browsers in an effort to opt-out of cross-context behavioral advertising with us. If you clear your cache or delete cookies from your browser, the opt-out cookie will also be deleted, meaning you will need to opt-out again.

“Do Not Track” Signals and Global Privacy Control (“GPC”) Signals.

We implement a tool in an effort to recognize and honor “do not track” and Global Privacy Control signals as requests to opt-out of “sharing” of personal information for cross-context behavioral advertising purposes.

Information for Authorized Agents.

You can authorize a person (“Authorized Agent”) to exercise your California privacy rights on your behalf. To submit a request to us on behalf of another person as an Authorized Agent, please submit a request to us by calling us at 844-820-6577 or contacting us at CCPA@twosigma.com.

Verifying Your Requests.

We only respond to your requests to know, access the specific pieces of personal information we have about you, delete, and correct inaccurate personal information when we can verify that you are a California resident exercising your rights regarding your personal information.

We may need to ask you for personal information to verify your request so we can match it to the personal information we already have about you. We may also need to obtain additional information about you that we do not already have. If you provide us with new personal information that we do not already have about you, we will use it solely for the purpose of verifying your request. We will let you know via email if we need more information from you to verify your request. Please reply to our requests promptly.

We will communicate with you about your requests via email. We will use the email address you provided when submitting your request.

If we cannot verify your identity, we will let you know.

Responding To Your Requests.

We aim to promptly verify and respond to your requests within 45 days of receipt but may require a total of up to 90 days to respond to your requests. If we require additional time beyond the initial 45 days after we receive your request, we will let you know within the first 45 days.

We do not ordinarily charge a fee for our response to your requests. However, we may do so to the extent your request(s) are excessive, repetitive, or manifestly unfounded. If we determine that charging a fee is warranted, we will let you know and will provide you with an estimate of the associated costs of responding to your request(s).

If we determine that we cannot or will not take the action that you requested, we will let you know. We will inform you of our reasons for not taking action and any rights you may have to appeal the decision.

Unless you tell us that you would like to receive a response via postal mail, we will respond to you via email regarding your requests to know and to access the specific pieces of personal information we have about you. We will contact you at the email address you provided when submitting your request(s). If you would like to receive responses to a request to know or access personal information via postal mail rather than email, please let us know when submitting your request(s).

Limitations.

The CCPA does not apply in full to all personal information we collect from California residents. As set out in "Scope" above, the CCPA is not fully applicable to much of the personal information we collect from California residents. Therefore, even if you are a California resident and submit a verifiable request, we may not be required to comply with your request.

We are only required to respond to certain requests twice in any twelve-month period. We are not required to provide you access to specific pieces of personal information more than twice in any twelve-month period. Similarly, we are not required to comply with your "requests to know" more than twice in any twelve-month period.

Changes to Our California Privacy Notice.

From time to time, we may update or revise this California Privacy Notice. If there are changes to the terms of this California Privacy Notice, documents containing the revised policy on the relevant website(s) will be updated.

How to Contact Us:

If you have any questions or concerns about this California Privacy Notice, please email us at CCPA@twosigma.com or call us at 844-820-6577. You may also write to us at:

Two Sigma Investor Solutions, LP
100 Avenue of the Americas 16th Floor
New York, NY 10013
Attn: Legal / Privacy Matters