RPX Corporation
Job Applicant Privacy Policy

Updated April 2026

This Job Applicant Privacy Policy ("**Policy**") describes how RPX Corporation ("**RPX**", "**we**", "**us**" and "**our**") collects, uses, and discloses "personal information" as defined under California law from and about job applicants.

This Policy does not apply to our handling of data gathered about you in your role as a visitor to our website or user of our mobile applications. When you interact with us as in that role, the RPX Privacy Policy (https://www.rpxcorp.com/rpx-privacy-policy/) applies.

1. Types of Personal Information We Handle

We collect, store, and use various types of personal information through the application and recruitment process. We collect such information either directly from you or (where applicable) from another person or entity, such as an employment agency or consultancy, background check provider, or other referral sources. This information includes:

- **Identification and contact information, and related identifiers** such as full name, date and place of birth, citizenship and permanent residence, home and business addresses, copies of identification documents, such as driver's licenses, passports, and visas, and other government-issued documents, telephone numbers, email addresses, and such information about your beneficiaries or emergency contacts.

- **Professional or employment-related information**, including:
    - **Recruitment, employment, or engagement information** such as application forms and information included in a resume, cover letter, or otherwise provided through any application or engagement process; and background screening results and references.
    - **Career information** such as job titles; work history; work dates and work locations; information about skills, qualifications, experience, publications, speaking engagements, and preferences; and professional memberships.

- **Education Information** such as institutions attended, degrees, certifications, training courses, publications, and transcript information.

- **Legally protected classification information** such as race, sex/gender, religious/ philosophical beliefs, gender identity/expression, sexual orientation, marital status, military service, nationality, ethnicity, request for family care leave, political opinions, criminal history, and other information to help us monitor compliance with equal opportunity legislation.

- **Other information** such as any information you voluntarily choose to provide in connection with your job application.

2. How We Use Personal Information

We collect, use, share, and store personal information from job applicants for our and our service providers' business and operational purposes in the recruitment process such as: processing your application, tracking your application through the recruitment process, contacting references with your authorization, conducting background checks you authorize, and making hiring decisions. We will also use job applicant information for internal analysis purposes to understand the applicants who apply and

to improve our recruitment process. We may sometimes need to use applicant information for legal purposes, such as in connection with any challenges made to our hiring decisions.

3. With Whom We Share Personal Information

We will disclose job applicant personal information to the following types of entities or in the following circumstances (where applicable):

- **Internally**: to other RPX personnel (including of affiliates) involved in the recruiting and hiring process.
- **Service Providers**: such as technology service providers, travel management providers, human resources suppliers, background check companies, and employment agencies or recruiters, where applicable.
- **Legal Compliance**: when required to do so by law, regulation, or court order or in response to a request for assistance by the police or other law enforcement agency.
- **Litigation Purposes**: to seek legal advice from our external lawyers or in connection with litigation with a third party.
- **Business Transaction Purposes**: in connection with a sale, purchase, or merger.

4. How to Contact Us About this Policy – If you have any questions about this Policy, please contact hr@rpxcorp.com.