

Parade Technologies
Personal Data Privacy Statement

Last Updated: March 18, 2026

Parade Technologies, Ltd., and its affiliates (collectively, “Parade Technologies” “we,” “our,” and/or “us”) respect your right to privacy.

This Personal Data Privacy Statement (“Privacy Statement”) outlines how we collect, use, retain and share personal data we collect from individuals or that individuals provide to us when using our website (“Website”) or otherwise, or use any of applications and related services made available by us from time to time (collectively, our “Services”). **By using our Services or otherwise providing personal data to us (or causing or authorizing third parties to do so), you agree to the collection, use, disclosure, and procedures this Privacy Statement describes. If you do not agree with this Privacy Statement and practices, your choice is not to use the Services.** We provide Services throughout the world and comply with our obligations under applicable data protection laws (collectively, “Data Protection Legislation”), including but not limited to the General Data Protection Regulation (EU 2016/679) (“GDPR”), the Digital Omnibus Regulation (2025), the California Consumer Privacy Act as amended by the California Privacy Rights Act (“CCPA”), and the Chinese Personal Information Protection Law (“PIPL”), and any associated regulations. Parade Technologies is considered a data controller under the GDPR.

1. Information We Collect

We may collect information from or about you and your devices from various sources as described below.

A. Information You Provide to Us.

Identifiers and Contact Information. If you contact us directly, by phone or email, we may receive information about you. For example, if you email our Sales or Customer Service teams in relation to our current or potential business relationship with you or your employer (“Customers”), we will receive your name, email address, the contents of a message, any attachments that you may send to us, and any other information you choose to provide. If you visit us at our offices (“Visitors”) we may collect the information you provide to us directly. For example, if you leave your business card, we will receive your name, email address, phone number, and any information you chose to relay to our employees during your visit.

Professional or Employment-Related Information, and Education Information. If you decide to apply for a job with us (“Candidates”), you may submit your contact information and your resume online or via referral. We will collect the information you choose to provide on your resume, such as your contact details, education and employment experience. Before providing a resume, please remove any sensitive personal data such as financial information, biometrics, religious beliefs, etc. We do not need or want that data in a resume.

B. Information We Collect Automatically When You Use Our Services

We collect the following Internet or other electronic network activity information:

Device Information. We receive information about the device and software you use to access our Services, including IP address, web browser type, operating system version, phone carrier and manufacturer, device identifiers, and mobile advertising identifiers.

Usage Information. To help us understand how you use our Services and to help us improve them, we automatically receive information about your interactions with our Services, such as the pages or other content you view, and the dates and times of your visits.

Information from Cookies and Similar Technologies. We may collect information using first and third party cookies or similar technologies. Cookies are small text files containing a string of alphanumeric characters. We may use both session cookies and persistent cookies to monitor Website usage, manage the Website and improve the Website. A session cookie disappears after you close your browser. A persistent cookie remains after you close your browser and may be used by your browser on subsequent visits to our Services.

Please review your web browser's "Help" file to learn the proper way to modify your cookie settings. Please note that if you delete or choose not to accept cookies from the Service, you may not be able to utilize the features of the Service to their fullest potential.

C. Information We Receive from Third Parties.

Third Parties. We may work with third-party providers whom we engage to collect personal data about you in the course of your recruitment and employment, or your business relationship with us or through the website.

Background Checks. We work with third party partners to perform background checks on Candidates and receive publicly available information such as criminal history, education and employment records.

2. **How We Use the Information We Collect**

We use the information we collect for the following purposes:

- to provide you with the goods or services you or your employer need, including to facilitate transactions and payments;
- to contact you if required in connection with your order or to respond to any communications you might send to us;
- to improve our Services;
- to carry out research and analysis of our Customers and Candidates;
- to assess your suitability for a job with us;
- to manage feedback and queries, and handle requests for data access or correction, or the exercise of other rights relating to personal data;
- to find and prevent fraud, and respond to trust and safety issues that may arise;
- to comply with applicable laws and regulatory obligations; comply with legal process and court orders; and respond to requests from public and government authorities;
- to enforce and defend our legal rights to protect our business operations; and

- for other purposes for which we provide specific notice at the time the information is collected. To the extent required by applicable laws, we will not use your personal data for marketing purposes without your explicit consent.

3. **Lawful Basis For Using Your Information**

Where applicable, we will only collect, use, retain, or share your information where we have a lawful basis to do so under Data Protection Legislation.

For EU residents, we only process your personal data where:

- The processing is necessary for the performance of a contract to which you are a party or in order to take steps at your request prior to entering into a contract. (For example, we process the personal data of our Customers so that we can perform any contract that we may have with them and deliver goods and services. We also process the personal data of Candidates on the basis that they have requested we assess their suitability for a role with us, or process the personal data of our employees in order to administer the employees' account, to develop contractual relationship, to comply with legal obligations, including tax and labor regulations, or to work with third-party providers to provide services to our employees.);
- The processing is necessary for compliance with a legal obligation;
- The processing is necessary for the legitimate interests pursued by us or a third party. (For example, we may process personal data from Customers where it is in our legitimate interest to do so in order to improve our Services. We also hold the personal data of Visitors because it is in our interest to keep a record of your on-site visit with us for health and safety); or
- You consent to the processing for a specific purpose.

4. **How We Share the Information We Collect**

We will use and disclose your personal data for the purposes described in "How We Use the Information We Collect". We may share your personal data with our affiliates, in order to fulfil our contract with you, or as necessary to improve our products and Services. A complete list of our affiliates is available at <https://www.paradetech.com/company/company-overview/contact-us/>. We only disclose your personal data to third parties, outside of the Parade Technologies, where we have informed you of these categories of third parties. This may include service providers such as IT systems, payment services, banks and financial institutions, background check services, and professional advisors such as lawyers.

We will disclose your personal data to government bodies or parties in legal proceedings if we believe in good faith that we are required to disclose it in order (a) to comply with any applicable law, a summons, a search warrant, a court or regulatory order, or other statutory requirement; (b) to protect our legal rights, the privacy or safety of Parade Technologies employees, agents, contracts, or other individuals; (c) to protect the safety and security of visitors to the Parade Technology offices, or to protect against fraud or other illegal activity; (d) to enforce our legal rights.

We reserve the right to transfer your personal data to a third party in the event of an acquisition of any part of our business or a merger provided that the third party agrees to adhere to the terms of this Privacy Statement and provided that the third party only uses your personal data for the purposes that you provided it to us. You will be notified in the event of any such transfer and you will be afforded an opportunity to opt-out.

This Privacy Statement does not apply to, and Parade Technologies is not responsible for, any third-party websites which may be accessible through external links from our Website. If you share your information on any other website through an external link it will be processed pursuant to the privacy policy of the operator of that website.

International Transfers

In providing services to you, your data may be processed by our entities, or third-party partners in countries other than your country of residence. **By providing us with your information you consent to any such international transfer, storage or use.**

To the extent that Parade Technologies transfers the personal data of EU residents to recipients which are located outside the European Union, the UK or the European Economic Area, we will provide an adequate level of protection, including appropriate technical and organizational security measures and through the implementation of appropriate contractual measures to secure such transfer, in compliance with applicable Data Protection Legislation. Parade Technologies will use standard contractual clauses in the form approved by the European Commission.

To the extent that Parade Technologies transfers the personal data of residents of mainland China to recipients which are located outside mainland China, we will provide an adequate level of protection, including appropriate technical and organizational security measures and through the implementation of appropriate contractual measures to secure such transfer, in compliance with applicable Data Protection Legislation. Parade Technologies will use applicable standard contractual clauses in the form approved by the Cyberspace Administration of China. Please refer to Sections 1 and 2 for the types of personal data we may export and the purpose for processing, Section 4 for categories of recipients, and Section 7 for the ways to exercise your privacy rights.

5. **How Long Do We Keep Your Information**

We will retain your personal data for as long as needed or permitted in light of the purposes for which it was obtained. The criteria used to determine our retention periods include: (a) the length of time we have an ongoing relationship with our customers; (b) whether there is a legal obligation to which we are subject; and (c) whether retention is advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation or regulatory investigations).

6. **Security**

We take reasonable steps to protect the privacy of the information we hold about you from misuse, unauthorized access, loss, modification or disclosure. We maintain physical, technical and administrative safeguards to protect your personal data. We update and test our security technology on an ongoing basis. We restrict access to your personal data to those employees who need to know that information to provide benefits or services to you. In addition, our

employees understand the importance of confidentiality and maintaining the privacy and security of your information.

7. **Data Subject Rights for residents of EU and mainland China**

This Privacy Statement is intended to provide you with information about what personal data Parade Technologies collects about you and how it is used.

Please inform us of any changes in your personal data, and in accordance with our obligations under the GDPR and the PIPL, we will update or delete your personal data accordingly.

If you are a resident of EU or mainland China, you have certain rights in relation to your personal data (as defined by the GDPR and/or PIPL) including:

- the right to find out what personal data we hold on you and request access to it, you can request a copy of your personal data in a structured, machine-readable format;
- the right to object and restrict processing your personal data, have your personal data updated, rectified, amended or removed from our database (“Right to be Forgotten”) where legal retention periods have expired;
- the right to object to our "legitimate interest" processing or ask us to temporarily suspend the use of your personal data or restrict access to it;
- the right to request that we send your personal data to a third party; and
- the right to withdraw your consent to the processing of your personal data, if consent was the legal basis we relied upon for processing;
- the right to Human Intervention (AI Act 2026), if your data is processed by an automated system (such as AI screening for candidates), you have the right to request a human review of the decision and to contest the logic used.

Please note that some of these rights may be limited under local law.

To exercise your data subject rights, please contact us at: legal@paradetech.com. You may also lodge a complaint with the relevant supervisory authority in your jurisdiction.

- In the EU: You may contact the lead authority in the Member State of your residence.
- Standardized Complaints: you can use the [EU-wide Harmonized Complaint Form](#) to ensure your grievance is handled consistently across all EU borders.

8. **Information for California Residents**

A. Rights and Choices

If you are a California resident, California law provides the following rights:

- The right to know what specific personal information we have collected, used, and disclosed, about you, including the categories of personal information, the categories of sources from which the personal information is collected, the business or commercial purpose for collecting personal information, the categories of third parties to whom we disclose personal information and the specific pieces of personal information we have collected about you.

- The right to correct inaccuracies in your personal information, taking into account the nature of the personal information and the purposes of the processing. If we use automated tools to make significant decisions regarding your employment or services, you have the right to receive information about the logic involved and to opt-out such processing.
- The right to request deletion of your Personal Information by us and our service providers, in some circumstances.

We do not discriminate against California residents who exercise any of their rights described in this Privacy Statement. Your exercise of these rights will have no adverse effect on the price and quality of our goods or services, or your application for employment.

In the twelve (12) months preceding the date of this Privacy Statement, we have not sold or shared any personal information about you. We do not use or disclose sensitive personal information, as defined in applicable laws, for any purposes other than those permitted by applicable law.

Opt-Out Preference Signals/Tracking: We track the activity of visitors to our websites, but we do not track them when they cross to third-party websites. We do not use tracking to provide targeted advertising. Because we do not sell or share any personal information, opt-out preference signals sent from a browser are not required and are not processed.

B. California Consumer Requests

To make a request related to your California privacy rights, please email us at legal@paradetech.com, or write to us at the following address:

ATTN: Legal Department, California Privacy Rights
Parade Technologies, Ltd.
c/o Parade Technologies, Inc.
2720 Orchard Parkway,
San Jose, CA 95134

Please be aware that we do not accept or process requests through other means (e.g., via fax, social media, other mailing addresses or email addresses). You may also designate an authorized agent to make a request on your behalf. We will endeavor to honor such requests unless such a request conflicts with certain lawful exemptions under California law. Please note that we are only required to honor requests to know twice in a 12-month period.

When you submit a request to us, we will seek to verify your identity by asking you to provide us with information that enables us to identify you, such as your email address. The information that we ask to be provided will depend on your prior interactions with us and the sensitivity of the personal information at issue. If we deny requests, we will explain why.

9. Children

Our Services are not directed to children, and we do not knowingly collect personal data from children under the age of 16, nor do we sell or share personal data of children under the age

of 16. If you learn that a child has provided us with personal data, then you may contact us as indicated below in Section 11.

10. **Do Not Track**

Do Not Track (DNT) is a privacy preference that users can set in some web browsers, allowing users to opt out of tracking by websites and online services. At the present time, the World Wide Web Consortium (W3C) has not yet established universal standards for recognizable DNT signals, and therefore, Parade Technologies and the Site do not recognize DNT.

11. **Changes to our Privacy Statement**

We may update our Privacy Statement from time to time. Any changes to this Privacy Statement will be posted on our Website so you are always aware of what information we collect, how we use it, and under what circumstances, if any, we disclose it. If at any time we decide to use personal data in a manner materially different from that stated in this Privacy Statement, or otherwise disclosed to you at the time it was collected, we will inform you through our Website, and you will have a choice as to whether or not we use your information in the new manner. You should periodically review our current Privacy Statement to stay informed of our personal data practices.

12. **Contact Us**

If you have any questions, concerns or complaints regarding this Privacy Statement, please contact Parade Technologies at legal@paradetech.com.