



Maxar Employment Candidate Privacy Notice and Consent

Updated February 9, 2024

By responding to or submitting information in accordance with a job posting or application you are consenting to our collection and processing of your Personal Information in accordance with this Privacy Notice.

Maxar Technologies Inc. is committed to protecting the privacy and security of your Personal Information. This Privacy Notice describes how Maxar Technologies Inc. and its subsidiaries (collectively, "Maxar") collect and process Personal Information about you during the application and recruitment process. This Privacy Notice also describes the Personal Information that we collect, how we use your Personal Information, when we may disclose your Personal Information to third parties, when we may transfer your Personal Information outside of your home country, and your rights regarding your access and deletion of your Personal Information.

We will only process your Personal Information in accordance with this Privacy Notice, other specific purposes that we share with you, or otherwise required by applicable law. We take steps to ensure that the Personal Information that we collect is accurate, relevant, not excessive, and processed for limited purposes. You have no obligation to provide any data requested by us. However, you understand that failure to provide or allow us to process Personal Information may affect our ability to recruit or evaluate your application or to offer you employment.

1. Collection of Personal Information

For purposes of this Privacy Notice, "Personal Information" means any information that identifies or can be used to identify an individual. Personal Information excludes anonymous, de-identified and/or aggregated data that is not, and cannot be, associated with a particular individual.

We may collect Personal Information directly from you, as a job applicant, such as by your entry of Personal Information in support of an application on Maxar's Careers website, that you provide directly to Maxar personnel. Maxar may also generate personal data in relation to you during your application process, such as if we take notes during interviews. We also may collect Personal Information received from third parties such as recruiters or executive search firms, as well as in connection with background, employment, or reference checks, subject to your consent where required by law.

To carry out our recruiting and applicant evaluation activities, we may collect, store, and process the following categories of Personal Information:

- Personal contact details such as your first and last name, preferred name, gender for diversity purposes, country of residence, national identification number, address, telephone numbers, and email address.
- If you previously worked for Maxar or its predecessors or subsidiaries, your previous work email address, employee identification number, location, and manager's name.
- Work experience and other relevant employment history, including your skills, job title, company, location, dates and a description of the job, information contained in a resume, CV,

cover letter, or job application or obtained from previous applications or prior employment with Maxar, and any relevant websites provided by you.

- Education information including school or university, degree, field of study, grades, transcripts, and other information in support of the job application.
- Security clearance eligibility and information necessary to obtain a security clearance. If you already hold a security clearance, your clearance level and dates of issuance and expiration.
- Information collected during phone screenings and interviews or from references submitted by you.
- Details regarding the type of employment sought, desired salary, willingness to relocate, job preferences, and other information related to compensation and benefits.
- Other information received from background checks.
- Citizenship, eligibility to work where the job is located, and other information required to fulfill our legal requirements and compliance with applicable employment, export control and other laws or license conditions.
- Additional categories of personal data necessary for the assessment of the compatibility with a specific job function. For example, if a job requires driving, we may request information on whether you hold a current driver's license. When collecting such data, we indicate in the job description where such data is necessary for us to assess your application or comply with legal requirements.

2. Use of Personal Information

We only process your Personal Information with your consent, where applicable law permits or requires it in connection with carrying out our application and recruitment process, to take steps necessary to enter into an employment contract with you, where the processing is necessary to comply with a legal obligation that applies to us, or for our legitimate business interests or the legitimate interests of third parties. Legitimate interests include our need to:

- Identify, communicate with, and evaluate job applicants, including assessing skills and qualifications throughout the application and recruitment process to determine a candidate's suitability for employment.
- Carry out employment, background, and reference checks, where applicable, subject to your consent where required by applicable law.
- Keep records related to our hiring.
- Comply with our legal, regulatory, or other corporate governance requirements, including applicable labor and employment laws and investigations.
- Prepare a job offer and employment contract in case you are to be hired.



- Analyze and improve our application and recruitment process.

In case of unsuccessful selection, in addition to using your Personal Information for the position for which you have applied, we may retain and use your Personal Information to inform you about and, with your consent, consider you for other positions that may be appropriate for you. We will only process your Personal Information for the purposes we collected it for or for compatible purposes. You will not be subject to hiring decisions based solely on automated data processing without your prior consent.

3. Collection and Use of Special Categories of Personal Information

Only when necessary to carry out our obligations under employment law, where your consent has been provided, where we have a legitimate need, or as applicable law otherwise permits, we may collect and process sensitive and/or special categories of Personal Information, including:

- Racial or ethnic origin, including whether you are Hispanic or Latino.
- Your veteran status under Title 41, Code of Federal Regulations, Part 60-300.
- Trade union membership.
- Data concerning health or disability.
- Data relating to criminal convictions or offenses.

Your sensitive personal information will not be used for any additional purposes that are incompatible with the purposes listed above unless we provide you with notice of those additional purposes.

4. Data Sharing and Sub-processors

We will only disclose your Personal Information to third parties where required by law or to Maxar employees, contractors, designated agents, or third-party service providers who require such information to assist us with administering the recruitment process in a manner compatible with the purposes set forth herein. We may use third-party service providers for various purposes, including, but not limited to, obtaining candidate searches and initial contact, employment verification and background checks, and data storage or hosting. We require our third-party service providers to only process your data in accordance with our instructions and to implement appropriate technical and organizational security measures to protect your Personal Information. We may also disclose your Personal Information for the following additional purposes where permitted or required by applicable law:

- To our subsidiaries and affiliates, including Maxar's global HR team and other internal teams, such as information technology and potential managers, or in the event of a business transfer the acquiring entity, for corporate activities and reporting for the purposes set out in this Privacy Notice and to protect our rights and interests.
- To comply with legal obligations or processes such as search warrants, subpoenas, or court orders. If we disclose your Personal Information to comply with a legal obligation, we will take

reasonable steps to ensure we only disclose the minimum Personal Information necessary for the specific request and circumstances.

- To establish or defend legal claims and allegations.
- For security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, violations of company policy or rules, or other misconduct.
- To seek advice from lawyers, auditors, and other professional advisers.
- During emergency situations or where necessary to protect the safety of persons.
- For additional purposes with your consent where such consent is required by law.
- In case you are hired by Maxar after the recruitment process, your personal data will be used in connection with your employment according with the applicable Maxar data protection policies and guidelines, which shall be communicated to you upon your hiring.

Your personal data will not be shared, sold, rented or disclosed other than as described in this Privacy Notice. We may, however, share your data when required by law and/or government authorities.

5. Cross-Border Data Transfers

We may transfer the Personal Information we collect about you to other jurisdictions that are outside your home country and that may not provide the same legally required level of data protection. Therefore, we have implemented appropriate contractual and legally required safeguards to ensure the lawfulness and security of these transfers throughout all jurisdictions.

6. Data Security

We have implemented appropriate physical, technical, and organizational security measures designed to secure your Personal Information against accidental loss and unauthorized access, use, alteration, or disclosure. In addition, we limit access to Personal Information to those employees, agents, contractors, and other third parties that have a legitimate business need for such access. Please note however that where you are transmitting information to us over the internet this can never be guaranteed to be 100% secure.

7. Data Retention

Except as otherwise permitted or required by applicable law or regulation, we will only retain your Personal Information for as long as necessary to fulfill the purposes we collected it for, as required to satisfy any legal, accounting, or reporting requirements, or as necessary to resolve disputes. Under some circumstances we may anonymize your Personal Information so that it can no longer be associated with you. We reserve the right to use such anonymous and de-identified data for any legitimate business purpose without further notice to you or your consent.

If you are offered and accept employment with us, the Personal Information we collected during the application and recruitment process will become part of your employment record, and we may use it in

connection with your employment consistent with our employee privacy policies. If you do not become an employee, we will retain and securely destroy your Personal Information in accordance with our document retention policy and applicable laws and regulations.

8. Rights of Access, Correction, Erasure, and Objection

Please keep us informed if your Personal Information changes during the recruitment process. By law you may have the right to request access to, correct, and erase the Personal Information that we hold about you, or object to the processing of your Personal Information under certain circumstances. You may also have the right to request that we transfer your Personal Information to another party. If you want to review, verify, correct, or request erasure of your Personal Information, object to the processing of your Personal Information, or request that we transfer a copy of your Personal Information to another party, please first login and review the “Candidate Home” tab on the Maxar Careers website. There you can review, verify, correct, request deletion, or download a copy of Personal Information that you entered in connection with your application. If you need additional assistance, please contact the Data Protection Officer at privacy@maxar.com. We or our partners may require specific information from you to confirm your identity and your right to access. We also may use a third-party verification provider to verify your identity. In some instances, we may be permitted to deny your request, or we may have previously destroyed, erased, or made your Personal Information anonymous as provided under this Privacy Notice. If we cannot provide you with access to your Personal Information, we will inform you of the reasons why, subject to any legal or regulatory restrictions.

9. Consent and Right to Withdraw Consent

If you are located in a country of residence that requires your consent to collect and process your personal data, when you apply to a Maxar job offer, you agree and accept that you are considered to have provided us with the necessary consent. Where you have provided your consent to the collection, processing, and transfer of your Personal Information, you may have the legal right to withdraw your consent under certain circumstances. To withdraw your consent, if applicable, contact us at privacy@maxar.com. We may also process your personal data, without your consent, but always only as permitted by and in compliance with the applicable laws.

10. Data Protection Officer

We have appointed a Data Protection Officer to oversee compliance with this Privacy Notice. If you have any questions about this Privacy Notice or how we handle your Personal Information, or would like to request access to your Personal Information, please contact the data protection officer at privacy@maxar.com. If you are unsatisfied with our response, you may have the right to make a complaint with the data protection authority in your jurisdiction by contacting the data protection authority.

11. California Based Applicants

This Privacy Notice is intended to comply with all applicable laws, including the California Consumer Privacy Act, as amended by the California Privacy Rights Act (collectively, “CCPA”). If any provision conflicts with a legal requirement, then Maxar will comply with the applicable law.



If you are a California resident, California law provides you with the following rights with respect to your personal information:

- The right to know what personal information we have collected, used, or disclosed about you.
- The right to request that we delete any personal information we have collected about you.
- The right to correct inaccurate personal information about you.

You may submit requests to delete, to correct, and/or to know personal information we have collected about you by submitting an email to privacy@maxar.com.

We will respond to your request in compliance with the requirements of CCPA or other applicable law.

If you make a request under the CCPA, we will not discriminate against you in any way. For example, we will not deny you discounts or other benefits or impose penalties on you, or provide you with or suggest that you will receive a different level or quality of benefits or services. You may permit an authorized agent to submit a request to know or to delete your personal information. If we receive a request on your behalf, we will ask that person to give us proof that you gave that person written permission to make a request for you. If that person does not provide us with written proof, we will deny their request so that we can protect your personal information.

We will not sell the personal information, including any sensitive personal information, we collect from employment candidates or share it with third parties for cross-context behavioral advertising. We may collect the personal information and sensitive personal information categories listed in the table below. The table also lists, for each category, our expected retention period, and collection and use purposes.

Personal Information Category	Business Purpose	Retention Period
Identifiers , such as your full name, contact information, gender, date of birth, signature, Social Security number, driver's license or state identification numbers, and similar information.	Recruit and process employment applications, including verifying eligibility for employment and conducting background and related checks. Comply with applicable state and federal labor, employment, tax benefits, workers' compensation, disability, equal employment opportunity, workplace safety, and related laws.	2 years
Protected classification characteristics under California or federal law , such as age (40 years or older), citizenship, sex (including gender, gender identity, gender expression), and military and veteran status.	Comply with federal and state equal employment opportunity laws. Design, implement, and promote the Company's diversity and inclusion programs. Perform workforce analytics, data analytics, and benchmarking. Exercise or defend the legal rights of the Company and its employees and affiliates.	2 years



Personal Information Category	Business Purpose	Retention Period
Professional or employment-related information , such as employment application information (work history, academic and professional qualifications, educational records, references, and interview notes, background check, drug testing results, work authorization, performance and disciplinary records, salary, bonus, commission, and other similar compensation data.	Recruit and process employment applications, including verifying eligibility for employment, background checks, and onboarding. Maintain personnel records and comply with record retention requirements. Comply with applicable state and federal labor, employment, tax, benefits, workers' compensation, disability, equal employment opportunity, workplace safety, and related laws. Exercise or defend the legal rights of the Company and its employees, and affiliates.	2 years
Non-public education information , such as education records, degrees and vocational certifications obtained, report cards, and transcripts.	Evaluate an individual's appropriateness for hire.	2 years
Inferences drawn from other personal information to create a profile or summary , for example, an individual's preferences, abilities, aptitudes, and characteristics.	Conduct applicant reference checks to assist in hiring decisions.	2 years
Citizenship or immigration information , such as visa or other right to work information.	Comply with federal and state equal employment opportunity laws. Verify employment eligibility (Form I-9).	2 years
Travel-related records , such as frequent flyer numbers, itineraries, flight, train, rental car, car service, hotel, or other similar information.	To administer travel for employment related activities.	2 years

12. Use of Cookies

We may collect certain information by automated means, using technologies such as cookies and web server logs.

Cookies are files that websites send to your computer or other Internet-connected device to uniquely identify your browser or store information or settings on your device. Our site may use cookies, as well as other types of local storage (such as browser-based or plugin-based local storage). Your browser may tell you how to be notified when you receive certain types of cookies and how to restrict or disable



certain cookies. You also may be able to delete your cookies or adjust your cookie settings by visiting the browser's settings panel. Please note, however, that without cookies you may not be able to use all of the features of our websites.

In conjunction with gathering information through cookies, our web servers may log information such as your device type, operating system type, browser type, domain, and other system settings as well as the language your system uses and the country and time zone where your device is located. We also may record information such as the address of the webpage that referred you to our site and the IP address of the device you use to connect to our site. We also may log information about your interaction with the site, such as which pages you visit. We may place tags on our web pages called "web beacons," which are small files that link web pages to particular web servers and their cookies.

We may use third-party web analytics services on our Services, such as those of Google Analytics, Hotjar, Adobe Marketo Munchkin, Twitter Pixel, Facebook Pixel, LinkedIn Pixel, Demandbase Tag, and Google AdRoll. These service providers help us analyze how you use our Services. The information collected for this purpose (including your IP address and other information collected by automated means) will be disclosed to or collected directly by these service providers.

Both we and others (such as our service providers and advertising networks) may collect personal information about your online activities, over time and across third-party websites. Our Services are not designed to respond to "do not track" signals from browsers.

The provider of other third-party plug-ins on our site, such as embedded videos and social sharing tools, may use automated means to collect information regarding your use of the Services and your interactions with the plug-ins. This information is subject to the privacy policies or notices of third-party plug-in providers and is not subject to this Privacy Notice.

13. Changes to This Privacy Notice

We reserve the right to update this Privacy Notice at any time and notice of any such update will appear on the Maxar Careers website, www.maxar.com/careers. Please check regularly to determine if an update has occurred.

14. Contact Us

If you have any questions about our processing of your Personal Information or would like to make an access or other request, please contact us at privacy@maxar.com.