

CERUS APPLICANT PRIVACY NOTICE

Effective date: August 28, 2023

Cerus Corporation and our subsidiaries and affiliates (collectively, “Cerus”, “Company”, “we” or “us”) respect your privacy, and are committed to protecting your personal information. This Applicant Privacy Notice sets out how we collect, use, store and share personal data that we collect through the careers/job-board section of our website at <https://www.cerus.com/careers/job-board/> and our applicant tracking and management system (collectively, **Careers Site**), as well as offline, in connection with your application or candidacy for a job or other position with Cerus.

CALIFORNIA CANDIDATES: California law requires that we provide you this notice about the collection and use of your personal information. Additional information about your privacy rights may be found below in the section California Consumer Privacy Act Notice for Job Applicants.

The Cerus entity that you are applying to is the “controller” in respect of your personal data for purposes of data protection laws, and is primarily responsible for how your personal data is used. Other Cerus entities may also be a controller in respect of your personal data in relation to certain centralised human resources activities. References in this Applicant Privacy Notice to Cerus should be read as reference to the Cerus entity that you are applying to or dealing with in relation to your candidacy.

By submitting your personal data to us, you acknowledge that you have read and understood this Applicant Privacy Notice and agree to the use of your personal data as set out herein. You are not required to provide the requested information to us, but if you fail to provide personal data when requested, we may not be able to consider or further process your application. This Notice does not create or form part of any contract for employment or otherwise.

Information we collect about you

In connection with your application or candidacy, the information we collect and use can include some or all of the following personal data, and may be determined by requirements of the country in which the position is located:

- **Contact information**, such as home address, country and/or state of residence, telephone number, email address and other contact information;
- **Information from job application materials or recruiters**, such as your jobs, memberships, and certifications;
- **Information from the application process**, such as any phone-screens, interviews, evaluations and outcomes of recruiting exercises;
- **Immigration status**, and other information that would allow us to verify your employment eligibility, such as social security number, passport and governmental identification;
- **Biographical information**, such as name, gender, date of birth, professional history, education details, language proficiencies, references, and information you make publicly available through job search or career networking sites;
- **Job preferences**, such as desired position and compensation, location preferences and willingness to relocate;
- **Professional and other work-related qualifications**, such as employment history, licenses, certifications and professional memberships;

- **Information needed to understand and assess accommodation requests regarding potential disabilities or other health conditions;**
- **Information relating to references**, such as referees' names and contact details and information that referrers provide about you;
- **Background check information**, such as information necessary to complete background, credit, drug/alcohol and/or other checks when permitted by law, and information received during these checks;
- **Medical information** if you meet with us in-person, such as your body temperature, health symptoms, vaccination status and other screening information in connection with the Company's health and safety plans and protocols, including screening required to access Company offices/facilities and other measures designed to prevent the transmission of COVID-19 or other infectious diseases; and
- **Any other information you provide to us.**

We ask that you avoid submitting sensitive personal data, such as racial and ethnic origin, religious or philosophical beliefs, trade union membership, political affiliation, health, genetic or biometric data, and sexual orientation, unless such information is legally required and/or the Company requests you to submit such information as permitted by applicable laws.

Any information you provide to us must be true, complete and not misleading. Submitting inaccurate, incomplete or misleading information may lead to a rejection of your application or candidacy during the recruitment process or disciplinary action including immediate termination of your employment.

Sources of personal information

We collect personal data from you when you apply for a job and throughout the job application or recruitment process. We may also collect personal data from other sources and combine it with the personal data you provide us. For example, we may obtain personal data about you from third parties such as your previous employers and other referees, recruiters, employment agencies, your educational institutions, other Company personnel, background check providers, credit reference and anti-fraud agencies, job search and career networking sites, and providers of screening lists and public registers.

How we use and share personal data

We may use the personal information listed above for the Company's personnel recruitment, management and planning purposes, as permitted by local law, including:

Recruitment Management. Managing the recruitment process generally, such as:

- Operating the Careers Site and/or record keeping in relation to recruiting and hiring;
- Identifying and recruiting candidates for potential employment, as well as for future roles that may become available at a later date;
- Processing your application and communicating with you about the recruitment process;
- Assessing your suitability, capabilities and qualifications for a job with us;
- Conducting reference checks;
- Communicating with you regarding your application or candidacy, current or future opportunities with the Company or about the Careers Site and any changes to applicable terms or policies;

- Conducting background checks and other pre-employment screening (only as permitted by law);
- Accommodating disabilities or health conditions;

Compliance, safety and protection, such as:

- Complying and monitoring compliance with legal and other requirements, such as tax, audit, recordkeeping, reporting, verifying identity and eligibility to work, and equal opportunities monitoring requirements, where applicable;
- Complying with internal policies and procedures;
- Complying with or monitoring compliance with legal processes, such as to respond to subpoenas or requests from government authorities;
- Protecting our, your or others' rights, safety and property, including by complying with applicable public health guidelines and requirements, including, without limitation, guidance from the Centers for Disease Control and Prevention or other public health authorities relating to the prevention and control of COVID-19 or other infectious diseases;
- Investigating and deterring against fraudulent, harmful, unauthorized, unethical or illegal activity, or conduct in violation of our policies or procedures;
- Controlling access to and monitoring our physical premises;
- Pursuing legal rights and remedies, including investigating, making and defending complaints or legal claims; administering and enforcing internal policies and procedures; and
- Sharing information with government authorities, law enforcement, courts or private parties where we have a good-faith belief it is necessary for the foregoing purposes.

Analytics. We may also use your personal data for analytics, creating anonymous, aggregated or de-identified data that we use and share to analyze our application and recruitment activities, business and for other lawful business purposes.

We may share your personal data with other parties for the purposes described above. For example, we may share such personal data with:

- **Affiliates.** Our subsidiaries and other affiliates under the control of our corporate parent, for purposes consistent with this Notice or to operate shared infrastructure, systems and technology.
- **Service providers.** Companies that provide us with services that help us manage the recruiting process, the onboarding process and operate our business, such as applicant tracking and candidate management systems, job boards, recruiters, interviewing and testing, pre-employment screening, interview travel booking and expense reimbursement (where applicable), relocation (where applicable), recruitment analytics, and hosting and operating the Careers Site.
- **Government authorities, law enforcement and others.** Government authorities, law enforcement, courts, and others as described in the compliance, safety and protection section above.
- **Business transferees.** Parties to transactions and potential transactions.
- **Professional advisors.** Lawyers, immigration advisors, and other outside professional advisors who require your information in the course of providing their services.
- **Customers and business partners.** Customers, other companies and individuals with whom the Company does business or is exploring a business relationship.

- **Other parties** not listed above but that are identified at or before the point at which we collect your personal information along with the purposes for which the information will be shared.

We process your personal data for each purpose described above (other than Sensitive Personal Data addressed below) on the basis that such processing is necessary for Company's legitimate business interests in recruiting suitably qualified and skilled employees. If you disagree, you may object to the use of your personal data as set out below.

If we hire you, we process your personal data on the basis that such processing is necessary to take steps necessary to enter an employment relationship with you. In addition, the personal data we collect in connection with your application or candidacy may be incorporated into our HR system and may be used to manage the new-hire onboarding process and such information may become part of your employee file.

Sensitive personal data

Although we ask that you not provide us with any Sensitive Personal Data unless we specifically request it, we may collect, use and share your Sensitive Personal Data, such as relating to your race or ethnic origin, physical or mental health or condition, immigration status, medical information, trade union membership, commission or alleged commission of criminal offences and any related legal actions or background check information only for the following purposes:

- Information relating to criminal convictions and offences or other background check information for the purposes of assessing your suitability for your role;
- Information relating to your Immigration status for the purposes of verifying your employment eligibility;
- Information relating to your racial or ethnic origin for the purposes of conducting equal opportunity monitoring;
- Information relating to any disabilities that you may have for the purposes of assessing or making reasonable adjustments and accommodations to the recruitment process; or
- Information relating to medical status if you meet with us in person for the purposes of complying with the Company's health and safety plans and protocols.

Where we use Sensitive Personal Data, generally we do so to perform our legal duties and exercise our rights as a prospective employer, or because it is necessary to establish, defend or prosecute legal claims. On occasion, we may do so on the basis that we are protecting the vital interest of a member of our staff or a third party, or where the purpose is in the substantial public interest.

Sending your personal data outside of the EEA, Switzerland or UK

We may transfer your personal data to countries other than the country where the position for which you are applying is based and/or in which the data was originally collected for the purposes described in this Notice. For example, if you are located outside of the United States, we may transfer your personal data to the United States, where Cerus is headquartered, if required for the hiring decision of the job you are applying for or if otherwise required for internal administrative purposes. We also use third party service providers to provide a recruiting and applicant tracking system (Greenhouse) based in the US for the Careers Site, for managing the recruitment and hiring process. The countries to which we transfer personal data may not have the same data protection laws as the country where the position is based and/or in which you initially provided the information. When we transfer personal data across borders, we consider a variety of requirements that may apply to such transfers and whenever we transfer your personal data out of the European Economic Area (EEA), Switzerland and/or UK to countries not deemed by the European Commission, Swiss government and/or UK government, as and where applicable, to provide an adequate level of personal data protection, the transfer will be based on safeguards that allow us to conduct the transfer in accordance with the EEA,

Swiss and/or UK data protection laws, such as data transfer mechanisms and/or specific contracts approved by the European Commission or Swiss or UK governments as providing adequate protection of personal data. The third party provider of the applicant tracking system for our Careers Site relies on appropriate data transfer safeguards such as the EU-U.S. Data Privacy Framework (DPF), the UK extension of the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework, and has established the necessary Data Transfer Agreements, including the EU Standard Contractual Clauses, where and as applicable to transfers, to ensure an appropriate standard of data protection.

Please contact us at privacy@cerus.com for more information about the specific safeguards applied to the transfer of your personal data.

Storage of personal data

If you accept an offer of employment by us, any relevant personal data collected during your pre-employment period may become part of your personnel records and will be retained in accordance with specific country requirements. If we do not employ you, we will retain your personal data for as long as is necessary for the purposes for which they were collected and any other permitted purposes, such as to comply with regulatory requirements to retain such data. We will either irreversibly anonymise or securely destroy personal data that we no longer need. We reserve the right to use anonymous data for any legitimate business purpose without further notice to you or your consent.

Security

We consider the protection of all personal data we receive as critical to our corporate mission, and we have reasonable and appropriate security measures to protect against the loss, misuse, alteration or disclosure of your personal data. However, you should be aware that no security safeguards are 100% secure and we cannot guarantee the security of your information.

Your rights

It is important that the personal data we hold about you is accurate and current. Please keep us informed if your personal data changes during the application process. Subject to certain conditions and limitations, you have the legal right to request access to (and a copy of), correct, and erase the personal data that we hold about you, or object to or restrict the processing of your personal data under certain circumstances. For certain data, you also have the right to request that we transfer your personal data to another party. Where processing is based on consent, you have the right to withdraw your consent so that we stop that particular processing. You can submit these requests by using our contact details below. You may access and correct your personal data by logging into the Career Site portal and updating it at any time. If you are not satisfied with our use of your personal data or our response to any exercise of these rights you have the right to complain to the data protection regulator in the country where the Cerus entity with which you deal is established. You can find your data protection regulator [here](#).

We may request specific information from you to help us confirm your identity and process your request. Applicable law may require or permit us to decline your request. If we decline your request, we will inform you of the reasons why, subject to any legal or regulatory restrictions.

Your contact for any queries

If you have any questions or concerns about our Applicant Privacy Policy, or to contact our data protection manager, please contact us at Cerus Corporation, 1220 Concord Avenue, Concord, CA 94520 U.S.A, Attn: Data Protection Manager, or at privacy@cerus.com.

If you have any queries or concerns regarding your personal data, or if you wish to exercise any of your rights set out in above, you can contact us by email at hr@cerus.com (for Cerus Corporation) and HREurope@cerus.com (for Cerus Europe B.V.). You may also contact us by mail at:

Cerus Corporation
1220 Concord Avenue

Cerus Europe B.V.
Stationsstraat 79-D

California Consumer Privacy Act Notice for Job Applicants

The California Consumer Privacy Act of 2018 (as amended, the “CCPA”) gives California residents certain rights. As an applicant and resident of California, you have the right to know what categories of personal information Cerus collects about you and the purposes for which such information is collected. Please carefully read this CCPA Privacy Notice for Job Applicants (“CCPA Privacy Notice”), which supplements our global Applicant Privacy Notice.

For purposes of this CCPA Privacy Notice, “personal information” and “sensitive personal information” have the meaning given in the CCPA. Personal information may also be referred to as personal data elsewhere in the global Applicant Privacy Notice. In the event of a conflict between the terms of this CCPA Privacy Notice and the rest of the global Applicant Privacy Notice, this CCPA Privacy Notice shall take precedence for California residents.

Additional information about our collection and use of personal information, including sensitive personal information is provided in the following table. This table identifies the statutory categories of personal information Cal. Civ. Code Section 1798.140(v)(1) for personal information that we currently collect and have collected in the preceding 12 months. You should assume that each category of personal information we collect may be disclosed, and may have been disclosed during the preceding 12 months, to the other parties as listed above under the section “How we use and share personal data”.

Categories of Personal Information Collected	Purposes for collecting Personal Information
Identifiers (such as name, home address, telephone number, email address, other contact information, unique personal identifier, internet protocol (IP) address, account name, social security number, date of birth, driver’s license number, passport number, governmental identification, immigration status)	<ul style="list-style-type: none"> • Identifying and recruiting candidates for potential employment, as well as for future roles that may become available at a later date • Evaluate potential employment • Contact you regarding your application and potential employment • Perform background checks to verify past employment, educational history, professional standing and qualifications, pre-employment screening, and criminal convictions
Professional or employment-related information (such as work history, prior employers)	<ul style="list-style-type: none"> • Evaluate potential employment • Perform background checks to verify past employment, professional standing and qualifications; • Evaluate job preferences
Education information	<ul style="list-style-type: none"> • Evaluate potential employment • Perform background checks to verify education
Protected classification characteristics under California or federal law (such as race, national origin, gender, age, military or veteran status, physical or mental disability, marital status and religion)	<ul style="list-style-type: none"> • Comply with legal and regulatory obligations, such as reporting requirements of the Federal Equal Employment Opportunity Act
Medical information	<ul style="list-style-type: none"> • Understand and assess accommodation requests regarding potential disabilities or other health conditions • Comply with Company health and safety plans and protocols for in person meetings

Sensitive Personal Information. All of the categories above include, or contain information from which it may be possible to infer, sensitive personal information and characteristics of protected classifications under California or federal law if applicable. However, we do not use or disclose sensitive personal information in ways subject to the right of California residents to limit use of sensitive personal information under the CCPA.

Your California privacy rights

California residents have the rights listed below under the CCPA. However, these rights are not absolute, and in certain cases we may decline your request as permitted by law.

- **Information.** You can request the following information about how we have collected and used your personal information during the past 12 months:
 - The categories of personal information that we have collected.
 - The categories of sources from which we collected personal information.
 - The business or commercial purpose for collecting or selling personal information.
 - The categories of third parties with which we share personal information.
 - The categories of personal information that we sold or disclosed for a business purpose.
 - The categories of third parties to whom the personal information was sold or disclosed for a business purpose.
- **Access.** You can request a copy of the personal information that we have collected about you.
- **Deletion.** You can ask us to delete the personal information that we have collected from you.
- **Correction.** You can ask us to correct inaccurate personal data that we have collected about you.
- **Opt-out of sales or sharing of personal information.** California residents can opt-out of any “sale” or “sharing” of personal information as such terms are defined under the CCPA. We do not sell or share personal information of applicants and have not done so in the preceding 12 months. However, we encourage you to review our Privacy Policy for information about the sale or sharing of personal information that may occur when you interact with us offline or online in the same manner that a **customer** or other non-candidate may interact with us.
- **Nondiscrimination.** You are entitled to exercise the rights described above free from discrimination as prohibited by the CCPA, including exercising such rights without retaliation.

How to exercise your California privacy rights

You may submit requests to exercise your rights to privacy@cerus.com, calling us toll free at 1-866-945-1106 or by mail at Cerus Corporation, 1220 Concord Avenue, Concord, CA US 94520, attention Data Protection Manager. We cannot process your request if you do not provide us with sufficient detail to allow us to understand and respond to it. We may need to verify your identity to process your information/know, access, deletion, and correction requests, and we reserve the right to confirm your current California residency.

Your authorized agent may make a request on your behalf upon our verification of the agent’s identity and our receipt of a copy of a valid power of attorney given to your authorized agent pursuant to California Probate Code Sections 4000-4465. If you have not provided your agent with such a power of attorney, you must provide your agent with written and signed permission to exercise your CCPA rights on your behalf, provide the information we request to verify your identity, and provide us with confirmation that you have given the authorized agent permission to submit the request.

Changes to this Notice

We reserve the right to change this Applicant Privacy Notice at any time. When we update this Applicant Privacy Notice, we will notify you of changes that are deemed material under applicable legal requirements by updating the date of this Privacy Notice. We may also notify you of changes to the Applicant Privacy Notice in other ways, such as via email or other contact information you have provided. You may view the current version of this Applicant Privacy Notice any time online at our

Careers Site, or you may request a copy by contacting a Human Resources Department representative at hr@cerus.com (for Cerus Corporation) and HREurope@cerus.com (for Cerus Europe B.V.).

See our Privacy Policy at <https://www.cerus.com/privacy-policy/> for information about our practices when you interact with us offline or online in the same manner that a customer or other non-candidate may interact with us.