

CytomX Applicant Personal Information Processing Notice

Effective date: *November 10, 2022*

INTRODUCTION

This Applicant Personal Information Processing Notice (“Applicant Notice”) tells you what you need to know about how and why CytomX Therapeutics, Inc. (“CytomX”, “we” or “us”) collects your personal information when you apply for a job with us. You should only proceed further with your application if you agree to the terms of this Applicant Notice.

PROCESSING YOUR PERSONAL INFORMATION

- **What do we collect?**
 - ❖ Personal information provided by you, including first and last name, address, email address, phone number, date and place of birth, gender, nationality/citizenship, voluntary equal opportunity employment information, disability information, immigration status, and government-issued identifiers (if permitted under applicable law, including your Social Security number and/or passport).
 - ❖ Personal information provided by you regarding your working skills, education, certifications, curriculum vitae and employment qualifications, including information provided by previous employers and other references, if permitted under applicable law.
 - ❖ Personal information provided by you when choosing to complete your professional profile in any recruiting platform utilized by CytomX, including voluntarily updating your professional experience, business title, education, skills, etc.
 - ❖ Personal information obtained from your social profile (such as your LinkedIn profile) if you provide us with a link to your social profile.
 - ❖ Personal information obtained from a third-party when performing authorized reference checks, background checks, or verifying personal information you provided to us.

- **Why do we collect it?**
 - ❖ To fulfill our obligations as your current or prospective employer.

For example:

- *If you are successful candidate, we process your personal information to begin formalizing our employment relationship.*

- ❖ For making recruitment or employment decisions.

For example:

- *To evaluate active candidates for a particular job opening.*
- *To follow the progress being made in the recruitment process.*

- ❖ To participate in E-Verify.
- ❖ To advance or defend CytomX's legal rights.
- ❖ To prevent or detect fraudulent or other unlawful activities.
- ❖ To comply with a law, regulation or valid legal process and, in appropriate circumstances, cooperating with law enforcement.
- ❖ For business planning and improving our operations.
- ❖ For controlling access to our facilities and systems and for company security.
- ❖ To meet our legal obligations.

- **Who else might receive it?**

- ❖ Your personal information is only to be processed by persons working for and on behalf of CytomX on a need-to-know basis for the purposes described in this Applicant Notice.
- ❖ CytomX will only share your personal information with third parties if required to do so by law (including external/governmental bodies), or as reasonably necessary with trusted service providers working for us to help us administer the recruitment process and for no other purpose.

For example, we work with third-party service providers offering hosting services for our careers website. We also work with independent recruiters to help identify potential candidates for job openings.

HOW LONG DO WE KEEP YOUR PERSONAL INFORMATION?

We will not retain your personal information longer than necessary. We are guided by this Applicant Notice, internal CytomX record retention schedules, and applicable legal obligations.

LEGAL DISCLOSURE OF INFORMATION

We may disclose your personal information to any institution, government, court, agency, or authority (including law enforcement agencies) to whom we are required to

disclose it by law or as necessary to protect our legal rights or the rights of others, to prevent harm, or in accordance with your instructions.

SECURITY

We use commercially reasonable physical, procedural, and technical safeguards to deter unauthorized access, destruction, use, modification, or disclosure of your personal information. However, please understand that we cannot provide an absolute guarantee against the risk of unauthorized disclosure.

CHANGES TO THIS APPLICANT NOTICE

It may be necessary from time to time for us to modify this Applicant Notice to reflect changes in the way we collect and use personal information or changes in privacy-related laws, regulations, and industry standards. We will endeavor to provide reasonable notice of material changes to the Applicant Notice, including via links posted on CytomX careers web page.

WHO TO CONTACT

Please feel free to contact a member of the CytomX Human Resources team (careers@cytomx.com) if you have any questions regarding our Applicant Notice or about the use of your personal information.