

**PRIVACY NOTICE TO CALIFORNIA EMPLOYEES, EMERGENCY CONTACTS
AND BENEFICIARIES REGARDING THE COLLECTION OF PERSONAL
INFORMATION**

Effective Date: January 1, 2024

Rocket Lab USA, Inc. and its affiliates (the “Company”) are committed to protecting the privacy and security of personal information of its employees and their emergency contacts and beneficiaries. The Company complies with the California Privacy Rights Act (CPRA”) and all data privacy and laws in the jurisdictions in which it recruits and hires employees.

- **share or disclose your sensitive information to third parties for purposes other than those permitted by the CPRA;**
- **sell or share the personal information of consumers under 16 years of age; or**
- **permit third parties to collect your personal information on our behalf other than our service providers listed below.**

Applicants with disabilities may access this notice in an alternative format by contacting privacy@rocketlabusa.com.

	information collected and analyzed regarding an individual's health; and personal information collected and analyzed regarding an individual's sex life or sexual orientation.	
D. Biometric	Information, such as fingerprints, voice prints, retinal scans, facial recognition, hand geometry, and the like.	No
E. Internet or other	Electronic network activity information, such as browsing history, search history, and information regarding your interaction with an internet website, social media site or application.	Yes
F. Geolocation information	Physical location or movements.	Yes
G. Audio, electronic, visual, thermal, or similar information	Sensory data such as audio, electronic, visual, thermal, or similar information.	Yes
H. Professional or employment-related information	Immigration and work eligibility; and information provided by you during the interview and hiring process performance management information, such as employment status (full-time or part-time, regular or temporary); work schedule; job assignments; hours worked; business travel information; expatriate and secondment assignments; accomplishments and awards; training and development information; performance evaluation information; workplace safety information; medical or health conditions, job restrictions, drug testing information, workplace accident and illness information, and health insurance information; complaint resolution information; discipline and counseling information; and employment.	Yes
I. Education information relevant to the job	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial	

Within 10 days of receiving your request to know, we will confirm receipt of your request and provide information about how we will process your request. Generally, we will respond to your request within 45 days. If we need more time to respond, we will provide you with notice and an explanation of the reason we need more time to respond. We may deny your request if we cannot verify your identity or are legally permitted to deny your request. If we deny your request, we will explain the basis for the denial, provide or delete any personal information that is not subject to the denial, and refrain from using the personal information retained for any purpose other than permitted by the denial. We will maintain a record of your request and our response for 24 months.

QUESTIONS

If you have any questions or concerns regarding this Privacy Notice, please contact: privacy@rocketlabusa.com.