

HR CLOUD, INC.

UNITED STATES PRIVACY NOTICE

Effective as of October 1, 2026

1. About this notice

This notice explains how HR Cloud, Inc. ("HR Cloud", "we", "us") handles personal information about individuals in the United States, across our websites, applications, platform and related services. Our services are intended for business use and are not directed at children.

We act as a business in our own right when we collect information from website visitors, prospective customers, event and webinar attendees, people who contact us for support or information, and business contacts at our customer organizations. This notice describes that handling and we answer requests about it directly.

If your employer uses our platform to manage its workforce, the information in your employee record is not covered by this notice. Your employer decides what goes into the platform and why, we hold it only on your employer's instructions, and your employer's own privacy notice governs it. To access, correct or delete your employee record, or to exercise any privacy right over it, contact your employer. We will support your employer in responding.

2. Personal information we collect

What we collect depends on how you deal with us. Over the last 12 months, the categories we have collected are identifiers, commercial information, internet and network activity, geolocation, professional and employment information, and the sensitive information in section 3.

2.1 When you visit our site, request information or attend an event

We collect your name, company name, email address and phone number, your communication and marketing preferences, and any feedback, support tickets or correspondence you send us. We use it to respond to you, to send marketing where you have asked for it, and to keep our systems secure.

2.2 When your employer uses our platform to manage its workforce

When your employer uses our platform, we process employee data on its behalf as your employer directs, which may include identifiers, employment information, financial and government-issued identifier information, and the sensitive information in section 3. Your employee record is your employer's, not ours. We hold it only on their instructions, and their privacy notice covers it. To see, correct or delete it, ask your employer. We will help them respond.

2.3 Automatically, as you use our site and apps

We collect your IP address and approximate location from it, your browser and device information, cookie and device identifiers, and usage statistics such as activity logs and clickstream data. We use it to run, secure and improve our service. See our Cookie Notice for cookie choices.

We get this from you, your employer and our own systems. We share it only as set out in section 5, and section 8 says how long we keep it.

3. Sensitive personal information

Where we process personal information for your employer, its records may include sensitive information such as government identifiers, financial details and immigration data. We hold this only for your employer, on its instructions, and this notice does not cover it. To exercise any right over it, contact your employer.

4. How we use personal information

We use personal information for the following business purposes:

- Providing, operating, maintaining and securing the platform
- Processing transactions, managing accounts and billing
- Performing our contracts with customer organizations
- Providing support and responding to questions and requests
- Sending service and security communications
- Sending marketing communications about our products and events, subject to your choices
- Analyzing how the platform and our sites are used so we can improve them
- Detecting, investigating and preventing fraud, abuse and security incidents
- Meeting legal, tax and regulatory obligations

We do not use personal information for purposes that are incompatible with the ones set out here without telling you first.

5. How we disclose personal information

We disclose personal information to the following kinds of recipient. We do not sell it, as explained in section 6.

Service providers. Companies that run parts of our platform and business for us, such as hosting, support and analytics providers. They are bound by contract to use it only for us, not for their own purposes.

Integration partners. Where your employer's administrator switches on an integration with a system like ADP, UKG, Workday, Paylocity, Microsoft or Google, information flows to that provider under your employer's agreement with it and that provider's own privacy notice, not ours.

Affiliates and joint-offering partners. We may share business contact information with our affiliates, or with a partner we jointly offer a product with, where you have expressed interest in that offering.

Advertising and analytics partners. Providers such as Google whose cookies may receive limited information for analytics and advertising, as described in section 6, which you can opt out of.

Authorities and advisers. We disclose personal information where the law requires it, or to protect our rights, our customers or the public.

6. Sale, sharing and opt-out signals

We do not sell personal information for money. We do use advertising and analytics partners, including Google, whose cookies may share limited information such as your device identifiers and browsing activity for cross-context behavioral advertising. Under some state laws this counts as sharing or as a sale. We do not

process sensitive personal information for advertising. We do not profile you in a way that produces legal or similarly significant effects. Where we hold deidentified information, we keep it deidentified, do not attempt to reidentify it, and use it only for lawful business purposes. We have no actual knowledge that we sell or share the personal information of anyone under 16 years of age.

You can opt out at any time using the “Your Privacy Choices” link in the footer of our site, or by emailing privacy@hrcloud.com. We also recognize the Global Privacy Control and other universal opt-out signals your browser or extension sends, and we treat them as a valid opt-out without asking you to confirm. We do not currently respond to browser Do Not Track signals, as there is no common standard for them. We do honour the Global Privacy Control as described above.

7. Your privacy rights

You can ask us to tell you what personal information we hold about you and why, give you a copy of it, correct it, or delete it. You can opt out of any sale or sharing of your information and of targeted advertising, and ask us not to use your sensitive information beyond what is needed to provide our service. We will never treat you differently for exercising these rights.

Which of these you have depends on your state, and the laws differ. Rather than ask you to prove where you live, we extend these rights to anyone in the United States who asks, and we apply the shortest deadline any applicable law sets. Where your state gives you more, such as a right to appeal, you keep it.

If your employer uses our platform, you exercise these rights over your employee record through your employer, which decides what happens to it. Contact your employer and we will support it in responding, wherever you live.

To make a request, email privacy@hrcloud.com, use the form at <https://corehr.hrcloud.com/PrivacyPolicy/RequestForm>, or call 855-714-7253. We will confirm your request, verify your identity from information we already hold, and respond within 45 days, telling you if we need longer. An authorized agent may act for you with your written permission. If we refuse, you can appeal by replying with “Appeal” in the subject line, and if we maintain our refusal we will tell you how to complain to your state attorney general.

8. How long we keep personal information

We keep personal information for as long as we need it for the purposes described in this notice, to meet our legal obligations, and for the duration of the customer relationship. Where we act as a service provider, we delete personal information within 90 days of a customer relationship ending, unless the law requires us to keep it or the customer asks us in writing to hold it longer.

9. Changes, accessibility and contact

We review this notice at least once every twelve months and update it whenever our practices change. The current version and its date appear at the top, and we will inform affected individuals of any material change before it takes effect.

We aim to meet the Web Content Accessibility Guidelines at level AA in this notice and across our sites. If you use assistive technology and have difficulty accessing anything here, contact us at privacy@hrcloud.com and we will

provide the information in a format that works for you. Where we ordinarily deal with individuals in a language other than English, we make this notice available in that language.

Questions, requests and complaints: privacy@hrcloud.com. Postal: HR Cloud, Inc., 222 North Pacific Coast Highway, Suite 2000, El Segundo, CA 90245, United States. Phone: 855-714-7253.