

Rubrik Employee Privacy Notice (EEA+)

RUBRIK PRIVACY SHIELD NOTICE

Last Updated: January 2023

In furtherance of Rubrik's commitment to this Policy, Rubrik participates and has certified its compliance with the EU-U.S. Privacy Shield Framework and the Swiss-U.S. Privacy Shield Framework regarding Personal Data related to employees of Rubrik resident in the European Economic Area ("EEA"), Switzerland, and the United Kingdom ("UK") and processed in support of Rubrik human resources operations. We are committed to subjecting all personal data received from the EEA, Switzerland, and the UK, respectively, in reliance on each Privacy Shield Framework, to the Framework's applicable Principles. To learn more about the Privacy Shield Frameworks, and to view our certification, visit the U.S. Department of Commerce's Privacy Shield List. [<https://www.privacyshield.gov/list>].

With respect to Personal Information received or transferred pursuant to Privacy Shield Frameworks, Rubrik is subject to the regulatory enforcement powers of the U.S. Federal Trade Commission. In certain situations, we may be required to disclose personal data in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

Rubrik has further committed to cooperate with the EU data protection authorities (DPAs) for EU employees, the Swiss Federal Data Protection and Information Commissioner (FDPIC) for Swiss employees, and the UK Information Commissioner's Office (ICO) with regard to unresolved Privacy Shield complaints concerning human resources data transferred from the EEA, Switzerland, and the UK, respectively, in the context of the employment relationship.

Rubrik is responsible for the processing of personal data it receives, under each Privacy Shield Framework, and subsequently transfers to a third party acting as an agent on its behalf. Rubrik complies with the Privacy Shield Principles for all onward transfers of personal data from the EEA, Switzerland, and the UK including the onward transfer liability provisions.

Under certain conditions, more fully described on the Privacy Shield website [<https://www.privacyshield.gov/article?id=How-to-Submit-a-Complaint>], you may be entitled to invoke binding arbitration when other dispute resolution procedures have been exhausted.