

**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.

**Information We Collect**

We collect information that identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer, household, or device (“personal information”).

We collect the personal information to manage our employment relationship with you; comply with our legal and contractual requirements, and to establish and, exercise our legal and contractual rights. For an additional description of the personal information we collect, please see below.

The retention period for the personal information is as long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our employment relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights.

The personal information is shared with company People & Culture, management, and IT personnel; applicable government agencies; and our People & Culture service providers.

We collect only the personal information that is reasonably necessary and proportionate to achieve our purposes. We collect, use, retain, and share your personal information in accordance with certain data privacy and data protection principles. Specifically, the personal information we collect about you is:

- used lawfully, fairly and in a transparent way;
- collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes;
- reasonably necessary and proportionate to achieve these purposes;
- accurate and kept up to date;
- kept only as long as necessary for these purposes; and
- kept securely.

**We do not:**

- **sell your personal information;**
- **share or disclose your personal information to third parties other than the entities or service providers listed below;**

- **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](mailto:privacy@rocketlabusa.com).

In particular, we have collected the following categories of personal information from consumers within the last 12 months:

**CATEGORIES OF PERSONAL INFORMATION WE COLLECT AND HOW DO WE USE, RETAIN, AND SHARE THIS INFORMATION**

I. Applicants

Categories	Examples	Collected
A. Identifiers	A real name, alias, postal address, unique personal identifier, online identifier, internet protocol address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.	Yes
B. Protected categories	Race, color, national origin, religion, sex (including pregnancy, childbirth, and related medical conditions), disability, age, citizenship status, genetic information, ancestry, marital status, sexual orientation, gender identity and gender expression, AIDS/HIV status, medical condition, political activities or affiliations, military or veteran status, and status as a victim of domestic violence, assault, or stalking.	Yes
C. Sensitive Personal Information	Social security number; driver’s license number; state identification card number; passport number; account log-in; financial account; debit card number, credit card number in combination with any required security or access code, password, or credentials allowing access to an account; precise geolocation; racial or ethnic origin; religious or philosophical beliefs; union membership; contents of an individual’s mail, email, and text messages unless the Company is the intended recipient of the communication; genetic data; biometric information used to uniquely identify an individual; personal	Yes

	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 information, or student disciplinary records.	Yes
J. Inferences drawn from the personal information collected to determine your	Profile reflecting a person’s preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	Yes

abilities and aptitude		
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**YOUR PRIVACY RIGHTS**

As a California resident, you have the following privacy rights regarding your personal information:

- The right to know and right to access the personal information we have collected about you, including the categories of personal information, the categories of sources from which the personal information is collected, the business or commercial purpose for collecting, selling, or sharing personal information, the categories of third parties to whom the business discloses personal information, and the specific pieces of personal information the business has collected about the consumer;
- The right to delete personal information that we have collected from you, subject to certain exceptions;
- The right to correct inaccurate personal information that we maintain about you;
- The right of portability, or right to have us transfer your personal information to other persons or entities upon your request;
- The right to limit the use of your sensitive information if we decide in the future to use such information for purposes other than the purposes listed above; and
- The right not to be discriminated against for exercising your privacy rights.

You can exercise you privacy rights by submitting a request to us by emailing us at: [privacy@rocketlabusa.com](mailto:privacy@rocketlabusa.com) calling us at: 714-465-6737; or asking our People & Culture department for a written request form. To protect the security of your personal information, we will require you to provide us with identifying information for you such as personal email address, personal telephone number, employee identification number, and/or other information that we can match with the personal information we have collected about you to verify your identity.

You may use an authorized agent to request access to or deletion of your personal information. We will require your authorized agent to provide us with either (1) a power of attorney authorizing the authorized agent to act on your behalf or (2) your written authorization permitting the authorized agent to request access to your personal information on your behalf. Further, we will require you or your authorized agent to provide us with identifying information to verify your identity. We may also require you to either verify your own identity directly with us or directly confirm with us that you provided the authorized agent permission to submit the request.

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](mailto:privacy@rocketlabusa.com).