

UPDATED: JANUARY 1, 2023

PRIVACY NOTICE AT COLLECTION FOR CALIFORNIA APPLICANTS

- 1. About this Notice.** This privacy notice sets out how mdxhealth collects and uses personal information about you in compliance with our obligations under the California Consumer Privacy Act of 2018 (CCPA), as amended by the California Privacy Rights Act of 2020 (CPRA).

We take the privacy of our applicants very seriously. Please read this notice carefully as it contains important information on the personal information that we collect, why we collect it, how long we keep it, and whether it is sold to or shared with third parties. This notice will be updated regularly. The day the last update was performed is provided at the top of this document for your reference.

- 2. Key Terms.** The following key terms are used in this notice:

- **We, us, our.** Mdxhealth, Inc. and its affiliates.
- **Personal information.** Any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked with a particular individual.
- **Sensitive personal information.** Personal information revealing an individual's social security number, driver's license and passport numbers, account numbers and credentials, precise geolocation, racial or ethnic origin, religious beliefs, or union membership, personal information concerning a consumer's health, sex life, or sexual orientation, contents of a consumer's mail, email and text messages where the business is not the intended recipient, genetic data, and biometric information.

Other terms used but not defined will have the meaning set forth in the CCPA, as amended by the CPRA, Cal. Civ. Code §§ 1798.100—1798.199.100, and accompanying regulations set forth under Cal. Code Regs. tit. 11, § 7000 et seq.

- 3. Personal Information We Collect About You.** We may collect and use the following categories of personal information about you:

Categories of Personal Information Collected

- Identifiers: 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
- Personal information as defined in Customer Records law: Name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit or debit card number, other financial information, medical information, health insurance information
- Characteristics of protected classifications under California or federal law such as race, religion, national origin, age, sex, sexual orientation, pregnancy, familial status, disability, military or veteran status, and genetic information

- Audio, electronic, visual, thermal, olfactory, or similar information [(such as photographs and recordings)]
- Professional or employment-related information such as work history, prior employer, references, qualifications, skills and experience, human resources data, emergency contact information, and data necessary for benefits and related administrative services
- Education information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (FERPA)
- Inferences drawn from any of the information identified above to create a profile reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes
- Sensitive personal information

4. How and Why We Use Your Personal Information. We use your personal information for the following purposes:

Purposes for Collecting and Using Your Personal Information

Managing Human Resource Functions:

- Workforce planning
- Recruiting, hiring, and onboarding
- Performing background or credit checks
- Implementing diversity and inclusion initiatives

Conducting business operations:

- Budgeting
- Recordkeeping and reporting requirements
- Managing infrastructure and company assets
- Strategic planning
- Maintaining security

We will not collect additional categories of personal information or use the personal information collected for materially different, unrelated, or incompatible purposes without first providing you with additional and/or updated notice.

5. Whether Personal Information Will Be Sold or Shared. We do not sell or share the personal information of applicants. We may disclose your personal data to the following categories of recipients:

- (a) MDxhealth affiliates: The Company may disclose your personal data to other mdxhealth entities to fulfill the purposes described in this Notice. Within mdxhealth entities, access to, use of and other processing of personal data will generally be limited to individuals who have a need to know the information for the purposes described in this Notice, which may include personnel from: Human Resources, IT, Compliance, Legal, Information Security, Finance and Accounting and Internal Audit. Most personnel within mdxhealth

will have access to your business contact information such as name, position, telephone number, work address and email address.

- (b) External service providers, such as (1) payroll and tax administrators, pensions and benefits providers and administrators, human resources administrators, IT systems and support providers, account monitoring services, financial institutions, telecommunications providers, insurance companies; (2) accountants, auditors, lawyers and other outside professional advisors; and (3) other third parties engaged to assist us in carrying out business, recruiting, or human resources activities. (4) data verification services to ensure your data is accurate and to reduce errors. We do not allow third party service providers to use or disclose your personal information except as necessary to perform services on our behalf or to comply with legal requirements.
- (c) Local authorities: Mdxhealth may share your personal data with local governmental, regulatory, supervisory and/or judicial agencies or other public or official bodies, as permitted or required under applicable law.
- (d) Other third parties: Your personal data may be disclosed to third parties in circumstances where we are required to do so by law, regulation or legal process (such as a court order or subpoena), or when we believe disclosure is necessary in order to achieve any purpose disclosed under this Notice.

6. How Long Your Personal Information Will Be Kept. We will keep your personal information for as long as is necessary while you are considered an applicant by us. Thereafter, we will keep your personal information:

- To respond to any questions, complaints or claims made by you or on your behalf;
- To show that we treated you fairly; or
- To keep records required by law.

We will not retain your personal information for longer than necessary for the purposes set out in this notice. Different retention periods apply for different types of personal information. However, we may need to hold your personal information beyond scheduled retention periods due to regulatory requirements or in response to a regulatory audit, investigation, or other legal matter.

When it is no longer necessary to retain your personal information, we will delete or anonymize it.

7. Contact. If you have any questions or concerns about this notice or the information we collect about you, please contact Karen Murvin at karen.murvin@mdxhealth.com or 866-259-5644.