General Applicant Privacy Notice
(Last Updated: April 29, 2026)

Introduction

Tenable ("we", "us", the "**Company**", or "**Tenable**") is committed to protecting the privacy and security of your personal information. This General Applicant Privacy Notice (the "**Notice**") describes how we collect, use, disclose, or otherwise process your personal information as part of the recruitment and selection process, in accordance with applicable privacy laws that govern such relationship.

This Notice applies to you if you are applying for a job at Tenable, Inc. or its subsidiaries (collectively, "Tenable"). **This Notice does not apply to you if you reside in the European Union ("EU")/European Economic Area ("EEA"), Switzerland, the United Kingdom ("UK"), or the State of California.**

It is important that you read this notice, together with any other privacy notices we may provide on specific occasions when we are collecting or processing personal information about you, so that you are aware of how and why we are using such information.

Tenable is responsible for deciding how we hold and use personal information about you. When we process your personal information, we will always ensure it is:

1. Used lawfully and in a transparent way.
2. Collected only for purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
3. Relevant to the purposes we have told you about and limited only to those purposes.
4. Kept only as long as necessary for the purposes we have told you about.
5. Kept securely.

If you have any questions about this Notice or about how we handle your personal information, or if you have a disability and need to access this Notice in a different format, please email privacy@tenable.com.

What is personal information?

Your personal information is any information that identifies, relates to, describes, is reasonably capable of being associated with, or could be reasonably linked, directly or indirectly, with you.

We may collect the following categories of personal information about you:

- **Identifying information**, such as a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol (IP) address, email address, or other similar identifiers.
- **Demographic information**, including information about protected characteristics, such as gender or gender identity, marital status, race, national origin, military service, and disability status.
- **Internet or other electronic network activity information**, such as browsing

history, search history, and information regarding your interaction with our website.

- **Professional or employment-related information**, such as information regarding previous work experience, professional skills, professional memberships, community involvement, qualifications and work history, and training details.
- **Assessments and testing information**, such as competency assessment results, test scores, coding samples, and performance metrics (from competency-based testing tools).
- **Financial account information**, as required to reimburse you for any expenses that you incur.
- **Medical information**, as required based on the nature of the position that you seek.
- **Education information**, such as schools attended and degrees conferred.
- **Audio recordings, visual, electronic, or other similar information**, such as photos or audio or video recordings captured during the application process.
- I**nferences drawn from any of the information listed above.**

We may collect certain data that qualifies as sensitive personal information, such as:

- Social Security number, driver's license, state identification card, or passport number;
- Personal information that reveals racial or ethnic origin, religious beliefs, or sexual orientation; and
- Personal information collected and analyzed concerning health (e.g., related to the provision of health benefits or accommodations or office safety protocols, such as vaccination status, health questionnaires, or other similar health information).

Other than directly from you, we may collect your personal information from the following categories of external sources:

- Background check and employee screening agencies;
- Identity verification/authentication providers;
- Former employers, references and/or coworkers;
- Educational institutions;
- Publicly-available sources, such as social media accounts;
- Recruiting and staffing partners or other jobs websites; or
- Professional licensing and certification bodies.

We will use your personal information for the following purposes:

- To evaluate a potential working relationship with you;
- To verify and authenticate your identity; and
- To enable us to comply with legal obligations.

How and for what purposes does Tenable process your personal information?[1]

The following are the purposes for which we may process your personal information. For each purpose, we also list the types of data we may process to fulfill such purposes.

Registration & Selection

- Acknowledging your application
- Determining your suitability for current and future vacancies
- Identity verification and authentication
- Alerting you to future vacancies

[1] Tenable does not process personal information in a discriminatory manner. Tenable is an equal employment opportunity employer and does not tolerate discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law.

Types of personal information processed	Date and time of application, personal identifiers (title, name, date and place of birth etc.), contact information (street address, telephone and email address), nationality (or immigration status), education information, training, employment-related information, including professional experience (prior jobs, tenure, employer name, contact details of employer, main tasks and responsibilities, linguistic and job related skills and competencies, current and prior salary, reason for leaving prior jobs), personal information included in application forms and CV/ resumes, correspondence including cover letters and emails where candidate personally expresses desire and suitability for role, personal information provided by third party placement firms, recruiters, job search websites with which you are affiliated. Interview: You will be asked questions aimed at obtaining evidence of how you meet the requirements of the vacancy. The same areas of questioning will be covered for each candidate and no questions will discriminate on grounds of race, sex, ethnic origin, religion, disability, age or sexual orientation. Your responses will be recorded in writing and may additionally be recorded electronically. During the interview process, you may also be asked to consent to the collection, use and storage of your biometric information such as voice and face scans to verify and authenticate your identity. Admission tests: Depending on the role, you may be requested to undertake tests targeted at identifying competencies deemed required or desirable for the vacancy. The tests are designed not to create discriminatory bias based on grounds of race, sex, ethnic origin, religion, disability, age or sexual orientation. Test results will be recorded.

Recruitment

- Making a decision about your recruitment
- Determining the terms of an offer of employment
- Checking that you are legally entitled to work in the United States
- Checking the validity of your qualifications and previous work history
- Undertaking additional pre-employment checks as required by law.

Types of personal information processed

Personal contact details (telephone, email, address), identifiers such as your name, gender, employment-related information including prior employment history (name of employer, tenure, job title), education information and training history (institutions, qualifications, grades, courses attended and references), criminal record checks (only when permitted by applicable law), financial/credit checks to ascertain registered debts, court judgments, bankruptcies (only if relevant to the role to be undertaken and if authorized by applicable law), health questionnaires/medical examinations (for certain vacancies we may request that you establish your fitness for the role by requesting you complete a medical questionnaire or in some instances a medical examination; note that this will be a requirement if mandated by applicable law)

Reimbursement of Travel, Accommodation or Other Expenses - To facilitate the payment of approved expenses incurred during the recruitment process	
Types of personal information processed	Travel receipts, account holder name(s), name of bank, sort code, account number

Equality - Equal opportunities monitoring and reporting - Managing discrimination and harassment claims	
Types of personal information processed	Information about your race, gender, nationality, ethnicity, religious beliefs, or sexual orientation

We may collect and process your sensitive personal information where necessary and in compliance with applicable local privacy laws. In particular, Tenable processes sensitive personal information:

- To carry out our obligations as a prospective employer (*e.g.*, verifying your identity and eligibility to work, administering benefits);
- To comply with legal obligations (*e.g.*, equal opportunity reporting obligations); and
- Where necessary, for the establishment or defense of legal claims.

Tenable does not use sensitive personal information for any other purposes, including to

infer characteristics about you.

If you fail to provide certain information when requested, we may not be able consider you for a position at Tenable, or we may be prevented from complying with our legal obligations.

Change of Purpose

We will only use your personal information for the purpose(s) for which we collected it, unless we reasonably consider that we need to use it for another reason and that reason is compatible with the original purpose(s). If we need to use your personal information for an unrelated purpose, we will notify you and seek your specific, informed consent to use your personal information for such purpose.

We may process your personal information without your knowledge or consent, in compliance with the above rules, where this is required or permitted by law.

Does Tenable share your personal information with third parties?

We may disclose your data to third parties, including third-party service providers and Tenable affiliates when required by law or to manage our recruitment and selection process. Any of the categories of personal information that we collect may be disclosed to third parties to further the purposes and activities described in this section. These third-party service providers may be located outside of your home jurisdiction.

- The following activities are performed by third-party service providers:
- Candidate sourcing;
- Pre-employment qualifying assessments (if required);
- Online recruitment portals (such as Greenhouse);
- Employment/recruitment marketing;
- Skills-based assessments;
- Identity verification and authentication;
- Background screening (only with your express consent);
- Local reporting to government officials/law enforcement agencies when required; and
- System maintenance provided by IT services companies.

We will share your personal information with Tenable affiliates as part of our standard reporting activities on company performance, in the context of a business reorganization or group restructuring exercise, for system maintenance support, and for hosting data.

We may also share your personal information with other third parties in the context of the possible sale or restructuring of the business, or with a government authority if required by law.

We require all of our third-party service providers and Tenable affiliates to take appropriate security measures to protect your personal information in accordance with our policies and applicable privacy laws. We do not allow our third-party service providers to use your personal information for their own purposes. We only permit them to process your personal information for specified purposes, in accordance with our instructions as identified under our agreements with them.

Does Tenable transfer your personal information across national borders?

Where permitted by applicable law, we may transfer the personal information we collect

about you to the United States and other jurisdictions that may not be deemed to provide the same level of data protection as your home country, as necessary for the purposes set out in this Notice.

How long does Tenable store your personal information?

We will only retain your personal information for as long as necessary to fulfill the purposes we collected it for, unless a longer period is necessary for our legal, accounting, or reporting requirements, or for the exercise or defense of legal claims. To determine the appropriate retention period for personal information, we consider the amount, nature, and sensitivity of the personal information, the potential risk of harm from unauthorized use or disclosure of your personal information, the purposes for which we process your personal information, whether we can achieve those purposes through other means, and the applicable legal requirements.

If you are offered and accept employment with Tenable, the personal information we collected during the application and recruitment process will become part of your employment record and we may use it in connection with your employment consistent with our employee personal information policies. If you do not become an employee, or, once you are no longer a Tenable employee, we will retain and securely destroy your personal data in accordance with our retention policy and applicable law.

In some circumstances, we may anonymize your personal information so that it can no longer be associated with you, in which case, it is no longer considered personal information. We reserve the right to use such anonymized information for any legitimate business purpose without further notice to you or your consent.

What security measures does Tenable use to protect your personal information?

We have implemented appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorized way, altered, or disclosed. In addition, we limit access to your personal information to those Personnel and other third parties who have a business need to know. They will only process your personal information on our instructions, as outlined in this Notice, and they are subject to a duty of confidentiality.

We have also implemented procedures to respond to any data security breach. We will notify you and any applicable government agency of a data security breach when we are legally required to do so.

What are your rights in regard to your personal information?

You may have certain rights relating to your personal information, subject to local privacy laws. Depending on the applicable laws, these rights may include, but are not limited to:

- Right of Access - You may be able to request a copy of the personal information we hold about you, including, as applicable, the categories of personal information we have collected, the sources from which we collected that personal information, the business or commercial purposes for which we collected and disclosed that personal information, the categories of personal information that we disclosed to third parties for business purposes, and the categories of third parties to whom we

disclosed personal information;

- Right to Rectification - You may have the right to request that we correct any inaccuracies in the personal information we hold about you and complete any personal information that is incomplete;
- Right of Erasure/Deletion - You may have the right to ask us to delete or remove personal information where there is no good reason for us to continue processing it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing; and
- Right to Restrict or Object to Processing - You may have the right to request restriction or object to the processing of your personal information.

If you want to learn more about the rights you may have under applicable privacy laws, or if you want to exercise your rights in relation to your personal information, you can email us at privacy@tenable.com. We will not discriminate or retaliate against a job applicant or independent contractor for exercising any of the rights described.

What we may need from you

We may need to request specific information from you to help us confirm your identity and ensure your right to access the information (or to exercise any of your other rights). This is another appropriate security measure to ensure that personal information is not disclosed to any person who has no right to receive it. Applicable law may allow or require us to deny your request, or we may have destroyed, erased, or made your personal information anonymous in accordance with our record retention obligations and practices. If we cannot respond to your request, we will inform you of the reasons why, subject to any legal or regulatory restrictions.

Raising a complaint

If you are unhappy with the way in which your personal information has been processed, you may in the first instance email privacy@tenable.com. If you remain dissatisfied, then you may have the right to apply directly to the appropriate data protection authority. Please email privacy@tenable.com to be directed to the relevant data protection authority contacts.