

ChargePoint Candidate Privacy Policy

Last updated: October 2, 2025

ChargePoint ("ChargePoint," "we," "our," or "us") provides this Candidate Privacy Policy ("Policy") to inform you how we process your personal information as a candidate applying for an open position at ChargePoint Inc., 240 East Hacienda Ave., Campbell, CA 95008 USA, or any entity directly or indirectly controlled by ChargePoint Inc.

For EEA/UK applicants, the controller is ChargePoint Network (Netherlands) B.V. (Hoogoorddreef 56E, 1101BE Amsterdam, Netherlands). ChargePoint Inc. may act as a joint controller for centralized recruitment systems.

This Policy applies to all personal data ("Data") collected from candidates during the recruitment and hiring process, whether you apply directly through our website, via a recruitment agency, or through other means.

1. Information We Collect

We collect information about you when you apply for a position at ChargePoint. Some information is provided directly by you, while other information may be collected from third parties or generated during the recruitment process.

Information you provide directly:

- Contact details (name, email address, phone number, home address)
- Resume/CV, cover letter, and other application materials
- Employment history, education, qualifications, and skills
- References and contact information for referees (as applicable)
- Information provided during interviews or assessments
- Details of how you heard about the position you are applying for
- Details of the type of employment you are looking for, current or desired salary and other terms relating to compensation and benefits packages
- Any sensitive and/or demographic information processed during the application process.
- Any other information you choose to provide (e.g., portfolio, certifications, etc.)

Information we collect from third parties (as applicable):

- References from previous employers or educational institutions
- Background check providers (where permitted by law)
- Public social media platforms and online search

Information we collect automatically:

- Data from our recruitment platform (e.g., application status, interview scheduling)
- Communications with ChargePoint (emails, calls, messages)
- Website usage data if you apply online (IP address, device information, cookies)

Optional data collection, only with your prior consent:

- Interview notes and insights taken by our AI notetaker
- Video and Audio recordings of interviews

We do not make hiring decisions based solely on automated processing. AI tools may assist by transcribing or summarizing interviews; human reviewers always decide.

Please only submit personal data about yourself in your job application, CV, or any other relevant material you choose to provide to us, to the extent such information is relevant for the specific position you are applying for.

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2. How We Use Your Information

ChargePoint may use your personal data for the following purposes:

- To process and evaluate your application for employment
- To communicate with you regarding your application and the recruitment process
- To assess your skills, qualifications, and suitability for the role
- To conduct interviews, assessments, and background checks (as applicable and where permitted)
- To comply with legal and regulatory requirements
- To maintain records related to hiring decisions
- To improve our recruitment processes

3. When We Disclose Your Information

We may share your personal data with:

- Internal ChargePoint personnel involved in the recruitment process
- Third-party service providers (e.g., recruitment agencies, background check providers)
- Legal or regulatory authorities when required by law
- IT and system providers supporting our recruitment platform

We do not **sell or share applicant personal information** for cross-context behavioral advertising. We do not use applicant Sensitive Personal Information to infer characteristics; we use SPI (e.g., demographics, accommodation data) only for permitted purposes (e.g., EEO reporting, providing accommodations).

4. Security Measures

ChargePoint implements administrative, physical, and technical security measures to protect your personal data. While we strive to protect your information, no system can be completely secure. Please take care when submitting sensitive information.

5. Data Retention

We retain candidate data for as long as necessary to complete the recruitment process and to comply with legal obligations. If you are not selected, we may retain your information for a period of time as legally required, unless you request the deletion of your profile.

6. Your Rights

Depending on your location, you may have rights regarding your personal data, such as:

- Accessing your data
- Correcting inaccurate or incomplete data
- Requesting deletion of your data
- Objecting to or restricting processing
- Withdrawing consent (where processing is based on consent)
- You have the right to lodge a complaint with your local supervisory authority.

To exercise your rights, please contact us as described below.

7. Contact Us

If you have questions about this Policy or wish to exercise your rights, please contact:

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1. North America:

- Email: privacy@chargepoint.com
- Phone (24/7): +1-888-758-4389
- Web form: https://na.chargepoint.com/guest/chargepoint_help
- Post Mail: ChargePoint, Attn: Legal Department, 254 E. Hacienda Avenue, Campbell, CA 95008-6901

2. European Economic Area and the United Kingdom:

- Email & DPO Contact: privacy.eu@chargepoint.com
- Post Mail: ChargePoint, Attn: Customer Service, ChargePoint Network (Netherlands) B.V., Hoogoorddreef 56E, 1101BE Amsterdam, Netherlands

8. Terms applicable to applicants in the UK or the European Economic Area

International Transfer

ChargePoint is a global company that operates its website and Service through servers located in several countries.

We may have to grant access to your personal data to ChargePoint affiliates in the United States and India in order to provide you with support during the application process.

Transfers to these ChargePoint entities are based on the appropriate standard contractual clauses approved by the European Commission. You may request further information about our transfer safeguards as listed under Section 7.

Legal basis for processing

- ChargePoint processes Data for recruitment purposes to pursue its legitimate interests, such as managing candidate applications, including hiring the most suitable candidate for the specific position, Article 6(1) GDPR.
- If ChargePoint obtains and processes statements from your former employers, such processing will be based on your prior consent, Article 6(1)(a) GDPR.
- If you are chosen for one of our open positions, such processing will also be necessary in order to enter into an employment contract, Article 6(1)(b) of the GDPR.
- The use of video and audio recording mechanisms, as well as AI notetakers or AI insights will be based on your prior consent, Article 6(1)(a) GDPR.
- Where we process special category data (e.g., EEO demographics) we do so under Art. 9(2)(b) (employment/social protection law) or with your consent, as applicable.

9. U.S. State Law Requirements

Some U.S. state privacy laws, such as the California Consumer Privacy Act (CCPA), require specific disclosures for state residents. State laws like the CCPA also provide the right to request information about how ChargePoint collects, uses, and discloses your information. And they may give you the right to access and correct your information, and to request that ChargePoint delete that information. Finally, the CCPA provides the right to not be discriminated against for exercising these privacy rights.

The CCPA also requires a description of data practices using specific categories. This table uses these categories to organize the information in this policy.

Categories of information we collect	Examples	Purpose of Collection	Categories of Recipients	Retention
Identifiers	Name, phone number, address, username and password.	Identity verification, account creation, fraud prevention	Internal Hiring Team, IT and HR Service providers	For the period of time in compliance with
Demographic Information, such as your age, gender and any other	Age, gender, racial or ethnic origin	Equal opportunity reporting, regulatory compliance	Internal Hiring Team, HR Service providers	

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Professional, Employment or Education Information	Current or past job history, Current or past education, certifications	Interview Process, Background check		ChargePoint's records and information management policies and as legally required under applicable laws and regulations.
Financial Information	Desired salary and / or current salary, as well as other terms relating to compensation and benefits	Matching candidates' expectations with job levels		
Geolocation Data	IP address	Fraud Detection		
Audio/visual/electronic information	Information transmitted as part of the phone and video exchanges	Interviewing	I Internal Hiring Team, IT and HR Service providers	
Health Data (accommodations)	Data you may provide in connection with your accommodation requests	Providing adequate accommodations	Internal Hiring Team, HR Service providers	
Communications data	Emails which may be exchanged for your hiring process	Interview scheduling and communications	Internal Hiring Team, IT and HR Service providers	
Internet or other electronic network activity information	IP address, device type, browser, cookie data, browsing or usage on our careers site	Website security, fraud prevention, site performance, recruitment analytics	Internal Hiring Team, IT service providers	
Inferences	skills fit or role interest inferred from application/interviews	Evaluation of candidacy	Internal Hiring Team	

Additionally, ChargePoint may be required to share your data with Law enforcement, in response to legal proceedings or enforceable government requests.

10. Changes to This Policy

We may update this Policy from time to time. The latest version will be posted on our careers website.