

CALIFORNIA JOB APPLICANT PRIVACY NOTICE

Effective as of May 1, 2025

Ocular Therapeutix (the “Company,” “Ocular,” “we,” “us,” or “our”) is committed to protecting the personal information of our job applicants. We are providing this Job Applicant Privacy Notice (the “Notice”) to you pursuant to the California Consumer Privacy Act, as amended by the California Privacy Rights Act (“CCPA”). This Notice sets forth the personal information we collect about you, the sources from which we collect your personal information, the purposes for which we collect it, and how and why we disclose your personal information, in each case during the prior twelve month period. This Notice applies only to job applicants who are residents of the State of California.

I. WHAT PERSONAL INFORMATION WE COLLECT ABOUT YOU

We collect personal information that you or your representative give us directly in connection with your application for employment with Ocular and during the administration of your application. During this process, we will likely collect the following categories of personal information from you as defined by the CCPA (which may overlap slightly):

- **Identifiers:** Name, postal address, unique personal identifiers, online identifiers, email address, telephone number, mobile number, signature, date of birth, account name, Social Security number, driver’s license number, passport number, or other similar identifiers.
- **Personal Information Categories Listed in the California Customer Records Act (Cal. Civ. Code § 1798.80(e)):** Name, signature, Social Security number, physical characteristics, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education or employment information, medical information, or health insurance information.
- **Protected Classification Characteristics under California or Federal Law:** Age, race, national origin, citizenship, marital status, medical condition, physical or mental disability, sex and gender information, veteran or military status, or genetic information.
- **Professional or Employment-related Information:** Current or past job history, performance evaluations, income and wage information, job title, emergency contacts, dependents’ personal information, beneficiaries’ personal information, personal references, timesheets, or references related to your previous employment.
- **Non-public Education Information:** Education records directly related to a student maintained by an educational institution or party acting on its behalf. Such records may include grades, transcripts, schedules, or student ID numbers.
- **Inferences Drawn from Other Personal Information:** Inferences drawn from the above information that may reflect your preferences, characteristics, predispositions, behavior, attitudes, or similar behavioral information.

II. SOURCES FROM WHERE WE COLLECT YOUR PERSONAL INFORMATION

- **Directly from you:** We collect information that you share with us directly when you apply to a position with us, complete paperwork during the application process, or when you otherwise interact with us and provide personal information in the context of your prospective employment.
- **From services providers and third parties:** When you apply to a position with us, we may collect information about you from our service providers with whom you provide your personal information, such as recruiters and third-party referrals.
- **From publicly available sources:** We also receive information about you from publicly available sources, such as public websites and government records.

III. THE PURPOSES FOR WHICH WE USE YOUR PERSONAL INFORMATION

We will use your personal information for the following purposes:

- **Job Applications:** To process your application for employment, to communicate with you, to verify employment references and referrals, to make employment decisions, to perform background screenings, and to establish and manage your employment relationship with Ocular.
- **Business Operations:** To manage our business, which includes managing, recruiting, human resource administration, product and service development, tax reporting and filings, strategic planning, maintaining records relating to business activities, and operating and managing technology systems.
- **Communications:** To facilitate communication with you, to ensure business continuity and crisis management, to protect the health and safety of personnel and others, and to safeguard and maintain Ocular property.
- **Monitoring and Compliance:** To maintain internal recordkeeping and oversight of our decisions and to comply and monitor compliance with internal policies and applicable state and federal labor, employment, and wage and hour laws, such as laws related to benefits, workers' compensation, disability, equal opportunity, and workplace safety.

IV. SALE, SHARING, AND DISCLOSURE OF YOUR PERSONAL INFORMATION

We do not “sell” or “share” (as these terms are defined by the CCPA) your personal information. We may disclose your personal information as disclosed at the time you provide your information in the following circumstances:

- **Service Providers:** We disclose your personal information to our service providers for pre-employment screening services, background checks, employment qualification, credential confirmations, and similar purposes.
- **Administrative and Legal Reasons:** We may transfer and disclose your personal information to third parties: (i) to respond to subpoenas or other legal process or if in our opinion such disclosure is required by law; (ii) at the request of governmental authorities conducting an investigation; or

(iii) to protect the personal safety, rights, property, or security of any individual.

- **Business Transfer:** We may disclose personal information with our subsidiaries and affiliates for internal reasons. We also reserve the right to disclose and transfer your personal information in connection with the evaluation or consummation of a corporate merger, consolidation, restructuring, the sale of substantially all of Ocular's stock and/or assets, or other corporate change.
- **Professional Financial and Legal Advisors:** We may need to disclose personal information with our professional advisors, which includes lawyers, auditors, bankers, or other professional consultants for business purposes.

V. RETENTION OF YOUR PERSONAL INFORMATION

We retain your personal information for as long as needed to carry out the purposes described herein or as otherwise required by applicable law and our document retention policies. Unless we are required or permitted by law to keep this information for a longer period of time, we will delete your personal information or keep it in a form that does not permit identifying you when this information is no longer necessary to carry out the purposes for which we initially collected this information. When determining the retention period, we take into account various criteria, such as the nature and time of your application with us, the impact on our resource management, and mandatory retention periods provided by law and the statute of limitations.

VI. NOTICE OF COLLECTION FROM INDIVIDUALS UNDER 16 YEARS OF AGE

We do not collect information directly from individuals under the age of 16.

VII. YOUR CALIFORNIA PRIVACY RIGHTS

As a California resident, you have the following privacy rights you can exercise in connection with our use of your personal information, subject to certain legal exemptions and restrictions. You can exercise your privacy rights by sending an email to compliance@ocutx.com or by calling 1-888-423-8006.

- **Right to Know:** You have the right to know about the categories of personal information we collect about you, the sources from which it is collected, purpose for which it is collected, and to whom it is disclosed. This information is already disclosed in this Notice. In addition, under the right to know, you also have the right to know about the specific pieces of personal information we have collected about you. If you would like to know about the specific pieces of personal information we have collected about you, please contact us.
- **Right to Correct:** You have the right to correct any inaccurate personal information we have about you.
- **Right to Delete:** You have the right to ask us to delete your personal information. If we are unable to delete your personal information, we will provide you with an explanation.
- **Right to Limit Use of Sensitive Personal Information:** Subject to various exceptions in the CCPA, you have the right to request that we limit the use of your sensitive personal information to that which is necessary to process your job application.

- **Right to Non-Discrimination:** We will not discriminate against you for exercising any of your privacy rights, including those under California law.

Please note that for certain requests we may ask you, or your agent making a request on your behalf, for identity verification information and permissions in a manner permitted by the CCPA. If you would like to authorize another person to make a request on your behalf, please direct them to the contact information above. We only accept requests from your third-party agents in a manner that complies with the CCPA.

VIII. PROTECTING YOUR PERSONAL INFORMATION

We are committed to protecting the security of your personal information. We implement reasonable security measures designed to protect your personal information from unauthorized access, use, disclosure, alteration, or destruction.

IX. QUESTIONS

If you desire more information regarding our privacy practices, please email us at compliance@ocutx.com.

X. CHANGES TO THIS NOTICE

Ocular reserves the right to update this Notice at any time without prior notice. In the event that any changes are made, the revised Policy will be communicated to you and posted online.

If you have questions about the Company's privacy policies and procedures, rights you may have concerning your personal information, or other questions concerning this Notice, please contact: Raakhee Kumar, VP, Legal, Chief Compliance Officer and Privacy Officer.