This is to certify that the Privacy Information Management System of:

iCIMS, Inc

101 Crawfords Corner Road, Suite 3-100 Holmdel NJ 07733 United States of America

applicable to:

Information Security Management for the production and operations environments supporting the iCIMS Talent Cloud Platform, and Privacy Information Management as it pertains to iCIMS role as a Data Processor for the iCIMS Talent Cloud Platform. In accordance with the iCIMS, Inc. Statement of Applicability version 3.0,dated July 22, 2022.

has been assessed and approved by National Quality Assurance, U.S.A., against the provisions of:

ISO 27701:2019

This ISO 27701(PIMS) certificate has been issued in conjunction with an underlying ISO 27001(ISMS) certificate identified by the same root certificate number. Validity of this ISO 27701 certificate is predicated on the ongoing validity of the underlying ISO 27001 certificate.

For and on behalf of NQA, USA



Certificate No. S339-1 EAC Code: 33 Certified Since: January 27, 2021 Valid Until: January 26, 2024 Reissued: December 22, 2022 Cycle Issued: January 27, 2021

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This approval is subject to the company maintaining its system to the required standard, which will be monitored by NQA, USA, 289 Great Road, Suite 105, Acton, MA 01720, an accredited organization under the ANSI National Accreditation Board.