

Lark Privacy White Paper

Tabel of Contents

Foreword	3
1. Basic Principles for Personal Data Processing	4
2. Lark's Privacy Protection Management System	5
2.1 Privacy Protection Organization and Personnel	5
Compliance Team	5
Publicity and Training Programs on Compliance	5
2.2 Life-cycle Management for Personal Data Processing	5
Data Collection	5
Data Use	6
Data Sharing	6
Data Retention and Disposal	6
2.3 Protection of Data Subject Rights	6
2.4 Management of Data Residency and cross-border transfer	6
2.5 Privacy Risk Management	7
Privacy Impact Assessment (PIA)	7
Risk Scanning for Security Compliance	7
2.6 Response to Data Leak Events	8
2.7 Data Security	8
3. Lark's Security and Privacy Compliance Certification	9
Conclusion	12
Version Change Record	13

Foreword

Lark Technologies Pte. Ltd (hereinafter referred to as “Lark”) provides the new generation of corporate office services: Lark office platform, “mobile friendliness, real-time collaboration, and uniform access”, helping businesses improve work efficiency and reduce production and management costs.

The Lark office platform provides powerful office collaboration services, including but not limited to instant messaging, cloud documents, cloud storage, smart calendars, audio and video conferences, open platforms, mailboxes, OKR, approvals, etc., all boasting high extensibility and availability.

Lark attaches great importance to the data security of its customers and protecting the privacy of customers' users. In the process of product design and development, Lark adhered to the concepts of “Privacy by Design” and “Privacy by Default” and committed itself to providing its customers with a transparent, trustworthy, secure, reliable, efficient and collaborative office experience.

Note: For your convenience, the "customer" in this document refers to the legal person or other organization that has registered an account with Lark via an authorized natural person to build an organizational structure and entitled management rights; the "user" refers to the natural person who is authorized or invited by the customer to join the organizational structure built by the customer in Lark and use the service, including the team creator and administrator.

We would like to take this white paper as an opportunity to share with you Lark's basic principles and privacy management practices in this area.

1. Basic Principles for Personal Data Processing

Lark has determined its basic principles for personal data processing in accordance with applicable laws and regulations and ensured that the following basic principles are followed when processing personal data through appropriate management and technical measures:

- **Lawfulness, Legitimacy and Transparency:** Personal data should be processed lawfully, fairly and in a transparent manner.
- **Purpose Limitation:** Personal data should be processed for a specified, clear purpose and not further processed in a manner that is incompatible with that purpose.
- **Data Minimization:** Personal data should be adequate, relevant and limited to what is necessary in relation to the purpose for which it is processed.
- **Accuracy:** Personal data should be accurate and kept up to date where necessary. Reasonable measures will be taken to ensure that inaccurate personal data are deleted or corrected in a timely manner based on the purpose of the data processing.
- **Storage Limitation:** Personal data should not be stored for longer than necessary to achieve the purpose for which the personal data is processed.
- **Integrity and Confidentiality:** Personal data should be processed in a manner that ensures appropriate security of the personal data, prevents unauthorized access to or modification of the personal data, and avoids damage or loss of the personal data, using appropriate technical and organizational measures.
- **Accountability:** Records relating to data processing and privacy controls must be maintained to demonstrate compliance with the above principles when necessary.

2. Lark's Privacy Protection Management System

2.1 Privacy Protection Organization and Personnel

Compliance Team

Lark has a dedicated compliance team in place, which works together with multiple legal, security and other teams in the countries and regions with its business presence, to provide professional support for various compliance practices including privacy protection. Its responsibilities include but are not limited to the establishment, operation and optimization of data compliance management systems, and the development of product-based data compliance capabilities and solutions, etc. Lark will ensure that our product itself meets the requirements of global laws and regulations on data compliance, and provide customers with better compliance functions and services.

Publicity and Training Programs on Compliance

Lark conducts regular training and publicity programs on compliance for all personnel through various forms, including general knowledge training programs based on the requirements of global laws and regulations on data compliance and special training programs for employees in key positions, so as to enhance the awareness of all personnel for data protection and reduce compliance risks.

2.2 Life-cycle Management for Personal Data Processing

Data Collection

Lark strictly follows the principles of lawfulness, legitimacy, transparency and data minimization, and collects personal data necessary to provide services in an appropriate manner and frequency. Before collecting personal data, we will disclose the type of personal data collected, the purpose and method of collection in the [Privacy Policy](#), and obtain the user's consent in accordance with applicable laws and regulations. At the same time, Lark also provides a number of privacy setting functions. Users can withdraw the consent granted at any time through the privacy setting or by contacting the Lark team.

Data Use

Lark strictly abides by the principle of purpose limitation and will only use the collected personal data for the purpose of use authorized by the customers and users. By default, Lark's employees do not have access to the personal data mentioned above, and all employees' operations are strictly restricted and audited.

Data Sharing

Personal data processed by Lark is only disclosed in accordance with our [Privacy Policy](#). In cases where Lark needs to share personal data with third parties, Lark strictly reviews third parties' capabilities and qualifications for data security compliance, and uses reasonable efforts to require third parties to protect data in accordance with its high standards.

Data Retention and Disposal

We will retain your personal data for the length of time needed to fulfill the purposes outlined in Privacy Policy unless a longer retention period is required, for example to comply with legal obligations or requests or for the establishment, exercise or defense of legal claims, or for legitimate business purposes, or as provided by law.

2.3 Protection of Data Subject Rights

Lark allows users to submit data subject rights requests to customers. If the situation requires the coordination of Lark, the customers can contact Lark through the corresponding Customer Success Manager for assistance.

Lark has a dedicated compliance team in place to be responsible for the management and operation of the above-mentioned channel to respond to data subject rights requests and to ensure that the response is in accordance with the relevant compliance requirements.

2.4 Management of Data Residency and cross-border transfer

Lark has established a number of data center nodes to support compliance requirements related to the customer's own data residency. The following table provides information about data center locations and suppliers.

Country	Supplier
Singapore	Amazon Web Services
Japan	Amazon Web Services
United States of America	Amazon Web Services

Circumstances involving the cross-border transfer of personal data for Lark itself shall be subject to strict legal and security compliance assessments. We rely on permitted legal bases and exceptions and will comply with requirements under applicable laws, in relation to such transfers. At the same time, Lark will also take appropriate management and technical measures to ensure the security of data transmission.

2.5 Privacy Risk Management

Privacy Impact Assessment (PIA)

Lark has been extensively implementing the concepts of “Privacy by Design” and “Privacy by Default”, embedding the basic principles of privacy protection throughout the design, development and operation process of product requirements. For business functions or scenarios related to personal data processing, a privacy impact assessment shall be conducted to assess the types of personal data involved, the purpose and method of processing, and the possible impact on the rights and interests of data subjects. For the identified medium-and high-risk items, corresponding risk rectifications shall be carried out according to the established risk mitigation measures to reduce the privacy risk.

Risk Scanning for Security Compliance

Before and after the release of each application version of Lark, strict risk scanning for security compliance will be conducted to identify and dispose of relevant risk items in a timely manner to ensure the security of customers’ data and privacy.

Before the release of an application version, static code scanning will be conducted on the application. After the release of the version, each product module will be regularly tested for security compliance risks. For the variously identified medium-and high-risk security vulnerabilities, privacy compliance problems, etc., they will be fixed and rectified within a limited time frame.

2.6 Response to Data Leak Events

Lark has established robust information security management and internal control related systems and processes, and employs identification and access management, data encryption, de-identification, security compliance scanning, Penetration Testing, security information and event management platform (SIEM) and other technical means and tools to guard against potential security events.

In case of data leakage events, the security and compliance team will immediately and properly handle the events in accordance with the relevant event management process and contingency plans, report them to the regulators in a timely manner in accordance with applicable laws and regulations, and notify customers, users or relevant parties that may be affected. In addition, the events will be reviewed and summarized after they have been dealt with, and relevant improvement measures will be taken to prevent the recurrence of similar events.

2.7 Data Security

Lark attaches great importance to the data security of its customers and always stays committed to the compliance philosophy of “your data is under your control” and ensures data security through various management and technical means.

In terms of the control process, a high-standard hierarchical classification and encryption system for data has been put into place, and a large-scale data marking has been carried out to ensure the effective implementation of the above system. In terms of technical means, advanced encryption technologies have been adopted, which can be used for server-side encryption and end-to-end encryption. In terms of key management, an independent Bring Your Own Key (BYOK) service and a Third-Party Key Management Service (Third-Party KMS) are readily available.

For more information about data security practices, refer to [Lark Trust Center](#).

3. Lark's Security and Privacy Compliance Certification

Lark has secured a number of internationally recognized certifications related to security and privacy compliance, which represent full recognition of our long-term dedication to security compliance and privacy protection.



ISO 27001 Information Security Management System

ISO 27001 is widely recognized by the industry in the field of information security management as an internationally authoritative certification. This certification indicates that Lark has already aligned itself with international standards in this field and met the security standards required by this certification.



ISO 27701 Privacy Information Management System

ISO 27701 is an international authoritative certification in the field of privacy protection. It has taken privacy protection practices into consideration on the basis of the information security management system. This certification indicates that Lark has met the privacy protection standards required by this certification.



ISO 27018 Personal Information Protection Management System for Public Cloud

ISO 27018 is an international certification focused on the protection of personal information in the cloud. This certification indicates that Lark has reached international standards in terms of cloud-based data security and personal information protection.



ISO 27017 Cloud Security Management System

ISO 27017 is an international certification in the field of information security management of cloud services. This certification indicates that Lark has reached international standards in terms of mechanism and implementation for cloud security control.



SOC 2 (Type II) & SOC 3

The SOC (System and Organization Controls) report is an assurance report on the internal control of an organization issued by an independent third party after conducting an assessment based on the assurance standards established by the American Institute of Certified Public Accountants (AICPA). The SOC 2 (Type II) and SOC 3 reports indicate that Lark complies with the principles of security, availability, confidentiality and privacy in terms of system and internal control, which are required by SOC standards.



Data Protection Trustmark (DPTM)

DPTM is a data protection trustmark granted by the Infocomm Media Development Authority (IMDA) in Singapore to certify companies that have data protection measures in place to demonstrate that their data compliance practices comply with Singapore's Personal Data Protection Act (PDPA). This certification indicates that Lark has met the personal data protection standards required by this certification.



GLOBAL CBPR

The Global CBPR System was developed to provide a simple and transparent system that can be used by organizations for the protection of personal information that moves across jurisdictions. The Global CBPR System bridges differing national privacy laws among Global CBPR Forum Members, reducing barriers to the flow of information for global trade.

The Global CBPR System provides a



GLOBAL PRP

The Global PRP System was designed to help data processors demonstrate data processors' capacity for processing of personal information and assure that processing is at a minimum consistent with a controller's applicable requirements for processing under the Global CBPR System.

This certification indicates that Lark has met the privacy protection standards required by this certification.

means for organizations to transfer personal information across jurisdictions in a manner in which allows consumers to trust that their personal information is protected. The Global CBPR System allows businesses to demonstrate their commitment to consumer privacy by showcasing businesses' compliance with internationally-recognized data protection and privacy standards.

This certification indicates that Lark has met the personal data protection standards required by this certification.



EU-U.S. DPF, UK Extension & Swiss-U.S. DPF

The EU-U.S. DPF, UK Extension to the EU-U.S. DPF, and Swiss-U.S. DPF were respectively developed by the U.S. Department of Commerce and the European Commission, UK Government, and Swiss Federal Administration to provide U.S. organizations with reliable mechanisms for personal data transfers to the United States from the European Union, United Kingdom, and Switzerland while ensuring data protection that is consistent with EU, UK, and Swiss law.



TrustArc GDPR Validation

TrustArc GDPR Validation is an assessment conducted by TrustArc against the 44 GDPR Privacy Program Management Validation Requirements (the "Validation Requirements") comprising the TrustArc GDPR Privacy Program Management Compliance Validation. These Validation Requirements focus on program-level measures for demonstrating that the processing of personal information conducted by Lark is performed in compliance with the EU General Data Protection Regulation (GDPR).

Conclusion

Lark respects its customers' global IT strategy and international development needs, is willing to make long-term investments, and provides customers with relevant capabilities through various security compliance solutions on the basis of fully understanding customers' demands for data security and privacy protection, to help them cope with the security challenges resulting from the open and complicated network environment, as well as the increasingly stringent requirements for global data compliance and privacy protection, and is open to more in-depth cooperation in the field of security compliance.

Version Change Record

Date	Version	Remarks
January 1st, 2023	V1.0	Initial Release
June 11st, 2024	V2.0	Added EU-U.S. DPF, UK Extension & Swiss-U.S. DPF
June 18th, 2025	V3.0	Added TrustArc GDPR Validation Replaced APEC CBPR & PRP with Global CBPR & PRP