Cyberbit Privacy Notice for Candidates

Last updated: as of January 1, 2025

1. **Introduction**

   1.1. This privacy notice (the "**Notice**") is a part of and subject to the terms of the general privacy policy (the "**Privacy Policy**") of the Websites managed by Cyberbit Ltd., a company incorporated in the State of Israel and with its registered office at Zarchin 22, Raanana, Israel and its affiliates in the Cyberbit group of companies, which is available at [*https://www.cyberbit.com/company/careers/*]. All capitalized terms not defined herein shall have the meaning ascribed to them in the Privacy Policy. In this Notice the terms the "**Company**", "**us**", "**our**", "**we**" refer to the relevant entity in the Cyberbit group of companies, as listed on the Privacy Policy.

   1.2. **To whom does this Notice apply?** This Notice applies to individuals who apply for open positions of employment at the Company ("**Candidates**" or "**you**"), whether through the Website, by email or by any means of communication. We also collect your Personal Information when you browse the Website (regardless of if you have applied for a job), as further detailed in the Privacy Policy.

   1.3. Please read this Notice carefully to understand how we handle your Personal Information. By accessing or browsing the Website, applying for an open position, sending us resumes or otherwise sharing your Personal Information with us, you confirm that you have read and understood the terms of this Notice.

   1.4. This Notice applies only to Candidates and does not apply to individuals who have become employees of the Company. If you are an employee, contractor or any other data subject, you may contact us for the privacy policy applicable to you.

2. **Submission of Applications**: We provide you with the option to upload your resume through an online form on the Website which is linked to an information management system provided to us by a third party who is storing the data on a cloud platform managed by the third party (the "**System**"). **The use of the System is subject to the third party's privacy policy, which you may access in the online form before submission of your resume and we urge you to read it carefully before you submit any Personal Information to the System. We are not responsible for the privacy policy or the terms of use of the System or any other third party**.

3. **No Legal Obligation**: Candidates are under no legal obligation to provide us with Personal Information, including their resume. By submitting the Personal Information at your own free will, you agree that the Company will use it to assess your suitability for the position to which you have applied and may retain your Personal Information for future job offers. You understand that without providing your contact information, your CV and relevant information related to your professional experience, the Company will not be able to review your application and/or contact you in order to give you details and/or provide you with a response regarding your application.

4. **Withdrawal of Consent and Contact information for Candidates' inquiries**: If you do not want us to retain your Personal Information for future job offers, please indicate so when submitting your application or at any time in the future through the Website or by sending an email to the address listed in this Section.

   You can withdraw your consent to the processing of your Personal Information at any time before we hire you, or send us a question by contacting us at the following contact details:

   Privacy@cyberbit.com

5. **Types of Personal Information we collect**: To apply for any position published on the Company's Website or otherwise, you are required to provide certain identifying information about yourself (such as name, e-mail address, telephone and other similar details if required) and your resume. You may also choose to provide us additional information or documents, such as identity number, date of birth, information about your professional experience including academic or professional certificates and recommendations from previous employers. Please do not provide us with any Personal Information or sensitive information which is not required in the job description we have published on our Website. We may also collect your IP address and information about your activity on the Website when you browse our Website, as set forth in the Privacy Policy.

6. **How we collect Personal Information**: We may collect Personal Information about you when you browse our Website, when you voluntarily upload your CV and/or documents containing Personal Information to our Website or send them by e-mail, when you enter Personal Information directly into the online form on the System or on the "Contact Us" online form on our Website or by contacting us by phone, e-mail, or otherwise. In addition, we may receive Personal Information about you from recruitment agencies or when conducting any assessment tests, as well as from previous employers.

7. **How we use Personal Information**: You acknowledge and you give your informed consent that your Personal Information will be processed by the Company as Controller (or similar term under applicable law) and the Company may use your Personal Information for the following purposes (as may be updated from time to time by updating this Notice):

   7.1. Examination and evaluation of your suitability for the position to which you submitted an application, including through third parties such as assessment and placement agencies and testing centers, as detailed in Section 9 below, "Sharing information with Third Parties".

   7.2. Communicating with you during the course of the assessment process, coordinating your job interview and assessment tests, as required.

   7.3. Backup and storage of the information, including through external suppliers, as detailed in Section 9 below, "Sharing information with Third Parties".

   7.4. Retaining the information for the purpose of offering other positions, if requested and subject to your specific consent.

   7.5. Compliance with procedures, laws and regulations which apply to us and establishing, exercising or defending our legal rights- this may include where we reasonably consider

it is in our legitimate interests to comply, as well as where we are legally required to do so.

. If you are based on the EU please note that we process data for this purposes based on our legitimate interest in defending our rights and interests.

7.6. If you become our employee we will include the Personal Information collected in the recruitment process in you personnel file.

8. **Transfer of Personal Information outside of your jurisdiction**:

8.1. The Personal Information will be used, stored and/or accessed by staff operating outside the EEA working for us, other members of the Cyberbit Group or our third party suppliers. These non-EEA countries include the State of Israel, where our parent company is based and the USA. This will be for the purposes listed in section 7 above and as set out in section 9 below.

8.2. When transferring Personal Information outside the EEA, we will usually:

8.2.1. in accordance with Article 46.2 of the General Data Protection Regulation (GDPR), include the standard contractual clauses approved by the European Commission for transferring Personal Information outside the EEA into our contracts with those third parties (you can find further information about standard contractual clauses here); or

8.2.2. in accordance with Article 45 of the GDPR, ensure that the country in which your personal information will be handled (such as the State of Israel, where our ultimate parent company is based) has been deemed "adequate" by the European Commission (you can find further information about adequacy decisions here).

8.3. In any of those cases, our transfer, storage and handling of your Personal Information will continue to be governed by this Notice.

8.4. To the extent transfer of Personal Information outside your jurisdiction requires your consent, you hereby acknowledge that by submitting Personal Information to us you consent to the processing of that Personal Information outside your jurisdiction, in some cases countries that may offer a lower level of protection than the protection in your jurisdiction.

8.5. Further details on the steps we take to protect your personal information, in these cases, is available from us on request by contacting us by email at privacy@cyberbit.com at any time.

9. **Sharing the information with Third Parties**: We may disclose your Personal Information to third parties for the following purposes:

9.1. Service providers, such as assessment and placement agencies; IT vendors, subcontractors, cloud providers and other service providers. We will share Personal Information with service providers only to the extent necessary to receive services from these parties and subject to the commitment of these parties to maintain the

confidentiality and privacy of the Candidates' Personal Information according to terms essentially equivalent to this Notice and our Privacy Policy.

9.2. Our affiliates if the job to which the Candidate has applied is also intended to serve affiliates or is a position within an affiliate or if any management personnel within the Cyberbit Group have oversight over such position.

9.3. If we are under a duty to disclose or share your Personal Information in order to comply with any legal obligation, any lawful request from government or law enforcement officials and as may be required to meet national security or law enforcement requirements or prevent illegal activity.

9.4. to establish, protect, or exercise our legal rights, as required to enforce our terms of service or this Notice or other contracts; to defend against legal claims or demands; to detect, investigate, prevent, or take action against illegal activities, fraud, or situations involving potential threats.

9.5. where it is in our legitimate interests to do so to run, grow and develop our business: (i) if we sell or buy any business or assets, we may disclose your Personal Information to the prospective seller or buyer of such business or assets; (ii) if Cyberbit or substantially all of its assets are acquired by a third party, in which case Personal Information held by Cyberbit will be one of the transferred assets.

9.6. **For California Candidates:** We will not: (1) sell or otherwise disclose Personal Data for monetary or other consideration to any third parties (and have not done so over the last twelve (12) months); (2) share your Personal Data for cross-contextual behavioral advertising (and have not done so over the last twelve (12) months).

10. **Recruitment for Sensitive Positions**: If you contact us in order to apply to certain roles, we may ask you to undertake additional tests, including personality tests and reliability tests. Details of tests for specific roles will be communicated in writing to Candidates who wish to be evaluated for these positions and the Candidates' consent to continue the recruitment process shall constitute an agreement to participate in the additional tests. The results of such additional tests shall be processed in accordance with this Notice and our Privacy Policy.

11. **Your Rights**:

11.1. Please note that under certain circumstances and depending on your jurisdiction, you are entitled to review your Personal Information processed by the Company and you may request to obtain a copy of, correct or delete your Personal Information from the Company's records. If you wish to do so, you must send a written notice to the contact details specified in Section 4 above and the Company will act to fulfill your request in accordance with its obligations under in accordance with applicable laws.

11.2. When you ask us to exercise any of your rights under this Policy and the Applicable Laws, we may need to ask you to provide us with certain credentials to make sure that you are who you claim you are, to avoid disclosure to you of personal data which is related to others that you are not authorized to receive, and to ask you questions to understand better the nature and scope of data that you request to access.

11.3. **Rights of Candidates in Israel**: you are entitled to request us to: review your personal data and/or update, amendment, and deletion of personal data which is incomplete or outdated.

11.4. **Rights of Candidates in the European Union**: you are entitled to request: (a) confirm whether or not Personal Information about you is being processed; (b) provide you with further details about how we process your Personal Information; (c) provide you with a copy of any Personal Information which we hold about you; (d) update/correct your Personal Information; (e) delete any Personal Information which we hold about you; (f) restrict the way that we process your Personal Information; (g) consider any valid request to transfer your Personal Information to a third party provider of services (data portability); (h) consider any valid objections which you have to our use of your Personal Information.

11.5. **Rights of Candidates in California**: you are entitled to request: (a) what Personal Data we have collected; (b) deletion of your Personal Data; (c) correction of your inaccurate Personal Data; (d) to limit the use or disclosure of sensitive personal Data (to the extent we use or disclose such data); (e) to receive a copy of your Personal Data; (f) to the extent applicable, you have the right to opt-out of : (i) "sharing" of your Personal Data for targeted advertising ("cross-contextual behavioral advertising"); (ii) sale of your Personal Data to third parties.

11.6. When you ask us to exercise any of your rights under this Policy and the Applicable Laws, we may need to ask you to provide us with certain credentials to make sure that you are who you claim you are, to avoid disclosure to you of personal data which is related to others that you are not authorized to receive, and to ask you questions to understand better the nature and scope of data that you request to access.

11.7. We will consider all such requests and provide our response within a reasonable period (and in any event within any time period required by applicable law). Please note that those rights do not always apply and there are certain exceptions to them. Also, Personal Information that is required by us for legitimate business reasons or if we are under a legal obligation to retain Personal Information - the Company shall retain the Personal Information for the period of time required by applicable laws.

11.8. Personal Information on a Candidate who has been hired becomes, from the date of his/her employment, subject to the privacy policy applicable to the Company's employees.

12. **Assessment Testing Results**: We may refer you to perform assessment tests by placement or other test agencies, in which case you have the right to review the results of your tests, subject to applicable law. If necessary, we will assist Candidates to exercise their right of access. Please note that we are not responsible for the privacy practices of the agencies and you should inquire about their privacy policy before taking the tests. If you are not hired for the job you applied to - we will not retain your test results without your separate consent provided after we notify you of our decision.

13. **Changes to this Notice:** We may change this Notice from time to time. Any changes we make to this Notice will be posted on this page and, if we make changes that materially affect your privacy rights, we will notify you by posting a notice on the Website.

14. **Contact Us and Complaints:** For any questions or requests under this Notice, please send us an email to privacy@cyberbit.com or contact us at one of the phone numbers listed on our Contact Us Page on the Website. If you have a complaint about how we use your Personal Information, we would always prefer you to contact us first. However, if you are an EU Candidate you may also make a complaint to your local data protection authority in the EU country where we are based. If you are unsure which data protection authority to contact, please contact us at privacy@cyberbit.com.