

CANDIDATE PRIVACY NOTICE

Last updated August 2022

Introduction

This Candidate Privacy Notice (the “Candidate Notice” or “Notice”) is provided to help you as a candidate for one or more paid or unpaid positions with Playtika to understand our practices regarding how we collect, use, share, and protect personal data about you.

In this Notice, “Playtika” refers to Playtika Holding Corp. and its subsidiaries, with the exception of those subsidiaries for which a separate candidate privacy notice is posted. For the purposes of this Notice, the Playtika entity or entities associated with the role or roles for which you applied and/or are being considered is the Data Controller.

Personal Data We Collect

We may collect personal data from you and from third parties during the application and recruitment process, consistent with local law and as appropriate to your role, such as:

- **Personal details** - including name and surname, age, gender, marital status, address, personal email address, telephone number, information from your social network profiles (for example, LinkedIn), citizenship, country of origin, nationality, date of birth; copies of ID documents, photo and video data; data necessary for the employment or engagement agreement; emergency contact details;
- **Recruitment data** - including your application, CV, interview and test notes, references or employment history from previous employers and third parties;
- **Desired employment details** - such as the type of employment you desire; current and/or requested salary and other terms related to compensation and/or benefits; willingness to relocate; other jobs you would consider;
- **Reference and background check data** - such as information you provide us as references, and information sent to us by the vendor(s) who provide reference and/or background checks;
- **Other related information** - such as how you heard about us and/or the position for which you applied; information related to previous applications for employment with us and/or previous employment history with us.

With respect to any personal data you provide to us about other people – for example, contact information for your references – you are responsible for getting any necessary consent from such people before providing any personal data to us.

How We Use Personal Data

Playtika may use personal data for the purposes of carrying out its application and recruitment process, achieving other legitimate business purposes, and complying with legal obligations. These might include:

- **To evaluate your candidacy** - to evaluate your application, assess your eligibility to work, make hiring decisions;
- **To verify your application** - including contacting your references, confirming the information in your application, and conducting background checks;
- **Coordinating with you** - communicating with you about the recruitment process and/or your application(s), including, in appropriate cases, informing you of other potential career opportunities at Playtika; to schedule interviews; assisting with travel arrangements, visas, and/or work permits (as applicable); processing reimbursement requests you submit for travel and other incurred expenses associated with your candidacy;
- **Complying with our legal obligations** - including creating and submitting reports required by local law; filing, responding to, and/or defending against claims, disciplinary actions, legal processes or requirements; conducting investigations and incident response;
- **To manage and improve processes** - including the application and recruitment and workplace safety and health;
- **To promote and protect Playtika** - including to protect candidates, staff, visitors, and/or the public; our rights, property, image and reputation.
- **Analytics, benchmarking, reporting, and other business purposes** – we may prepare, disclose, and/or publish aggregated and analytical information (information about you and other candidates collectively that is not intended to specifically identify you, such as individuals applying for a certain role or title and average pay associated with such role, or candidates within a certain age group) and other non-personal data about our candidate pool for analytics, benchmarking, reporting, and other business purposes.

The legal bases for Playtika’s processing of personal data are consent, legal obligation, the performance of a contract and/or our legitimate interest.

You do not have to provide Playtika with your personal data, but failure to provide such data might result in Playtika not being able to move forward with your application.

If you begin employment and/or an engagement with Playtika, information collected during the application and recruitment process may become part of your employment record and the Staff Privacy Notice provided to you at the beginning of employment and/or engagement will apply.

How We Share Personal Data

We may share personal data about you between and among the entity or entities that considers employing and/or engaging you, Playtika Holding Corp, and Playtika Holding Corp.’s subsidiaries.

Additionally, we may share information about candidates (that may include personal data) with others outside of Playtika, or engage others to collect this information on our behalf, as described in this Notice.

- **Service Providers** - Playtika uses other companies and individuals to assist Playtika in considering your candidacy and managing the recruitment process, such as recruitment agencies, companies that help us check references and/or perform background checks, or to process reimbursement requests you submit;
- **When required by law** - Playtika may share information about candidates as required by applicable law including with regulators, public authorities, and reporting databases. Playtika will make efforts to minimize the amount of personal data that it discloses about candidates. After Playtika has disclosed personal data as described in this section, Playtika cannot control how the information is used and, to the extent permitted by applicable law, does not have any responsibility for the information disclosed;
- **Sale or Merger** - in the event that Playtika undertakes efforts to engage in a business transition like a merger, acquisition by another company, or sale of all or part its assets (like selling a game), we may disclose or transfer relevant information we have, including personal data, to the successor organization in the transition. We will make reasonable efforts as described in this Candidate Notice to let you know of the business transition before transferring personal data; and

- **Legal Compliance** - Playtika may share personal data in the following circumstances:
 - when we have a good faith belief that we have to disclose the information in response to lawful requests by public authorities, including to meet national security or law enforcement requirements, or legal process (for example, a court order, search warrant or subpoena);
 - to satisfy any laws or regulations;
 - where we believe in our sole discretion that any of our equipment, property, technology, or other assets, is being used in committing a crime, including to report such criminal activity or to share information with other companies and organizations for the purposes of fraud protection, credit risk reduction, and other security precautions;
 - when we have a good faith belief that there is an emergency that poses a threat to the health and/or safety of you, us, another person or the public generally;
 - to protect the rights or property of Playtika and other applicable third parties, including to enforce our policies.

Your Rights

Depending upon the applicable law where you live, you may have the right to make requests with respect to personal data that Playtika processes about you, for example:

- for information;
- for access;
- for correction (or rectification) of personal data that you think is incorrect;
- for erasure (or deletion);
- to restrict and/or object to certain types of processing
- to withdraw consent (for processing based on your consent); and/or
- for an electronic copy (or portability).

If you want to make a request to exercise any of the above rights, please contact us at privacy@playtika.com.

International Transfers

Playtika may transfer personal data about candidates outside of the country or region where you live including, for example, to the United States and Israel. We may transfer personal data to our subsidiaries, vendors, business partners, and others as described in this Candidate Notice.

Please note that laws vary from jurisdiction to jurisdiction, so the privacy laws applicable to the places where personal data is transferred to or stored, used, or processed in, may be different from the privacy laws in the place where you live and may not offer the same level of data protection. When we transfer personal data outside of the location where it was collected, we put into place appropriate safeguards (including, for example, contracts) or otherwise ensure that such transfers meet applicable local legal requirements.

Retention

Playtika may retain personal data about you as necessary to fulfill the purposes for which it was collected, or as necessary to comply with our business requirements and applicable laws; to comply with any legal, accounting or reporting obligations; to resolve disputes; to protect our assets; to efficiently run our business; and to enforce our agreements.

Security

We take reasonable steps designed to protect personal data; however, no system or network can be guaranteed to be 100% secure and therefore we cannot guarantee the security of data. To the fullest extent permitted by law, we do not accept liability for unauthorized disclosure.

Updates

Playtika reserves the right to amend this Notice from time to time. If we make material changes to our Candidate Notice, we will make reasonable efforts to tell you.

Questions or Concerns

If you have any questions about this Notice or the way Playtika uses or shares personal data, please contact Playtika's Chief Privacy Officer at privacy@playtika.com.

If you have raised a concern and your concern has not been appropriately addressed in a reasonable amount of time, you may have a right under applicable local law to file a complaint with the data protection authority in the place (country and/or state) where you live.