

## **Job Candidate Privacy Policy**

### **Samsung Electronics Israel Ltd**

This privacy policy is intended to inform job candidates at Samsung Electronics Israel Ltd. ("we" or "the Company") how we, as the controller of the database, use the personal information of candidates and what their rights are.

The information collected or provided by you as part of applying for a position or as part of the selection and admission processes is stored in our database in accordance with the provisions of the law and as detailed in this privacy policy.

The database is used for the purpose of reviewing applications for positions in the company and managing selection and recruitment processes. We are careful to allow only those who are required to do so by virtue of their position in the company to access personal information, and we protect it in accordance with the provisions of the law.

When you apply for a position in the company or when your application is reviewed, for the purpose of reviewing your application, personal information about you is provided or collected with your consent and without you being legally obligated to provide it. If you choose not to provide us with information for which your consent is required, this may affect our ability to review your application.

Your application and information may be provided by you directly or by third parties such as recruitment and placement companies.

When submitting and reviewing an application for a position with the Company, the Company will collect, process and use the following categories of personal data about you, as necessary ("**Personal Data**"):

- 1.1 All information contained in resumes, recommendations, certificates, etc., sent as part of your application;
- 1.2 Identification and contact information, such as your name, home address, email address, telephone number, ID number, year of birth;
- 1.3 Information received from parties engaged in occupational diagnosis, assessment of suitability for the position and/or reliability tests, as well as interview records;
- 1.4 Information about professional experience, employment history, education including educational data, cover letter for employment (if any), training history, hobbies, and any other information included in the selection and recruitment processes.

### **2. Why does the Company need to collect and process my personal information?**

We will collect and use your personal information for the following purposes:

- 2.1 In order to consider your candidacy for a position and manage the selection, recruitment and employment process;
- 2.2 To keep in touch with you and respond to your inquiries and requests and update you regarding your candidacy;
- 2.3 To send you updates regarding additional positions in the Company that may be relevant to you;
- 2.4 For documentation, control and legal defense purposes.

### **3. With whom may the Company share and transfer personal information?**

The Company may transfer personal information about you to third parties in the following cases for the purposes above only, where the information may also be transferred to suppliers and third parties in other countries, including the USA, Korea, India and the United Arab Emirates:

- 3.1 To its business partners, subsidiaries or affiliated companies and other third parties;
- 3.2 In the event of a merger, or potential acquisition, acquisition transaction, etc.;
- 3.3 To service providers who assist us in the ongoing operation of the Company, such as suppliers of systems for managing recruitment processes, placement or human resources companies, etc.;

3.4 If we are required to do so by law, pursuant to a judicial order or directive from a competent authority or for the purpose of legal defense.

#### **4. What rights do you have with respect to personal information about you?**

4.1 Right of access and inspection. You have the right to request access to the personal information processed about you. However, we must take into account other interests, so this is not an absolute right.

4.2 Right to rectification and erasure. You may have the right to request the rectification of inaccurate, out-of-date or incomplete personal information concerning you.

4.3 For any questions, inquiries or requests regarding your rights and the Company's privacy policy, you are welcome to contact us via the email address: [dpo.seil@samsung.com](mailto:dpo.seil@samsung.com).

#### **5. Miscellaneous**

5.1 We reserve the right to update this policy at any time, and we will provide you with a new notice when we make material updates. We may also inform you in other ways from time to time about the processing of your personal information.

5.2 This policy is formulated in the masculine form for convenience only and applies equally to both genders.