

Innovid, Inc. (“Company,” “we,” “our” or “us”)

### **EEA, UK, and California Applicant Privacy Notice**

When you apply for a job on this site, the personal data contained in your application will be collected by Innovid Inc. (“Controller”), which is located at 30 Irving Place New York, NY 10003 and can be contacted by emailing [hr@innovid.com](mailto:hr@innovid.com). This Notice describes our collection and use of certain personal information about Applicants and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act (“CCPA”), GDPR or other applicable privacy laws. We may provide you additional notices about our data collection practices that are required by other applicable employment laws (e.g., if we conduct a background check or extend an employment offer). The categories of personal information we collect and our use of personal information may vary depending on the position(s) or location, as well as the associated qualifications and responsibilities. The information in this Applicant Notice is intended to provide an overall description of our collection and use of personal information about Applicants. Controller’s data protection officer is MyEDPO, who can be contacted at [info@myedpo.com](mailto:info@myedpo.com). Your personal data will be processed for the purposes of managing Controller’s recruitment related activities, which include setting up and conducting interviews and tests for applicants, evaluating and assessing the results thereto, and as is otherwise needed in the recruitment and hiring processes. We may also collect or retain your information for the purposes of audit activities or the compliance with applicable laws. In addition, we may use your information to protect the interests of Company, third parties, for our own security purposes, or for the purposes of conducting due diligence for mergers and acquisitions. Moreover, we may evaluate and disclose your information in completion of an assignment of all or substantially all the assets of Innovid to another entity.

Processing of your personal data is legally permissible under Art. 6(1)(f) of Regulation (EU) 2016/679 (General Data Protection Regulation) as necessary for the purposes of the legitimate interests pursued by the Controller, which are the solicitation, evaluation, and selection of applicants for employment, and their subsequent employment. To the extent that any special categories of personal data are processed, we do so in accordance with Art. 9(2)(b) of GDPR for the purposes of carrying out the obligations and exercising our specific rights and/or for statistical purposes under Art. 9(2)(b) of GDPR.

Your personal data has been shared with Greenhouse Software, Inc., a cloud services provider located in the United States of America and engaged by Controller to help manage its recruitment and hiring process on Controller’s behalf. Accordingly, if you are located outside of the United States, your personal data has been transferred to the United States. Because the European Union Commission has determined that United States data privacy laws do not ensure an adequate level of protection for personal data collected from EU data subjects, the transfer was subject to appropriate additional safeguards under U.S. - EU Privacy Shield program. Your data will also be transferred to our affiliate company in Israel, a company deemed by the EU Commission to be adequate in terms of its data protection.

Your personal data will be retained by Controller for a period of up to six years. Under the GDPR, and CCPA you have the right to request access to your personal data, to request that your personal data be

rectified or erased, and to request that processing of your personal data be restricted. You also have the right to data portability. In addition, you may lodge a complaint with an EU supervisory authority. Innovid does not disclose or sell your personal data to third parties for any purpose not referenced in this Applicant Notice.

Special Information for Applicants who are California Residents:

***Are our practices the same for all Applicants?*** The categories of personal information we collect and our use of personal information may vary depending on the position(s) or location, as well as the associated qualifications and responsibilities. The information in this Applicant Notice is intended to provide an overall description of our collection and use of personal information about Applicants.

**Categories of Personal Information Collected:** Generally, we may collect the following categories of personal information (as set forth in the CCPA) about Applicants:

<b>Name, Contact Info and other Identifiers.</b> Identifiers such as a real name, alias, postal address, unique personal identifier, online identifiers, Internet Protocol address, email address, account name, social security number, driver's license number, passport number, or other similar identifiers.
<b>Geolocation Data.</b> Precise geographic location information about a particular individual or device.
<b>Employment History.</b> Professional or employment-related information.
<b>Education Information.</b> Information about education history or background that is not publicly available personally identifiable information as defined in the federal Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99).

**CONTACTING US ABOUT THIS NOTICE:** If you have any questions or concerns regarding our use of personal information as described in this Applicant Notice, please contact [hr@innovid.com](mailto:hr@innovid.com).