

## **PRIVACY STATEMENT FOR JOB APPLICANTS**

The provisions of this Privacy Statement shall apply in any case of collection or submission of your personal information to the Deloitte Group, which includes Deloitte Israel & Co.; Brightman, Almagor, Zohar & Co.; Almagor Brightman Trust Holdings & Co.; and any affiliated, subsidiary, or associated company, partnership, or any other entity in the Group's control at any time (collectively, the "**Group**"), in connection with your application for employment.

We respect your privacy and are committed to maintaining the confidentiality of the personal information you share with us. When you apply for employment with the Group, we use your personal information solely for the purpose of assessing your suitability for the relevant position, managing and optimizing our recruitment processes, and contacting you as necessary. This Policy describes how we collect and process your personal information when you apply for employment with us.

### **1. Information We Collect**

"Personal Information" means any information that may be used to identify an individual, including, without limitation, first and last name, email address, residential or physical address, other contact details, date of birth, gender, profession, position, field of expertise, areas of interest, C.V., and any other information you provide as part of your application for employment with us.

In addition to the initial information you provide when submitting your application, we may collect additional information about you during interviews or through other communications with you.

Please note that you are under no legal obligation to provide us with your personal information, and the provision of such information is voluntary and subject to your consent. However, the personal information you provide is necessary for evaluating, screening, and making decisions in our recruitment process. Therefore, if you choose not to provide certain information, this may limit our ability to assess your suitability for the position or complete the recruitment process. For example, if you choose not to provide complete details regarding your professional experience, relevant education, skills, references, or other requested information, this may affect our ability to evaluate your qualifications and our decision regarding your potential employment.

Your personal information will be stored in the Group's database of employees and/or job applicants. Contact details for inquiries regarding privacy and data processing are provided at the end of this Policy.

### **2. Information Received from Third Parties**

We allow you to submit your personal details to us using tools provided by third parties, such as LinkedIn (if you choose to provide your C.V. via a link to your profile) or various job application platforms (if you have registered for their services). We may also contact third parties to obtain additional relevant information about you, including information available on social networks and other publicly accessible sources.

Any information we receive from third parties in connection with your job application shall be subject to this Privacy Policy, and we shall be deemed as the data controller with respect to such information. However, please note that the use of tools provided by such third parties may be subject to their own privacy policies, for which we assume no responsibility.

### **3. Purposes of Use**

We will use your personal information for the purpose of managing your recruitment process, making decisions regarding your suitability for the position for which you applied and for future positions (whether through human or automated means), contacting you regarding relevant positions, and managing and improving the Group's recruitment and employment processes, including statistical analysis and the use of machine learning or artificial intelligence models.

### **4. Disclosure and Transfer of Information**

We may disclose and/or transfer your personal information and data collected about you to companies or third parties for any of the following purposes:

1. To service providers assisting us in the recruitment process, such as external assessment and evaluation centers (we will provide such companies with information solely to assist us in evaluating your suitability for employment);
2. Where disclosure is required by applicable law and/or by competent authorities, or in urgent circumstances requiring such disclosure, including for the protection of public safety, your personal safety, or the Group's property;
3. In connection with any legal proceeding relating to your employment or non-employment, termination of employment, or recruitment process with the Group, or any similar proceeding;
4. In the event of a transfer of shares or substantial assets of the Group (or any relevant entity thereof), including in the context of a sale, merger, or transfer of operations to a third party, as part of business negotiations, provided that such third party assumes the obligations under this Privacy Policy and maintains your rights as set forth herein.

Except as noted above, any other transfer of personal information to third parties shall be subject to your explicit consent.

To the extent that your information is transferred to third parties as described above, please note that such third parties may be located outside the State of Israel and therefore subject to the privacy and data protection laws of other jurisdictions, including jurisdictions that may not provide the same level of protection as provided under the Israeli law. You hereby expressly consent to the transfer of your personal information, as collected in accordance with this Policy, to such countries.

### **5. Data Retention**

We will retain and process your personal information for as long as necessary to fulfill the purposes for which information was collected. For example, if at the conclusion of the recruitment process for a specific position it is decided not to employ you, we will cease using your personal information within a reasonable period following the completion of the evaluation process.

If you applied generally (i.e. not for a specific position) or consented to being contacted regarding future opportunities, we may retain your personal information (including assessments received from external evaluation centers) for longer periods, in order to inform you of new openings or consider you for other positions.

Even after the conclusion of the recruitment process, we may continue to retain your personal information for archival and backup purposes, as required by applicable law and/or legal proceedings, for a period not exceeding seven (7) years following the end of its use for the purposes specified in this Policy.

Please note that anonymized data may be retained indefinitely, including after it is no longer required for the evaluation of your application.

## **6. Your Rights Regarding Personal Information**

At any time, you may request to review and access the personal information you have provided to us and that is stored in our databases, subject to the provisions of the Israeli Privacy Protection Law, 1981 (“**Privacy Law**”). However, please note that you are not entitled to review information that constitutes a trade secret or proprietary professional or commercial information of ours or of any external assessment centers engaged by us.

In certain circumstances, you may also request the correction or deletion of your personal information. Please note, however, that under the Privacy Law, we are not obligated to accept your request for correction or deletion, and that if we do accept such requests, we will not be able to complete the recruitment and evaluation process with respect to your application.

## **7. Data Security**

We take appropriate measures to protect the confidentiality of the data you provide, employing standard security practices and information security systems in order to prevent unauthorized access. We allocate significant resources and implement strict measures to prevent intrusion into our systems and to mitigate potential privacy breaches.

However, we cannot guarantee that our information systems will be completely immune from unauthorized access, and, subject to applicable law, we shall not be liable for any damage resulting from unauthorized access to the information held by us.

## **8. Changes to this Privacy Policy**

From time to time, we may amend the provisions of this Privacy Policy. In the event of any material change to this Policy, particularly regarding the manner in which we process your personal information, we will notify you by appropriate means, including publication of an updated version of this Policy or by any other customary method.

## **9. Privacy Inquiries**

If you have any questions regarding this Privacy Policy, or if you wish to review or rectify your personal information, you can contact us by sending an email to: [privacyIL@deloitte.co.il](mailto:privacyIL@deloitte.co.il)