

EPIC GAMES CANDIDATE PRIVACY NOTICE

Effective Date: May 15, 2020

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Epic Games respects your concerns about privacy. This Candidate Privacy Notice is intended to help you better understand the information we collect during our application and recruitment process, and the different ways we may use or share it. To learn more about Epic Games' privacy practices with respect to its products and services such as its websites and games, visit the [Epic Games Privacy Policy](#).

Epic Games, Inc. and our subsidiaries operate and support our services from different locations around the world. In this policy, when we say "Epic" or "Epic Games," we're referring to the relevant hiring Epic entity you are considered for. The Epic entity that employs or engages you is a "controller" in respect of your personal data for purposes of data protection laws and is primarily responsible for how your personal data is used. Note that your data may be shared and processed with other Epic entities as described below.

Information We Collect

This Candidate Privacy Notice applies to information that you share with us directly, such as by submitting an application, or that we may otherwise produce or receive from third parties, such as your references or networking websites, which we may combine with the information you provide. The information we collect depends on the stage of the recruitment process and the role for which you're being considered.

We collect information such as your name, mailing address, email address, telephone number, or similar contact information in order to communicate with you.

We collect information you provide in your resume, CV, and cover letter. We may collect additional information about your location, work history, date of birth, education, experience, language abilities, professional memberships, and qualifications. Where applicable, we collect immigration and/or right to work information.

We collect information from and about any references you provide. It is your responsibility to obtain any required consent from your references prior to sharing their information with Epic.

At the interview stage, we collect information from any interviews or conversations you have with us, which may include information about your preferences such as salary and location preferences. If you interview in one of our offices with CCTV cameras, you may appear in CCTV images.

We may also collect some special categories of more sensitive information, in compliance with and where permitted by law:

In later stages of the recruiting process, if the nature of the job involves access to confidential or sensitive information, we may conduct a background check and so collect information about criminal convictions and offenses.

Epic does not request or require sensitive personal information regarding religion, health, sexual orientation, trade union, or political affiliation in connection with your application. To the extent you

choose to provide us with that kind of information, you expressly authorize Epic to handle such information in accordance with this Candidate Privacy Notice.

How We Use Information

We use information that is necessary to take steps to enter into and perform a contract with you and to communicate with you about the application process and status of your application.

We use information based on our legitimate interest in recruiting and record keeping of the recruiting process. This includes assessing and confirming candidates' suitability for employment, and assisting with travel and immigration matters. In some cases, we may need to process data from candidates to defend against legal claims. CCTV footage is used for our legitimate interest in security.

We use some information to comply with legal obligations. For example, our UK operations are required to check successful candidates' eligibility to work in the UK.

When considering a candidate for specific roles that involve access to confidential or other sensitive information, where permitted by law we use information about criminal convictions and offenses to carry out our obligations and exercise specific rights in relation to employment or with your consent.

How We Retain and Secure Information

We generally retain candidate information for as long as necessary for our recruiting efforts and operations, including resolving disputes, conducting audits, enforcing our agreements, establishing legal defenses pursuing our legitimate business purposes, and to comply with applicable law. If your application is successful, information collected as part of the recruitment process will be transferred to a personnel file.

How We Share Information

Epic is a global company and so for the purposes of recruitment, your information may be shared with Epic Games, Inc. and within the Epic family of companies, which means your information could be transferred to or stored in the US or other locations outside your country of residence.

We may use service providers to support our recruiting efforts, such as recruiting agencies, software providers, and background or reference check agencies. These service providers may be located outside your country of residence or the country where the position is located.

We may also share your information with third parties with your consent, such as in connection with a relocation, to coordinate travel, or to help you with immigration or other matters related to your application.

We may also share information about you if we believe doing so is required or appropriate to (i) comply with law enforcement or national security requests and legal process, such as a court order or subpoena; (ii) protect your, our or others' rights, property, or safety; (iii) to enforce our policies and contracts; (iv) to collect amounts owed to us; (v) when we believe disclosure is necessary or appropriate to prevent financial loss or in connection with an investigation or prosecution of suspected or actual illegal activity; or (vi) if we, in good faith, believe that disclosure is otherwise necessary or advisable.

As permitted by law and/or contract, we may also share information in the event of a possible merger, acquisition, financing due diligence, reorganization, bankruptcy, receivership, sale or restructuring of our business, or transition of service to another entity.

Because Epic operates in many locations around the globe, the information we collect may be processed and stored outside your country of residence, including in the United States. If you choose to apply to Epic, you understand that your information may be processed outside your country of residence, including in other jurisdictions (like the United States) that may have different data protection frameworks than your region. Information we transfer from Europe is subject to appropriate safeguards under applicable law, including model clauses approved by the EU Commission for that purpose.

Cookies and Tracking Technologies

Epic's recruiting site uses cookies and similar technologies that are required to enable the basic features of the site to function. These cookies help you navigate between pages, route you to the correct site, and remember the information you've provided.

Without a common industry standard for interpreting Do Not Track (DNT) signals, our recruiting site does not currently respond to browser DNT signals.

Your Choices

Depending upon where you live, you may have certain rights in relation to your personal information. You can reach out to privacy@epicgames.com to request access to or correction of the personal information we have about you, to request that we restrict the scope of use of, or delete, the personal information we have about you (please note that in some cases there may be lawful reasons for us to keep the information), or to object to certain processing of your personal information, all in accordance with applicable law. To protect your privacy, we may take steps to verify your identity before fulfilling your request.

Who to Contact

If you have any questions about this Candidate Privacy Notice, you may email us at privacy@epicgames.com. If you are in the EEA, you can also contact our Data Protection Officer at dpo@epicgames.com.

You may also raise complaints with a statutory regulator in your jurisdiction.

Updates to this Policy

We may update this Candidate Privacy Policy from time to time as necessary. When we make changes, we will change the "last modified" date above. We encourage you to check back periodically for the most recent version. If there are any material changes to this Privacy Notice, we will notify you as required by applicable law.