

Casting Privacy Notice

1. **Who we are:** We are Epic Games, Inc. If you need it, our principal place of business is 620 Crossroads Boulevard, Cary, North Carolina 27518. We are the controller of your personal information, and are responsible for your personal information. All references in this policy to "**Epic**", "**our**", "**us**" or "**we**" refer to Epic Games, Inc.
2. **Our values and what this policy is for:** We value your privacy and want to be accountable and fair to you as well as transparent with you in the way that we collect and use your personal information. We also want you to know your rights in relation to your personal information which you can find in this privacy notice.

In line with these values, this privacy notice tells you what to expect when we collect and use personal information about you. We have tried to make it easy for you to navigate so you can find the information that is most relevant to you and our relationship with you.

3. **What you need to do and your confirmation to us:** Please read this privacy notice carefully to understand how we handle your personal information. By engaging with us in the ways set out in this privacy notice, you confirm that you have read and understood the entirety of this privacy notice, as it applies to you.

4. **How we obtain your personal information**

- 4.1 We will collect certain personal information about you during the casting process and during the auditions at our offices (to the extent we invite you to participate in them).
- 4.2 You may give us personal information about yourself by submitting the casting application form or otherwise contacting us by phone, email or other means. This includes, for example, where you provide your personal information to us in order to receive information from us in relation to the casting process and any contract we may enter into with each other pursuant to the auditions.

5. **Collection of your personal information and how we use it**

- 5.1 This section sets out the information that we collect about you and how we use this information. We refer to this as "personal information" throughout this notice.

5.2 What personal information we collect about you

- (a) We may collect and use any of the following information about you:
 - (i) your name;
 - (ii) your postal address;
 - (iii) your telephone number;
 - (iv) your age;
 - (v) your gender;
 - (vi) application information (including casting showreels, copies of right to work documentation, references and other information included in a CV or cover letter or as part of the application/casting process);
 - (vii) still photographic images of your face and body;
 - (viii) your voice recording;
 - (ix) video of your likeness or performance;
 - (x) recording of your likeness and motion using motion capture technology;
 - (xi) other similar images, scans, or recordings of your likeness, including partial components and potential combinations thereof;
 - (xii) information provided when you correspond with us; and

(xiii) any other information you provide to us and updates to any information provided to us.

(b) How we use your personal information:

We will collect, use and store the personal information listed above for the following reasons:

- (i) to conduct the casting process, including reviewing your application;
- (ii) to invite you to the auditions at our offices, to facilitate your participation at the auditions, and to conduct the auditions;
- (iii) to take steps at your request prior to entering into a contract with you pursuant to the auditions;
- (iv) to enter into and execute a contract with you;
- (v) if your application was not successful, to retain your personal information for future opportunities with us; and
- (vi) to deal with any enquiries or issues you have about the casting process, the auditions, our business, and any enquiries or issues you have about how we collect, store and use your personal information, or any requests made by you for a copy of the information we hold about you.

5.3 Further processing

Before using your personal information for additional purposes not otherwise described in this policy, we will undertake an analysis to establish if our new use of your personal information is compatible with the purposes set out in this section 5.

6. Legal basis for use of your personal information

6.1 Where we enter into a contract directly with you, our legal basis for using your personal information is that the processing is necessary for the performance of this contract (i.e. to enable us to benefit from the rights you have contractually granted to us) or, where this is not the case, that the processing is necessary for the pursuit of our legitimate interests (as set out in section 6.2, below).

6.2 Where we do not enter into a contract directly with you or we enter into a contract with an agency or personal service company acting on your behalf (and not directly with you as an individual), our legal basis for using your personal information is that the processing is necessary for the pursuit of our legitimate interests, in this instance, to:

- (i) run, grow and develop our business;
- (ii) conduct casting and auditions as part of our business operations; and (iii) be used for internal administrative purposes.

6.3 If we rely on legitimate interests to use your personal information in a particular way, you may ask us to consider any valid objections which you have to our use of your personal information. However, if you object, we may continue to process your personal information in the event that we demonstrate that our legitimate interests override your interests, rights and freedoms, or if we continue to have another legal basis for processing, such as where the processing is necessary for the purposes of performing our contract with you.

6.4 In the event we accept your grounds for objection and we have no other legal basis to continue using and processing your personal data, we will cease future processing of your personal data. However, this will not affect any use of your personal data by our customers, for example, where full or partial likenesses of you have already been provided to a customer for use in a game or another permitted purpose.

7. How and why we share your personal information with others

7.1 We may share your personal information with our Affiliates, and with third parties who perform services on our behalf (e.g. IT services, data storage, legal services etc.).

- 7.2 We will also disclose your personal information to third parties:
- (a) where it is in our legitimate interests to do so to run, grow and develop our business, for example:
 - (i) if we sell or buy any business or assets, we may disclose your personal information to the prospective seller or buyer of such business or assets;
 - (ii) if substantially all of our or any of our Affiliates' assets are acquired by a third party, in which case personal information held by us will be one of the transferred assets;
 - (b) if we are under a duty to disclose or share your personal information in order to comply with any legal obligation, any lawful request from government or law enforcement officials and as may be required to meet national security or law enforcement requirements or prevent illegal activity.

7.3 In some limited cases, we may share your personal information with third parties by providing you with prior notice and, where necessary, obtaining your consent. If we have relied upon your consent as the legal basis to use your personal information in a particular way, but you later change your mind, you should contact us to inform us that you have revoked your consent.

8. How long we store your personal information

8.1 We maintain appropriate administrative, technical, and physical safeguards to protect your personal information from accidental, unlawful, or unauthorized destruction, loss, alteration, access, disclosure, or use and other unlawful forms of processing.

8.2 We keep your personal information for no longer than necessary for the purposes for which the personal information is processed. The length of time for which we retain personal information depends on the purposes for which we collect and use it and/or as required to comply with applicable laws and to establish, exercise or defend our legal rights.

9. Your rights

9.1 You have certain rights in relation to your personal information. If you would like further information in relation to these or would like to exercise any of them, please contact us via email at privacy@epicgames.com at any time and include a reference to your name and this agreement in the subject line. You have the following rights:

- (a) **Right of access.** You have a right of access to personal information we hold about you, and to request certain details about how we process your personal information, such as the safeguards which are in place if we transfer your information outside of the European Economic Area ("EEA") to any country which does not ensure an adequate level of personal data protection. We will respond with your personal information, but we will not provide any information which reveals our trade secrets, proprietary information, or intellectual property.
- (b) **Right to update your information.** You have a right to request an update to and correction of personal information which is out of date or incorrect. For example, you may ask us to update our records if your contact information has changed.
- (c) **Right to delete your information.** In some specific circumstances, you have a right to ask us to delete any personal information which we are holding about you. For example, you may ask us to delete personal information if we no longer need it, or if our legal basis for processing that personal information was your consent but you have revoked your consent. You can ask us for further information on these specific circumstances by contacting us using the details in section 13.
- (d) **Right to restrict use of your information:** You have a right to ask us to restrict the way that we process your personal information in certain specific circumstances. For example, if you object to our processing of your personal information on the basis of legitimate interests (as discussed in sections 6.3 and 6.4 above), we will restrict processing of your personal information while we consider the objection. You can ask

us for further information on these specific circumstances by contacting us using the details in section 13.

(e) **Right to data portability: In certain specific circumstances**, you have a right to ask us to provide to you, or where technically feasible, to a third party provider of services, personal information you have provided to us and which is processed using automated means. For example, you may request a copy of electronic records of your address and phone number processed on the basis of your consent or to perform a contract. You can ask us for further information on these specific circumstances by contacting us using the details in section 13.

(f) **Right to object.** You have a right to ask us to consider any valid objections which you have to our use of your personal information where we process your personal information on the basis of our or another person's legitimate interest. In some instances we may continue to process your personal data in accordance with our legitimate interests after we have received your objection.

9.2 We will consider all such requests and provide our response within a reasonable period of time in accordance with applicable law. Please note, however, that certain personal information may be exempt from such requests in certain circumstances, for example if you have requested deletion but we need to keep using the information to comply with our own legal obligations or to establish, exercise or defend legal claims.

9.3 If an exception applies, we will tell you this when responding to your request. We may request you provide us with information necessary to confirm your identity before responding to any request you make.

10. **Where we may transfer your personal information**

10.1 Your personal information may be used, stored and/or accessed by customers, Affiliates and service providers operating outside of the United Kingdom and the EEA. Further details on to whom your personal information may be disclosed are set out in section 7.

10.2 If we allow access to any personal information about you to any Affiliates or service providers located in countries which do not ensure an adequate level of personal data protection, we will take appropriate measures to ensure that the recipient protects your personal information adequately in accordance with this privacy notice. These measures may include entering into European Commission approved standard contractual arrangements with them.

11. **Risks and how we keep your personal information secure**

11.1 We are committed to protecting your personal information from loss, theft and misuse. We take reasonable precautions to safeguard the confidentiality of your personal information, including through use of appropriate organisational and technical measures.

11.2 In the course of provision of your personal information to us, your personal information may be transferred over the internet. Although we take reasonable precautions to protect the personal information you provide to us, the transmission of information over the internet is not completely secure. As such, you acknowledge and accept that we cannot guarantee the security of your personal information transmitted to our website and that any such transmission is at your own risk.

12. **Changes to our privacy notice**

We may update our privacy notice from time to time. Any changes we make to our privacy notice in the future will be notified to you by post or email.

13. **Further questions and how to make a complaint**

13.1 If you have any queries or complaints about our collection, use or storage of your personal information, or if you wish to exercise any of your rights in relation to your personal information, please contact privacy@epicgames.com. We will investigate and attempt to resolve any such complaint or dispute regarding the use or disclosure of your personal information.

- 13.2 In accordance with applicable law, you may also make a complaint to your local data protection regulator, or where an alleged infringement of applicable data protection law has taken place. Alternatively, you may seek a remedy through the courts if you believe your rights have been breached. The supervisory authority in the UK is the Information Commissioner who may be contacted at <https://ico.org.uk/concerns>. We would, however, appreciate the chance to deal with your concerns before you approach the Information Commissioner so please contact us in the first instance.