

## JOB APPLICANT PRIVACY STATEMENT

In this notice, “**we**”, “**us**” and “**our**” means any of Lumenis Be Ltd. and its European subsidiaries – Lumenis (Germany) GmbH, Lumenis Be (Italy) Srl, Bios S.r.l, Lumenis Be (UK) Ltd., Lumenis Be (France) SAS and Lumenis Holdings (Holland) BV, as applicable to you, being the entity in which you may apply for a position.

Lumenis Be Ltd. is registered in Israel and its registered address is 9 Ha’Kidma St., POB 426, Yokneam Industrial Park, Israel;

Lumenis (Germany) GmbH, is registered in Germany and its registered address is Heinrich-Hertz-Str. 3, D-63303 Dreieich-Dreieichenhain, Germany;

Lumenis Be (Italy) Srl is registered in Italy and its registered address is Via Delle Macere, 20, 00060 Formello RM, Italy;

Bios S.r.l is registered in Italy and its registered address is Via Guido Rossa, 10/12 20090 Vimodrone (MI), Italy;

Lumenis Be (UK) Ltd. is registered in the UK and its registered address is at Unit 15, The Valley Center, Gordon Rd, High Wycombe HP13 6EQ

Lumenis Be (France) SAS of is registered in France and its registered address is at 23 RUE D'ANJOU 75008 PARIS, and

Lumenis Holdings (Holland) NV in registered in the Netherlands and its registered address is Locatellikade 1, 1076 AZ Amsterdam.

### About this privacy statement

For the purposes of the applicable data protection laws, we are a data controller in respect of the personal data that we collect about you. We are responsible for ensuring that we use your personal data in compliance with the applicable data protection laws.

This privacy statement applies if you have applied for a position in Lumenis Be Ltd. or in any of its European subsidiaries. The purpose of this notice is to provide you with information about the types of personal data we will collect, use and retain and to provide guidance on the legitimate grounds for doing so, though please note that some of the processing activities stated in this notice may not always apply to all applicants. Please take the time to read and understand this privacy notice.

We note that you may have applied to a position with us through third parties, including third party websites that provide recruitment services to us. Such is the case, for example, if you have used the “Careers” page on our website. For example, we work with Comeet, as a recruiting and applicant tracking platform (the “**Platform**”) in order to handle your personal data as a candidate. We are not responsible for the privacy statements or other content provided by such third parties or their websites, including any information they may provide to you relating to the collection and use by us of your personal data. The provisions of this Job Applicant Statement and our [Privacy Statement](#) prevail over and supersede any such statements and content, to the extent that they relate to us.

### Personal data that we collect about you

We will collect and process (mainly but not necessarily only) the following personal data about you:

- **Information that you provide to us or one of our affiliates, directly or through our online or other service providers.** This includes information about you that you give to us by filling in forms, by providing your CV and/or identification cards, or by communicating with us, whether face-to-face, by phone, e-mail or otherwise through the recruitment process. This information may include your full name, date of birth, nationality, copies of identification cards and passport, work experience, qualification details and other CV related information, education and qualification details, references, photo, marital status, health information, home address, home telephone number and mobile telephone number, URL of your LinkedIn and other online profiles, the position for which you have been or are being considered, and information about your candidacy and employment options (such as availability to be hired and salary expectations).

You do not have a legal obligation to provide your data to us. The provision by you of information to us is at your free will.

- **Information we collect or generate about you.** This may include data collected or generated during your assessment and interview process (including in the form of interview notes and interview feedback and evaluations), email correspondences between us and other sources (such as recruiting agency and referrals) about your candidacy and internal discussions within our organizations about your candidacy.
- **Information we obtain from other sources.** This may include your social media profiles and other publicly available records. In addition, we may obtain information from third party service providers as provided above. This may include information received from head-hunters, recruiting agents, referrals, evaluators, background check providers and online recruiting and job application platforms. We may also obtain information from references and previous employers.

### Uses of your personal data

Your personal data may be stored and processed by us in order to determine your suitability for the job, in order to be able to contact you with regard to the position you applied to, and potentially to offer you other positions, at present and/or in the future, for the internal management and monitoring of our recruitment process, and for compliance with applicable laws and regulations. We may use non-sensitive personal data for any other purpose for which we may use sensitive personal data, as detailed below.

We are entitled to use your personal data in these ways because:

- we need to for the purposes of taking decisions regarding your application and possible employment terms and informing you of such decisions or otherwise contact you in connection with the recruitment process;
- we may need to in order to establish, exercise or defend our legal rights or for the purpose of legal proceedings;
- we may need it in order to comply with any legal or regulatory obligations to which we are subject (including compliance with any request from regulatory authorities or other relevant public authorities); or
- the use of your personal data as described may be necessary for our legitimate business interests (or the legitimate interests of one or more of our affiliates), such as:
  - allowing us to effectively and efficiently administer and manage the operation of our business;

- ensuring a consistent approach to the management of our employee recruiting process and the recruiting processes of our affiliate companies worldwide; or
- maintaining compliance with internal policies and procedures including for HR and security reasons.

### Sensitive personal data that we collect about you

Certain forms of “sensitive personal data” are subject to specific protection or restriction by law in certain territories, including the EU. For these purposes, in the EU, “sensitive personal data” is data relating to: racial or ethnic origin; criminal activity or proceedings in certain countries; political opinions; religious philosophical beliefs; trade union membership; genetic data; biometric data; data concerning health or sex life or sexual orientation. We will only process your sensitive personal data if permitted by law and, if you are a European candidate, only if one of the following conditions is met:

- you have given explicit consent in writing to the processing of the data;
- the processing is necessary for carrying out our obligations and specific rights in the field of employment law, social security or social protection law (including obligations in relation to health and safety and disability discrimination, occupational health, sickness absence, maternity leave, family emergency leave, paternity leave, parental leave, the legality of personnel working in a particular jurisdiction, which will involve processing data in relation to nationality, work permits and visas, monitoring equality of treatment of staff, in connection with benefits including life assurance benefits, permanent health insurance, private medical insurance or pension, disciplinary action and vetting (where necessary));
- the processing is necessary to protect your health or safety in an emergency (or that of another person) where you are physically or legally incapable of giving consent;
- the data in question has been made public by you;
- the processing is necessary for the purpose of, or in connection with, any actual or prospective legal proceedings, for the purpose of obtaining legal advice or otherwise for the purposes of establishing, exercising or defending legal rights subject to applicable local legislation or where courts are acting in their judicial capacity;
- the processing is necessary for reasons of substantial public interest on the basis of local law which is proportionate to the aim pursued and which contains appropriate safeguarding measures;
- the processing is necessary for preventative or occupational medicine;
- the processing is necessary for prevention or detection of crime or acts of dishonesty, malpractice or other improper or unauthorized conduct;
- the processing is necessary for archiving purposes in the public interest or scientific and historical research purposes or statistical purposes; or
- the processing is otherwise permitted by law.

In each case, we will meet any additional local legal requirements and enforce any applicable duties of confidentiality vigorously, for example in relation to access to health records.

### Disclosure of your information to third parties

We may disclose your personal data to our affiliates and to third parties for the purposes of:

- the management and administration of our business and our affiliates' business;
- complying with the functions that each of them may perform relating to regional or global HR decisions;
- potentially referring you to positions that our affiliates may be offering;
- assessing compliance with applicable laws, rules and regulations, and internal policies and procedures across our business and our affiliates' businesses; and
- the administration and maintenance of the databases storing personal data relating to our job candidates or to job candidates of our affiliates.
- to the extent required by law, for example if we are under a duty to disclose your personal data in order to comply with any legal obligation, establish, exercise or defend our legal rights; and
- for the determination of your employment suitability with our requirements through third party professional consultants.

These third parties include our service providers and vendors who assist us to collect, process and store your personal data, including Comeet (who provides us with the Platform) in the context of your candidacy. These companies are authorized to use your personal data as necessary to provide these services or as otherwise authorized by us. Comeet's privacy policy is available [here](#).

If your details are submitted to us by a third-party (such as an employee of Lumenis or a recruiting agency), we can give the third-party access to data including your name, photo and some of the general recruitment status.

If you apply to a job opening using a unique referral link that was provided to you by an employee of Lumenis, we may share your name and some of your general recruitment status, with the person that provided you the referral link.

The purpose of sharing the above information is to our operate incentive programs (i.e. employee referral bonus programs) and to provide feedback to third-parties who submit candidates to us regarding their submission.

We reserve the right to transfer, disclose or assign your personal data in connection with, or during negotiations of, any merger, sale of company assets, consolidation or restructuring, financing, or acquisition of all or a portion of our business by or to another company or in the event of bankruptcy or a comparable event.

### **Transfers of personal data outside Certain Territories**

Your personal data may be transferred to our international affiliates and the various entities that make up Lumenis' international network and accessed by authorised Lumenis personnel outside the European Economic Area ("EEA") as well as within it, or outside the UK or Israel, for the purposes identified above. We note that such transfers include transfer between our EEA subsidiaries and Lumenis Be (UK) Limited.

The personal data that we collect from you may also be otherwise transferred to, and stored at, destinations outside the EEA and/or the UK and/or Israel. It may also be processed by individuals

operating outside of the EEA and/or the UK and/or Israel who work for our affiliates or for one of our suppliers. For example, see [here](#) the list of the Platform's vendors, as provided by Comeet.

In all cases, any transfer of your personal data outside the EEA and/or the UK and/or Israel shall be compliant with the applicable data protection law.

With regard to personal data transfers to Lumenis Be Ltd., we note that Lumenis Be Ltd. is an Israeli company based outside of the EEA and Israel is, at the time of the release of this Notice, recognised by the European Commission as offering an adequate level of data protection. If you are an EEA applicant, Lumenis Be Ltd. may receive your personal data as described herein for purposes as described herein from its European or UK affiliates, and/or from third parties in Europe or UK, such as recruitment agencies or platforms or other relevant service providers. Lumenis Be Ltd. may further transfer such personal data to third parties as described herein for purposes as described herein.

You can obtain more details about the protection given to your personal data when it is transferred outside the EEA and/or the UK by contacting us in accordance with the "Contacting us" section below.

### Retention of personal data

How long we hold your personal data for will vary. The retention period will be determined by the purpose for which we are using your personal data – we will need to keep the data for as long as is necessary for that purpose.

### Your rights

You have a number of legal rights in relation to the personal data that we hold about you. These rights include:

- the right to obtain information regarding the processing of your personal data and access to the personal data which we hold about you;
- the right to withdraw your consent to our processing of your personal data at any time. In the limited circumstances where you may have provided your consent to the collection, processing and transfer of your personal information for a specific purpose, you have the right to withdraw your consent for that specific processing at any time. To withdraw your consent, please contact us according to the instructions below. Once we have received notification that you have withdrawn your consent, we will no longer process your information for the purpose or purposes you originally agreed to, unless we have another legitimate basis for doing so in law;
- in some circumstances, the right to receive some personal data in a structured, commonly used and machine-readable format and/or request that we transmit those data to a third party where this is technically feasible. Please note that this right only applies to personal data which you have provided to us;
- the right to request that we rectify your personal data if it is inaccurate or incomplete;
- the right to request that we erase your personal data in certain circumstances. Please note that there may be circumstances where you ask us to erase your personal data but we are legally entitled and/or required to retain it;
- the right to object to, and the right to request that we restrict, our processing of your personal data in certain circumstances. Again, there may be circumstances where you object to, or

ask us to restrict, our processing of your personal data but we are legally entitled and/or required to continue processing your personal data and / or to refuse that request; and

- the right to lodge a complaint with the data protection regulator (details of which are provided below) if you think that any of your rights have been infringed by us.

You can exercise your rights by contacting us using the details set out in the “Contacting us” section below.

### **Contacting us**

If you would like further information on the collection, use, disclosure, transfer or processing of your personal data or the exercise of any of the rights listed above, please address questions, comments and requests to Udi Tal, EMEA HR Director ([Udi.Tal@lumenis.com](mailto:Udi.Tal@lumenis.com)), for positions in Europe, or Yael Biran Shanny, VP, HR ([Yael.BiranShanny@lumenis.com](mailto:Yael.BiranShanny@lumenis.com)) for positions in Israel.

You can find out more information about your rights by contacting the data protection regulator in your jurisdiction, or by searching their website. A list of National Data Protection Authorities in the EEA can be found [here](#). If you are unsure about which is the correct regulator, please feel free to contact us as provided above for assistance.

### **Changes to this Job Applicant Statement**

We reserve the right to update this job applicant statement at any time, whereby we will make sure that the most recent version will be available upon request by contacting us as set out in this job applicant statement.