



CURATED

APPLICANT PRIVACY NOTICE FOR CALIFORNIA RESIDENTS

Company 3 Studios Inc. and its subsidiaries and affiliates, including all of its affiliated brands and/or business units (i.e., Company 3, Curated, and SDFX Studios) who may handle your candidacy and application for employment (collectively, "**Company**", "**us**" or "**we**") respect the privacy rights of applicants seeking employment.

This Notice is for California Residents. We adopt this Notice to comply with the California Consumer Privacy Act of 2018 and any subsequent amendments, including the California Privacy Rights Act ("**CPRA**"). Any terms defined in the CPRA have the same meaning when used in this Notice.

If you are not a California resident, please refer to our Global Candidate Privacy Notice for information on our personal data related practices.

In collecting, using, or disclosing personal information about candidates, we will adhere to the obligations set out in this Notice and applicable law. Where there is a conflict between applicable law and this Notice, the law will apply to the extent it is more protective.

Personal Information We Collect

To receive information from us about job openings or to apply for employment, you may be asked to provide personal information. The personal information that you may be requested to provide, or that we may otherwise collect may include:

- Name (e.g., legal or preferred names or changes to same)
- Contact information, including home address, home telephone, mobile telephone, and email address
- Citizenship and eligibility or right to work, including, for example, information needed to process nonimmigrant visas and immigrant petitions
- Professional and current employment history, including information about current or past jobs and references or letters of recommendation related to same
- Education history, including institutions attended, grades, and degrees obtained
- Employment and compensation expectations
- Results of any evaluations you are invited to take as part of the application process
- Interest in employment opportunities
- Job specific questions that relate to your fitness for a particular position
- Information regarding potential conflict of interest issues, including, but not limited to, work you have completed for third parties
- Information you provide to create security questions and answers used to validate your identity when you return to our application portal
- Medical information provided in connection with disability accommodations and information provided in relation to religious accommodations and the interactive process related to same
- Information you provide during the application and interview process, including for the purposes of demonstrating that you can meet the expectations of a particular position

Where we conduct background screening on candidates, additional information as to how we do that and your associated rights will be provided to you separately.

If you join us, we will collect additional information during your employment and that will be covered by a separate Employee Privacy Notice which will be provided to you.

We will treat any personal information considered sensitive under applicable law in accordance with applicable law. The collection, use, and disclosure of sensitive personal information will be limited to that

which is strictly necessary for the purposes for which it was collected, as outlined herein, and is not for the purpose of inferring characteristics about you. We do not use or disclose, without your consent, sensitive personal information for other purposes that would require us to specify a method for submitting a request to limit such use or disclosure. Your explicit consent will be obtained to the processing of your sensitive personal information, unless otherwise permitted by applicable law.

How We Use Personal Information

Information You Voluntarily Provide

Any personal information collected will be used to:

- enable you to express interest in and/or allow you to apply for employment with us
- consider your candidacy for employment
- comply with any applicable legal and regulatory requirements involving job applicants, which may include providing reports to government agencies
- verify your identity to ensure security for one of the other purposes listed in this Notice
- populate your employee records in the event you are hired
- ensure or enhance the security and functionality of our electronic systems
- protect against fraud
- conduct internal investigations and comply with legal obligations

Personal information is used only in ways that are compatible with the purposes described in this Notice. We will provide notice to you if your personal information will be used for other purposes.

We take commercially reasonable steps to ensure that the personal information we collect is relevant to its intended use and is accurate, up-to-date, and complete.

Site Navigation Information

If you are applying for employment via the Careers section of our recruiting website ("**Site**"), we also collect information related to your use of the Site. Please refer to our [website](#) and [its privacy policy](#) for details on personal information collection related to your use of our Site, including any opt out preference signals.

Sharing of Personal Information

The following describes how we share your personal information as part of our routine business.

Within our Company and Group of Companies

Because we have operations in multiple locations, we may transfer your information from one group legal entity to another or from one location to another in order to accomplish purposes listed in this Notice (including those for which we retain the services of others as described below) and for intercompany and group Company administration, including to assess your suitability for opportunities throughout the group and for purposes of group finances management generally.

We will transfer your personal information in a manner that is consistent with applicable legal requirements.

With Others

We may share your personal information with others we have retained to perform services on our behalf to:

- administer our relationship with you, including aspects of evaluation of your application
- investigate, enforce, and defend against legal claims and comply with legal obligations, including in response to a legitimate legal request from law enforcement authorities or other government regulators
- maintain the security and integrity of our networks and systems
- investigate suspected or actual illegal activity or that which violates Company policy
- prevent physical harm or financial loss
- support the sale or transfer of all or a portion of our business or assets (including through bankruptcy)

They will use your personal information only for the purposes identified in this Notice and will provide services under a contract which restricts use of information to that which is necessary to perform services on our behalf or to comply with legal requirements.

We do not otherwise “sell” or “share” your personal information as those terms are defined under the CPRA. This means that to our knowledge, we also do not sell or share the personal information of persons under 16 years of age.

California Access, Correction, and Deletion Rights

As a California resident, you have the right to know about the personal information we collect, use, and disclose about you, the right to correct inaccuracies and the right to request deletion, subject to certain exceptions. Please see "**Contact Us**" section below for information on how to exercise such rights.

To report problems with the application process or to pose questions or concerns, contact us by emailing ta-admin@company3.com.

Non-retaliation

California law does not permit us to retaliate against California residents for exercising certain privacy rights under CPRA, and we do not intend to do this in any case.

Safeguards

We have in place physical, electronic, and procedural safeguards appropriate for the sensitivity of the information we maintain. Safeguards will vary depending on the sensitivity, format, location, amount, distribution, and storage of the personal information. They include physical, technical, and managerial measures to keep personal information protected from unauthorized access. However, due to the nature of the internet and related technology, we cannot absolutely guarantee the security of personal information, and we expressly disclaim any such obligation.

Data Retention

We retain your personal information as long as necessary to fulfill the purposes described in this Notice, during your engagement, during any transition period (e.g., for the provision of ongoing benefits) or to comply with applicable legal obligations and record retention requirements.

Your personal information will be retained **as is reasonably necessary** to consider you for roles for which you may be qualified with us or our group entities. You can let us know if you do not wish to be considered for any further roles by emailing ta-admin@company3.com.

We determine how long to retain your personal information by reference to applicable law or regulation, court, administrative or arbitration proceedings, or audit requirements.

Changes to this Notice

This Notice may be modified from time to time and replaced with an updated version.

Designating an Authorized Agent

California residents may designate an agent to manage their rights under California law. If you qualify and would like to designate an agent to manage your privacy preferences, you may do so using the mechanisms noted below under "**Exercising California Privacy Rights**". We will need sufficient personal information about your authorized agent to be able to identify them. You must have permission from your authorized agent to disclose their personal information to us for the purpose of acting as your agent.

Exercising California Privacy Rights

If you would like to exercise any of your rights under the CPRA as a California resident, you may do so by contacting us using the details in the "**Contact Us**" section below. We will confirm receipt without delay and substantively respond to your request within the timeframe required by law. If you do not receive a response from us acknowledging your request within **five business days**, please contact legal@company3.com. If we require more time, we will let you know.

For your protection, where appropriate, and except where prohibited by law, we take reasonable steps to verify requests before they are processed. This may include, for example, a request from us for you to confirm your identity, to validate documents you submit to us, or to verify an agent's authority to make the request. To assist with this, if possible, please use the email address you used to register with us (the email address we have on file) for your request.

Contact Us

If you have any comments or questions about the application process, please email ta-admin@company3.com.

If you are a California resident and wish to exercise your rights under the CPRA, have questions about our privacy practices, or wish to report a violation of the provisions of this Notice, please contact us at:

California Candidate Privacy
Attention: Legal Department
Company 3 Studios Inc.
3401 Exposition Blvd.
Santa Monica, CA 90404
privacy@company3.com
+1-833-930-5146

You may also want to refer to our [website](#) and [its privacy policy](#) for information on our privacy practices generally.

Date this Notice was last updated: **August 10, 2026**