

Taboola Candidate Privacy Notice

Last Updated: 15 July 2025

Dear Potential Taboolars,

Taboola is made up of a family of global companies, including our parent company Taboola.com, Ltd., and its subsidiary and [Affiliates](#) (collectively referred to herein as “Taboola”, the “Taboola Corporate Group”, “we”, “us” or “our”). We consider all Taboolar candidates to be members of the Taboola family and we are committed to maintaining the accuracy, confidentiality, and security of your Personal Data (defined below). Similarly, we are dedicated to providing you with the highest level of transparency and control over our use of your Personal Data.

1. Why do we need this Candidate Privacy Notice?

Taboola is growing faster than ever — with a new Taboolar starting almost every week! To account for this incredible growth, we have prepared these policies to ensure that all Taboolar candidates understand their rights related to personal data and the ways that Taboola may process their Personal Data. In addition, This Candidate Privacy Notice covers all Taboolar candidates, except candidates from the U.S., including for Taboolar candidates based in the European Economic Area (the “EEA”), this Privacy Notice outlines the basis under which we process your Personal Data under the General Data Protection Regulation (the “GDPR”), for Taboolar candidates based in the People’s Republic of China (“PRC”), this Privacy Notice outlines the basis under which we process your Personal Data under the Personal Information Protection Law ('PIPL').

2. What is “Personal Data”?

For purposes of this Candidate Privacy Notice, Personal Data includes any information about an identifiable individual. Personal Data also does not include anonymous or non-Personal Data (for example, information that cannot be associated with or tracked back to a specific individual). We will refer to your Personal Data herein as “Taboolar Candidate Data”.

3. What Taboolar Candidate Data Do We Collect?

We collect and maintain different types of Personal Data about our Taboolar candidates.

3.1. We collect personal data directly from you when you submit a job application on our website, send your CV/resume and/or cover letter to our email address, or interview with us.

Categories of Personal Data	Legal Basis
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<p>When you apply for a role with us through our website or via email, as applicable, we collect the following Personal Data from you:</p> <ul style="list-style-type: none"> • Identification data: Name, surname, gender (optional); • Contact details: Email address, address, phone number; • Work history and professional background and other relevant experience: professional qualifications, including information contained in a CV or resume, previous employment history with Taboola; • Educational information including degrees awarded, transcripts; • Details regarding the type of employment sought, desired salary, relocation support, right to work information, job preferences, notice period, and information related to previous applications to Taboola • Photographs or videos (when you voluntarily provide us within your CV or during interview); • Other categories: Other data that you voluntarily decide to share with us, such as your hobbies and social media accounts (e.g., LinkedIn), etc. 	<p>We will normally collect Taboolar Candidate Data from you only</p> <ul style="list-style-type: none"> • where we need the Taboolar Candidate Data to carry out our hiring and employment contract processes with you, • where we need the Taboolar Candidate Data to comply with our legal obligations, and/or • where the processing of Taboolar Candidate Data is in our legitimate interests and does not override your data protection interests or your fundamental rights and freedoms.
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3.2. We collect personal data about you from third parties, such as professional recruiting firms, prior employers, professional social media websites (LinkedIn), Taboola employees who recommended your candidacy, and, to the extent permitted by applicable law, employment background check providers. In most circumstances, we will obtain your permission before we collect any Taboolar Candidate Data from a third party.

<p>We collect the below personal data about you from third parties:</p> <ul style="list-style-type: none"> • Identification data: Name, surname, gender (optional); • Contact details: Email address, address, phone number; • Work history and professional background and other relevant experience: professional qualifications, including information contained in a CV or resume, previous employment history with Taboola, notice period; 	<p>We will normally collect Taboolar Candidate Data from third parties only</p> <ul style="list-style-type: none"> • where we need the Taboolar Candidate Data
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<ul style="list-style-type: none"> • Educational information including degrees awarded, transcripts; • Details regarding the type of employment sought, desired salary, relocation support, right to work information, job preferences, and information related to previous applications to Taboola • Photographs or videos (when you voluntarily provide us within your CV or during interview); • Other categories: Other data that you voluntarily decide to share with us, such as your hobbies and social media accounts (e.g., LinkedIn), etc. 	<p>to carry out our hiring and employment contract processes with you,</p> <ul style="list-style-type: none"> • where we need the Taboolar Candidate Data to comply with our legal obligations, and/or • where the processing of Taboolar Candidate Data is in our legitimate interests and does not override your data protection interests or your fundamental rights and freedoms.
<p>If you receive an offer from us, for certain roles, we may conduct a background check on you or instruct a third party to do so on our behalf. Background screening will only be done where permitted by the law applicable to the location where the position is located and to the extent necessary and proportionate to the role that you are being offered. A background check will only involve criminal background data to the extent permitted by law.</p> <p>If a background screening is required, you may be contacted by a third-party background screening service provider to request authorization for the release of your information, and at that time you will be provided with further information about the process and what personal data it might involve.</p>	<p>We will collect your Taboolar Candidate Data for background check only where we have your consent to do so. Please note that you have the right to withdraw your consent at any time.</p>

4. What does Taboola do with your Taboolar Candidate Data?

Taboola uses and discloses your Taboolar Candidate Data for our legitimate human resources and internal business purposes, including to establish or manage your employment relationship with Taboola. Such uses include:

- To identify and evaluate candidates for potential employment, as well as for future roles that may become available;
- To determine eligibility for initial employment, including verifying qualifications;
- To maintain records in relation to recruiting and hiring;
- To correspond with you during the recruitment process and to manage our relationship with you;
- To ensure compliance with legal requirements;
- To provide assistance with immigration support (such as applying for a visa);
- To conduct pre-employment screening, including reference & background checks;
- To foster our diversity and inclusion programs and practices;
- To explain the process of how you can exercise your data subject rights; and
- To protect our legal rights to the extent authorized or permitted by law.

We may also use your personal data for Taboola analytics purposes to improve our recruitment and hiring process and augment our ability to attract successful candidates.

5. How We Share Your Taboolar Data

5.1. We may share your Taboolar Data in the following ways:

- (a) **With third party service providers and agents:** We may also make certain Taboolar Candidate Data available to third parties who provide services to us such as our human resource management software, background or reference check agencies. When we share with these third parties, we do so on a need-to-know basis and under clear contractual terms and instructions for the processing of Taboolar Candidate Data.
- (b) **With other third parties and legal authorities:** We may also share your information with other types of third parties, such as our legal representatives, judicial authorities, self-regulatory bodies, or travel agencies

- To comply with our legal obligations (including to comply with laws, regulations, and contracts, to respond to court orders, administrative or judicial process, subpoenas and search warrants, or to meet national security and law enforcement requests);
- To establish, exercise, or defend against potential, threatened, or actual litigation;
- To protect Taboola's rights or property;
- In connection with the sale, assignment, merger, or other reorganisation or transfer of all or part of our business.
- In connection with a relocation or to coordinate travel related to your application.

5.2. We may transfer Taboolar Data to the third parties above;

- with your consent (for background check);
- where processing is necessary for the performance of an employment contract;
- where processing is necessary for compliance with our legal obligation;
- where the processing of Taboolar Candidate Data is in our legitimate interests and does not override your data protection interests or your fundamental rights and freedoms.

5.3. Whenever we authorize third parties to access your Taboolar Candidate Data, we take steps to ensure they have appropriate security measures in place and that they only use the Taboolar Candidate Data in confidence and in a way that is consistent with this Privacy Notice.

6. *International Transfers of Your Taboolar Data*

6.1. Taboola is a global company and so for the purposes of recruitment, your Taboolar Candidate Data may be shared with Taboola, Inc. and within the Taboola family of companies, which means Taboolar Candidate Data could be transferred to or stored in Israel, the US or other locations outside of the European Economic Area (the "EEA"), UK, Singapore, Hong Kong, and/or your country of residence. Your Taboolar Candidate Data will only be disclosed to necessary members of our HR team, the relevant team managers and anyone involved in the recruitment process in order that we can make recruiting decisions.

6.2. When Taboola transfers Taboolar Candidate Data from EEA/UK to Taboola.com Ltd. in Israel, it relies (as applicable) on (i) the European Commission's decision, and (ii) UK adequacy regulations that Israel provides a level of data protection that is adequate for EEA/UK Data.

These allow the free transfer of EEA/UK Data to Israel without the need for additional data transfer mechanisms.

- 6.3. Similarly, when Taboola transfers any personal data from the EEA to Taboola Europe Limited in the United Kingdom, it relies on the European Commission's decision that the UK provides a level of data protection that is adequate for personal data from the EEA.
- 6.4. When transferring Taboolar Data from the EEA to PRC or elsewhere, Taboola relies on the European Commission's approved Standard Contractual Clauses, which are contractual privacy and security commitments between companies that transfer personal data.

7. How Long We Keep Your Taboolar Data

We will keep your Taboolar Data for as long as is needed to carry out the purposes described above (or as otherwise required by law). If you accept an offer of employment with us, any relevant Taboolar Candidate Data collected during your pre-employment period will become part of your personnel records and will be processed in accordance with specific country requirements and with the privacy notice applicable to Taboolars, which will be provided during the on-boarding process.

If we do not employ you, and unless you object by following the process described in the Section 8 below, we may nevertheless continue to retain Taboolar Candidate Data for 24 (twenty-four) months to consider you for a potential future role.

8. Your Rights Regarding Your Taboolar Candidate Data

If you are located in certain regions (including the EEA, PRC, Brazil, Thailand, and Turkey), you may have certain additional rights in relation to your Personal Data, such as:

- (a) You have the right to request information about the Personal Data that we hold about you, including information about how we use your personal data.
- (b) If we have collected and processed your Personal Data with your consent, then you have the right to withdraw your consent at any time. (Please note that withdrawing your consent will not affect the lawfulness of any processing we carried out prior to your withdrawal, nor will it affect processing of your Personal Data carried out in reliance on other lawful grounds other than consent).
- (c) The right to object to processing of your Personal Data, ask us to restrict or limit the processing of your Personal Data, or request portability of your Personal Data.

- (d) To have your Personal Data erased in a number of other circumstances, such as where it has been unlawfully processed, or where there are no overriding legitimate grounds for the processing.
- (h) You have the right to update, correct, and access your Personal Data.
- (i) The right to seek additional legal remedies regarding our response to your request to exercise your individual data-protection rights, depending upon your jurisdiction, by lodging a complaint with your data-protection authority or initiating a legal proceeding.

If you have any questions or would like to discuss anything in this Candidate Privacy Notice, please do not hesitate to:

- email your request to us at: privacy@taboola.com
- call us at: +44 (0) 207 438 8888
- contact us by postal mail at: Taboola Europe Ltd., Legal/Privacy Department, Aldgate House, 2nd Floor, 33 Aldgate High Street, London EC3N 1DL, United Kingdom

To help protect your privacy and security, we may take reasonable steps to verify your or your authorized agent's identity before acting on certain data protection rights, in accordance with applicable law.

9. Updates to this Privacy Notice

We may update this Privacy Notice from time to time to reflect any changes in our privacy practices. Where the changes are material, we will inform all Taboolars by email and we will also indicate at the top of this Privacy Notice the date that it was last updated. We encourage you to check back periodically to make sure you're aware of the most recent provisions.