FIH MARKETING MANAGEMENT LLC. - Terms of Use and Privacy Policy

Introduction

- Use of this Internet site (the "Website") of **FIH MARKETING MANAGEMENT LLC.** (the "Company") is subject to the terms of use and the privacy policy as detailed below.
- These terms and conditions of use (the "Terms of Use") are an integral part of the Website's regulations.
- If you access the Website and/or make use of it and its contents then this means that you have read and understood these terms of use and that you have accepted, agreed and approved their provisions. If you do not agree, then do not use this website.
- All terms in the singular shall include the plural and vice versa, unless this contradicts the written subject or its content, or the context requires a different interpretation.
- Any changes made to the Terms of Use will be published on this page.
- Please feel free to contact us if you have a question or problem or if you want to report a violation of privacy.

Data Collection

The data on the Website is provided by you directly and voluntarily and includes information that can reasonably be used to identify you, including your first and last name, residential address and/or e-mail, your phone number, and more ("Personal Information").

The Reasons for Data Collection

- We use Personal Information to provide you with information that you request, among other things and as stated below in order to check your suitability for the jobs posted on the Website and for any other purpose specified in these Terms of Use, as they will be updated from time to time.

Storage and Use of data

- We retain Personal Information as required to provide you with services, and sometimes for an additional period of time as may be required by applicable law.

The Company will use the Personal Information only in a way that is in line with the objectives for which it was collected and in accordance with the Terms of Use.

- Any information or content that you publish on the Website in any way (that is not Personal Information), will not be considered proprietary or confidential and anyone exposed to them, including the Company, will be allowed to make any use of them. It is clarified that the Company and anyone on its behalf will not have any responsibility in connection with such information or content.

Personal Information provided by you through the Website or by other means (such as e-mail, social networks, via a 'friend referral' model, or otherwise ("Means of Communication")) for any commercial or business purpose, or as part of the submission of an application to fill possible positions ("Candidate Information") will be stored by the Company in accordance with the Company's procedures and the Terms of Use. The Company will be entitled to use this information for the following purposes and in the following manner: (1) for its own administrative, business and commercial purposes, including to contact you and sending you job offers by the Means of Communication; (2) for any commercial purpose related to the circumstances and manner by which you provided the information; (3) to evaluate your suitability for a requested position/s; (4) making Candidate Information or other Personal Information available to related companies and/or third parties for the purpose of carrying out the above and/or for receiving offers for jobs/products/services that the Company believes you may be interested in. The Company will be entitled to keep Candidate's Information for a longer period than that required to fill the position for which the candidacy was submitted, and may send to you, on this basis, additional suitable job offers in the future. If you request that your Personal Information or Candidate Information not be transferred to third parties as specified above, excluding for work suitability evaluation in the Company or for the performance of services on Company's behalf, וסבyou should request this from us by e-mail or registered mail, in accordance with the contact details on the Website. The absence of a request will be considered as

your having given your consent for the Company's aforementioned use of such information.

Your Rights

- The Company permits you to use the Website and the services included therein that are offered by it, for personal non-commercial use only, subject to the provisions of the Website and the Terms of Use.
- You are entitled to know if we hold Personal Information about you, you may review such Personal Information and correct inaccuracies.

Applicability and Third Party Services

- This Privacy Policy applies only to data collected by us for our own use.
- Where some of the services on the Website are managed by third party providers, these services are provided through those third party providers and not from the Company's systems. When using these services, you may be asked to provide or have Personal Information collected about you. The use of this information is subject to the privacy policy of those third party providers and not to the Company's privacy policy, so it is recommended that you also review the privacy policy documents of these third party providers.

Protection of Personal Information

The Company respects the privacy of its website users. Below is an overview of how the information you provide or that will be collected about you will be used when you use the Website.

- **Disclosure**
    - We will not sell, trade or give to any third party any Personal Information obtained from using the services or visiting the Website.
    - Notwithstanding the above, we may transfer Personal Information to our service providers and/or customers who are sometimes located in different jurisdictions, and you explicitly agree to these transfers be made as required. In such a case, we will ensure that your Personal Information will be adequately protected.
    - In addition, certain exceptions may apply, among other things if the disclosure is required by applicable law or if there is a need to protect the rights, property or safety of the Company, our customers or third

parties, if the Personal Information is available to the public or if such disclosure is reasonably required.

- **Security**
    - We apply information security systems and procedures on the Website and continue to improve them according to the availability of suitable new technology. These systems and procedures reduce the risks of unauthorized intrusion into the Company's computers, but they are not completely secure. Therefore, the Company does not guarantee that the services on the Website will be completely immune from unauthorized access to the information stored in them.
    - The Website may contain links to and from third party websites. Following these links leads to third party websites operating under separate terms of use and privacy policy and the Company has no responsibility or liability for such websites, content, visual elements, data found in them or policies applicable to them.

Use of the Website

- Do not make any changes to the copyrights and intellectual property embedded on the Website and in its contents.
- Unless and to the extent that it is expressly stated otherwise in the Terms of Use, all the content, the design and the display (the "Content"), are protected intellectual property of the Company or of third parties, and any unauthorized use of the Content or any part of them may constitute an violation of law. Trademarks and names of companies or products mentioned on the Website belong to their respective owners. The Website is not used to grant you rights in the intellectual property of the Company and/or of third parties that is published on the Website.
- The Company reserves the right to refuse to grant access to the Website or parts of it to any user, at its sole discretion and without any prior notice.
- You may not change, distribute, reproduce, copy, sell, transmit, publish, perform, create a derivative or product of any kind, publicly display, deliver and/or exploit for a commercial or public purpose of any kind, the Content and/or the name of the Company or of third parties who own any part of the Content and/or their trademarks, or to allow any third party to do so. In no case may you perform any of the actions stated above and/or make any use of the Content, except if you have the prior written consent of the

Company. It is clarified that the Company does not grant you any right in the intellectual property of the Company or of any third parties.

- You may not create links to the Website from other websites, except with the prior written approval of the Company and subject to the terms of the approval and the provisions of law.
- By using the Website, you agree that you may not publish in any way on the Website any prohibited content that: (1) violates or encourages the violation of any law or rights of any kind of any person or entity; (2) is pornographic and/or sexually explicit, insulting, harassing, rude, threatening, racist, slanderous, inciting, defamatory, encourages the committing of crimes of any kind, infringes on the privacy or dignity of a person or is offensive to public sentiments; (3) is erroneous / misleading / false; (4) infringes / violates another's proprietary rights, including intellectual property and including uploading content that does not belong to the uploader; (5) is spam / junk mail of any kind; (6) is any of computer code or application of a hostile nature (including viruses, spyware, Trojan horses, worms, etc.); (7) concerns minors and identifies them, their personal details or their address and ways of communicating with them; (8) are passwords, usernames and other details, which allow the use of computer programs, digital files, websites or services, which require registration or payment, without having made such payment or registration; (9) any information and/or content whose publication is prohibited under the provisions of any law; (10) any information that is contrary to the accepted rules of use on the Internet or that may cause damage or harm to Internet users in general and the Website users in particular; (11) access to it is blocked by a password, etc. and is not freely available to all Internet users; (12) is of a commercial nature or that contains any advertising information.
- Violation of any of these conditions automatically revokes your permission to use the Website and you will be obliged to immediately destroy the Content in your possession and of which you have made such prohibited use.

Use of Cookies and Similar Technologies

- The Website uses 'cookies', mainly for security purposes and for its regular and proper operation. Cookies are text files that your browser creates according to a command from the Company's computers.

- Some cookies will expire after you close your browser and others are saved on your computer's hard drive.
- Deleting cookies and blocking them will affect your use of the Website and may cause parts of it to not work.
- We may use network signals or other monitoring technologies.
- You cannot remove these monitoring technologies as they are part of web page content. However, in cases where they work with cookies, cancelling the cookies will also prevent monitoring of your user activity on the Website, that is, although the network signals will monitor your use as an anonymous visitor, your Personal Information will not be recorded.

Targeted e-mail

- We may occasionally send you an email containing information about our employment opportunities and services, as well as marketing information and advertisements on our behalf or on behalf of third parties, and you hereby agree to receive such communications.
- You can choose to cancel receiving such communications at any time by contacting the contact address, but you will not be able to cancel the possibility of receiving service messages or other communications that may be required as part of the provision of our services.

Limited Liability

- All the Content on the Website is available 'as is' with any and all defects in it and the Company and any party related to it do not make any representation, warranty and/or other conditions regarding the Website and/or the Content, either orally or in writing, explicitly or implicitly, and whether they arise from applicable law or are in any other way by applicable law, procedure or practice, and this to the maximum extent permitted by applicable law, including with respect to any representation, commitment or condition to the effect that the use of the Website or the Content will be uninterrupted or error-free, or regarding the negotiability, fitness for a particular purpose, reliability, trustworthiness or accuracy of the Content, the non-infringement of intellectual property or any other infringement. The Company is not liable and will not bear any liability in connection with any use of the Website or contents or reliance on them. The Content is general in nature and is not a substitute for professional advice of any kind and you should not rely on advice received through the

Website when making any decision in any matter. Any reliance on the Content and/or advice you receive through the Website will be done at your full and sole responsibility and you will be fully responsible for the use you make of the Website and/or the Content and its results.

- The Company may make changes or updates to the Content or parts of it, at any time and without prior notice. At the same time, the Content may not be up-to-date, and the Company does not undertake to update it at all or with any frequency and it should not be relied upon as such.
- The Company, its managers, directors, officers, employees, shareholders, suppliers, agents, representatives, other third parties and/or the heirs of the aforementioned and/or those who will replace them (in this section: the "Company and Those on its Behalf"): (a) are hereby fully, completely and unconditionally exempt from any obligations and are not responsible that any part of the Content on the Website, including but not limited to third party content, software, products, or any other part used in connection with the Website or included in it, will be complete, accurate, updated, on time, secure, without interruption or errors, or that defects in them will be corrected, or for any decision you make relying on everything included or accessible through the Website. You will be solely responsible for any damage and claims in connection with the aforementioned and you can immediately stop using the Website, the Content and/or the services and products provided through the Website; (b) notwithstanding anything stated anywhere else, the Company and Those on its Behalf will not be held liable towards you and/or towards any third party in connection with the Website and/or the Content and/or the services and/or the products provided in connection with the Website, for any special, incidental, indirect, consequential and/or economic damage, including but not limited to loss of revenue, documents, files, profit, goodwill, data and/or computer time, software recovery and/or purchase of alternative products or services, downtime costs and/or third party claims, etc., even if the possibility of such damage was brought to their attention. Notwithstanding anything stated anywhere else, it is hereby clarified and agreed that your sole remedy is to stop using the Website and any of its Content.
- If it is determined that a provision of the Terms of Use is unenforceable and/or void for any reason, this will not affect the other provisions.

Changes

The Company reserves the right at any time to make any changes to the Content, information and services published on the Website in its sole discretion, including the termination of the services on the Website, or any part of them, with or without prior notice. In the event of termination of the service, the Company will not be liable to you or to any third party for damage and/or loss.

General

The Company reserves the right, at its sole and absolute discretion, for any reason and without prior notice, to reject, deny, refuse to attach, deny access and/or terminate the subscription/registration of any user on the Website at any time. These Terms of Use contain, embody, exhaust and express all representations and agreements between the Company and you, and no claim will be heard regarding promises, guarantees, representations or agreements that are not expressed in these Terms of Use.

* The positions on the Website are intended for both women and men