

CINEMARK CANDIDATE PRIVACY NOTICE

Effective Date: October 24, 2025

The purpose of this Cinemark Candidate Privacy Notice (“**Notice**”) is to inform individuals who inquire about and/or apply for employment with Cinemark USA, Inc. (“**we**” or “**us**” or “**CINEMARK**”) of the categories of personal information we collect, the purposes for which we use such personal information, when we may disclose such personal information, and the rights and choices job candidates have with regards to their personal information.

Collection and Use of Personal Information:

We collect personal information about prospective employees, workers and contactors through the application and recruitment process, either directly from candidates or sometimes from an employment agency or background check provider.

CINEMARK collects, uses, and discloses personal information about job candidates for business purposes only and consistent with applicable laws.

We may collect, use, and disclose the following categories of personal information about you to when you inquire about and/or apply for employment at CINEMARK:

Category of Personal Information	Primary Purpose for Using Personal Information	To Whom We Disclose Personal Information for a Business Purpose
Contact information: such as your name, home and work address, personal and work telephone numbers, personal and work email addresses.	We will use this information to open and maintain candidate records and communicate with you regarding your interest in a job opportunity with us, your application for employment, or updates on your candidacy.	• Affiliates and subsidiaries • Background check service providers
Job-related information and qualifications: such as position applied for, previous job roles, education, awards, qualifications, certificates, licenses, financial relationships, compensation and salary information, and any other	We will use this information to assess your suitability for a position at CINEMARK and conflict of interest reporting.	• Affiliates and subsidiaries • Background check service providers

information you choose to provide in your resumes and/or applications.		
National identification information: such as your country of birth or the country where you are a registered national or citizen, and any visa or other right to work.	We will use this information to determine your eligibility to work and fulfill our obligations to relevant government authorities.	• Affiliates and subsidiaries • Background check service providers
Travel-related records: frequent flyer numbers, itineraries, flight, train, rental car, car service, hotel or other similar information.	We will use this information to arrange or reimburse travel where you require travel to interview with us or in connection with your candidacy for employment, contact you during travel, as necessary with travel service providers, or in an emergency situation.	N/A
Results of background checks and screening: such as education verification and criminal records and driver's license checks.	We will use this to determine your suitability for certain job roles (to the extent permitted or required by law).	• Affiliates and subsidiaries
References: such as opinions and comments of any previous employers.	We will use this to determine your suitability for certain job roles.	• Affiliates and subsidiaries • Background check service providers
Equal opportunities monitoring information: such as your ethnicity, religion, gender and sexual orientation.	We will use this to conduct equal opportunity and diversity monitoring where permitted or required by law. Note that we do not use such information for any purposes not identified within the California Privacy Rights Act Section 1798.121.	• Background check service providers

Additional Purposes for Using Personal Information:

In addition to the uses set forth above, CINEMARK may use and share the categories of personal information identified:

- To comply with applicable legal and regulatory requests and obligations.
- To establish or defend legal claims and allegations.
- For security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, or other misconduct.
- To seek advice from lawyers, auditors and other professional advisers.

Data Sharing:

We may disclose your personal information in the following situations where permitted or required by applicable law:

- **Affiliates and Subsidiaries.** We disclose your information to other members of our group of companies for the purposes set out in this Notice and as necessary to administer the application and recruitment process.
- **Business Transactions.** We may disclose your information with a potential buyer (and its agents and advisors) in connection with any proposed merger, acquisition, or any form of sale or transfer of some or all of our assets (including in the event of a reorganization, dissolution, or liquidation), in which case, personal information held by us about you will be among the assets transferred to the buyer or acquirer.
- **Service Providers.** We share your information with our contractors, vendors, and service providers that assist us with administering the employment or working relationship with you and/or provide services to us or on our behalf. For example, service providers may include, but are not limited to, data storage or hosting providers and recruitment agencies.
- **Other Third Parties.** We may disclose certain information with third parties who provide professional services (such as attorneys, auditors, accountants, and management consultants), professional bodies, and regulatory authorities in the normal course of business.
- **Legal or Regulatory Requests and Investigations.** We may disclose your information to third parties under the following circumstances (i) to comply with relevant laws or regulations, to respond to a court order, administrative or judicial process, such as a subpoena, warrant, discovery request, court order, or government audit; (ii) in response to lawful requests by public authorities (such as national security or law enforcement); and (iii) as necessary to establish, investigate exercise or defend against potential, threatened or actual litigation (such as adverse parties in

litigation). We may also need to share your information with tax authorities, courts, regulators, the police, and other governmental authorities where we are required or permitted to do so by law.

- **Protection of the Company or Others.** We may share your information where necessary to protect the company, including to investigate, prevent, or take action regarding possible illegal activities, suspected fraud, safety of person or property, or a violation of our policies.
- **Disclosures with Your Consent.** We may ask to share your information with other unaffiliated third parties who are not described elsewhere in this Notice.

We do not “sell” or “share” personal information, including sensitive personal information, for purposes of cross-context behavioral advertising (as those terms are defined by applicable law).

Data Retention: We will only retain your personal information for as long as necessary to fulfil the purposes we collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements. To determine the appropriate retention period for personal information, we consider the amount, nature, and sensitivity of the information, the potential risk of harm from unauthorized use or disclosure of the information, the purposes for which we obtained the information and whether we can achieve those purposes through other means, as well as applicable legal requirements.

Your Rights and Choices:

If you are a California resident, your rights may include:

- **Access.** You may request access to certain details about the personal information we have about you. You may also request the specific pieces of personal information we have collected about you.
- **Deletion.** You may ask us to delete the personal information that we have collected from you.
- **Correction.** You may ask us to correct any inaccurate personal information that we hold about you.

Please note, not all of the rights described above are absolute, and they do not apply in all circumstances. In some cases, we may limit or deny your request because the law permits or requires us to do so, or if we are unable to adequately verify your identity. We will not discriminate against individuals who exercise their privacy rights under applicable law.

You may have the right not to be subject to a decision which significantly impact your rights that is based solely on automated processing (where a decision is taken about you using an electronic system without human involvement). No decision which has a significant impact on you will be made by us solely on the basis of automated decision-making.

Submitting Requests: You may submit a request to exercise the rights described above by contacting us at TalentAcquisition@Cinemark.com or by submitting your request via our online privacy requests form, available at: <https://www.cinemark.com/my-personal-information>.

Verification: Note that, as required by law, we will require you to verify your identity. Depending on your request, we will ask for information such as your name and email address. We may also ask you to provide a signed declaration confirming your identity.

Authorized Agents: In some circumstances, you may designate an authorized agent to submit requests to exercise certain privacy rights on your behalf. If you are an authorized agent submitting a request on behalf of an individual, you must complete an authorized agent designation form indicating that you are able to act on another person's behalf.

Changes to this Notice:

We reserve the right to update this Notice at any time, and we will provide you with a new privacy notice when we make any substantial updates. We may also notify you in other ways from time to time about the processing of your personal information. This Notice includes an "effective" and "last updated" date. The effective date refers to the date that the current version took effect. The last updated date refers to the date that the current version was last substantively modified.

Questions:

If you have any questions about this Notice, or to request this Notice in another format, please contact: TalentAcquisition@cinemark.com.