Global Recruitment Privacy Notice
全球招聘隐私声明

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This Global Recruitment Privacy Notice ("Notice") will provide you with information about how we collect, use, and store (collectively "process") certain Personal Information about prospects, and applicants (herein "you" or "yours") for employment opportunities at Unity Technologies[1] (herein "we", "us", "our", or "Unity"). When we say "Personal Information" we mean information that identifies you as an individual or relates to an identifiable individual. Personal Information does not include aggregated, de-identified, and/ or anonymized information, i.e., when the information has been transformed so that it no longer relates back to a person's identity. Personal Information is inclusive of personal data. If your application is successful, the processing of your Personal Information will be governed by our Privacy Notice to Workforce which will be available to you prior to beginning your employment.
本全球招聘隐私声明（"声明"）将向您提供有关我们如何收集、使用和存储（统称为"处理"）有关 Unity Technologies（以下简称"我们"、"我们公司"、"我们的"或"Unity"）招聘职位的潜在求职者和申请者（以下简称"您"或"您的"）的某些个人信息。当我们提到"个人信息"时，系指能够识别您作为个人的身份或与可识别个人相关的信息。个人信息不包括聚合的、去标识化的和/或匿名化的信息，即经过处理后已无法识别个人身份的信息。个人信息包括个人数据。如果您的申请获得成功，对您个人信息的处理将受我们的《全球员工数字隐私通知》的约束，该声明将在您开始工作前提供给您。

We respect your privacy and are committed to protecting your Personal Information.
我们尊重您的隐私，并致力于保护您的个人资料。

Information We Process

我们处理的信息

Depending on your employment and geographical location, we may process the below categories of Personal Information.
根据您的工作情况和所在地区，我们可能会处理以下几类个人信息。

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[1] "Unity Technologies" is inclusive of/ "Unity Technologies"包含以下公司: Unity Technologies SF, Unity Technologies Canada Company, Unity Software Limited, ironSource Ltd., ironSource Mobile Ltd., Unity Technologies ApS, Unity Technologies Finland Oy, Uzork Software Innovations Private Limited, Unity Technologies LT, UAB, Unity Technologies Japan, K.K., Unity Technologies Korea Limited, Supersonic Studios Ltd., Unity Technologies SARL, Unity Technologies GmbH, Unity Technologies Singapore Pte. Ltd, Unity Software (Shanghai) Co., Ltd. Beijing Branch/ 优美缔软件（上海）有限公司北京分公司, Unity Software (Shanghai) Co., Ltd/ 优美缔软件（上海）有限公司, Codice Software S.L., Artomatix Limited, Unity Technologies Sweden AB, Unity Technologies ABD FZ LLC, Graphine NV, ironSource India Private Limited, Unity Technologies ABD FZ LLC, IronSource, ironSource Neon Ltd., Tapjoy Inc.

Background Information 背景信息	Such as criminal history and other data from background screenings (where legally permissible); education and employment history; information gathered from references; organizational affiliations; professional licenses and certifications; resumes; social media profiles (e.g., LinkedIn, professional websites); and data voluntarily provided during the application process such as through a resume or CV, cover letter, or other supporting documentation, including testing information like online coding tests. 例如：犯罪记录及其他背景调查所得的数据（在法律允许的范围内）；教育和工作经历；从推荐人处获取的信息；组织关系；专业执照和证书；简历；社交媒体资料（例如领英、求职网站）；以及在申请过程中自愿提供的数据，例如简历或履历表、求职信，或者其他证明材料，包括诸如在线编程测试之类的评估信息。
Contact Information 联系方式信息	Such as email address; emergency contact information; name; physical address; and telephone number. 例如电子邮箱地址；紧急联系人信息；姓名；实际地址；以及电话号码。
Demographic Information 人口统计信息	Such as gender; health information (including disability); marital status; nationality; place of birth; political, philosophical, or religious beliefs; race or ethnicity; sexual orientation; trade union membership; and veteran status. 例如：性别；健康信息（包括残疾状况）；婚姻状况；国籍；出生地；政治、哲学或宗教信仰；种族或民族；性取向；工会成员身份；以及退伍军人身份。
Employment Information 雇佣信息	Such as employment documents (such as contract, offer letter, and termination letter); hire date; job title and level; work status; and working location. 例如雇佣文件（如合同、录用函和解聘函）；入职日期；职位与职级；工作状态；以及工作地点
Financial Information 财务信息	Such as debts and expenses; financial account details (including bank and retirement accounts); financial reimbursements; grants under equity plans; salary; tax information; and variable compensation (such as overtime, financial reimbursements, and all details related to grants under the equity plans). 例如：债务和费用；财务账户详情（包括银行账户和退休账户）；财务报销；股权计划下的津贴；工资；税务信息；以及浮动薪酬（如加班费、财务报销以及与股权计划下的津贴相关的所有详情）。
National Identifiers 所在国家身份证明	Such as national ID, passport number, social security number, and tax identification numbers.

	例如：身份证号码、护照号码、社保号码以及税务识别号码。
Travel and Immigration Information 旅行与移民信息	Such as government IDs (including passports), immigration information, nationality information, travel information, and visa details. 例如：政府证件（包括护照）、移民信息、国籍信息、旅行信息以及签证详情。
Image, Video, and Location Information 图像、视频及位置信息	Such as biometric data (for example, for onboarding, travel, or immigration purposes); geographic location information ; photographs; and video footage (including CCTV and interview recordings), as well as transcripts or summaries generated from such recordings (including via Artificial Intelligence). 例如：生物识别数据（例如，用于入职登记、出行或移民相关事宜的数据）；地理位置信息 ；照片；视频片段（包括闭路电视录像和面试录像）；以及由此类录音生成的转录文本或摘要（包括通过人工智能技术生成的）。
Device, Usage, and Content Information 设备、使用情况及内容信息	Such as email account login credentials and passwords; content produced using Unity's systems. 例如：电子邮件账户登录凭证和密码；使用Unity系统生成的内容。

Aggregated, De-Identified, and/ or Anonymized Information:

聚合、去标识化及/或匿名化信息：

We may aggregate, de-identify, and/ or anonymize Personal Information, i.e., transform the information so it no longer relates back to a person's identity so that it will no longer be considered Personal Information.
我们可能会对个人信息进行聚合、去标识化及/或匿名化处理，即对信息进行转换，使其不再与个人身份相关联，从而不再被视为个人信息。

Sensitive Information:

敏感信息：

Unless we request it or we offer you to provide it, we ask that you not send us, and you not disclose, any Sensitive Personal Information (e.g., social security numbers, information related to racial or ethnic origin, political opinions, religion or other beliefs, health, criminal background, or trade union membership) to us.
除非我们提出要求或者您主动提供，否则我们要求您不要向我们发送，也不应透露任何敏感个人信息（例如：社会安全号码、与种族或民族背景、政治观点、宗教或其他信仰、健康状况、犯罪背景或工会会员身份相关的信息）。

Purpose of Processing Personal Information

处理个人信息的目的

Below, you will find a table depicting how we use the information we may process as a result of your work with Unity. Please note, the processing specifics may vary based on your interactions with Unity and your geographical location.
如下所示，您将看到一张表格，其中列出了我们可能如何使用和处理您在使用 Unity 时的信息。请注意，具体处理方式可能会因您与 Unity 的交互情况以及您的地理位置而有所不同。

Human Resources and Personnel Management

人力资源及人事管理

Processing activities 处理活动	Recruitment and onboarding; HR operations; business applications administration; general HR administration; global diversity and inclusion initiatives. 招聘与入职；人事运营；管理业务应用程序；常规人事行政管理；全球多元化与包容性项目
Personal data 个人信息	All categories — see Personal Information table 所有类别 — 详见个人信息表格
Legal basis (GDPR) 依据《通用数据保护条例》的法律依据	• Contract performance (employment contract or share option agreement) 合同履行（劳动合同或股份期权协议 ） • Legitimate interests: sourcing prospective candidates, workforce management, business management, optimizing workforce engagement and experience, responding to inquiries/providing recruitment support, processing/transfer for group company internal business purposes 合法利益：寻找潜在候选人；人力资源管理；业务管理；优化员工参与度及体验；对咨询进行回应/为员工提供支持，为集团公司内部业务目的处理/传输个人信息 • Consent: such as when you apply to a role at Unity 征得同意，例如当您在Unity申请某个职位 • Legal obligation* 法律义务*
Third-party sources 第三方来源	Employment agencies and recruiters; previous employers and professional contacts; background screening providers. 招聘机构及猎头公司；前雇主及职业联系人；背景筛查服务提供商

Business Reporting

商业报告

Processing activities 处理活动	Analytics and disclosures for auditing and reporting purposes; general business management and operations including the identification of trends; global diversity and inclusion initiatives; improve business operations, efficiencies, and the recruitment experience; measuring sentiment; organizational and individual analytics and data insights; conducting internal audits. 用于审计和报告目的的分析及披露；包括趋势识别在内的一般业务管理与运营；全球多元化与包容性计划；改善业务运营、效率和员工体验；衡量员工情绪；组织和个人分析及数据洞察；进行内部审计
Personal data 个人信息	All categories — see Personal Information table 所有类别 — 详见个人信息表格
Legal basis (GDPR) 依据《通用数据保护条例》的法律依据	• Contract performance (employment contract or share option agreement) 合同履行（劳动合同或股份期权协议 ） • Legitimate interests: analyzing, managing, and optimizing our recruitment process; reporting on company progress to key stakeholders and making decisions on such reporting; analyzing compliance with internal policies 合法利益：分析、管理及优化我们的人力资源配置；向关键利益相关方汇报公司进展，并据此制定决策；分析内部政策的合规情况 • Legal obligation* 法律义务* • Consent: such as when you opt-in to a voluntary program or experience 征得同意，例如当您主动选择加入某项自愿项目或计划时
Third-party sources 第三方来源	Authorities; providers we engage with for workforce management. 监管机构；人力资源管理服务提供商

Business Transactions

商业交易

Processing activities 处理活动	In connection with a reorganization, merger, sale, joint venture, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings). You will be notified of any such business transaction and possible changes to the processing of your Personal Information in accordance with applicable law**. 在进行重组、合并、出售、合资、转让、转移或处置我们全部或任何部分业务、资产或股票（包括任何破产或类似程序的情况）时，我们将依照适用法律向您通知此类商业交易以及您个人信息处理方式可能发生的任何变更**
Personal data 个人信息	All categories — see Personal Information table 所有类别 — 详见个人信息表格
Legal basis (GDPR)	• Legitimate interests: pursuing a business transaction; corporate restructuring 合法利益：进行商业交易；企业重组

依据《通用数据保护条例》的法律依据	
Third-party sources 第三方来源	Providers we engage with for workforce management. 人力资源管理服务提供商

Emergency & Incident Response

紧急情况与事件响应

Processing activities 处理活动	Responding to, handling, and documenting incidents and emergencies; actively monitoring to ensure adequate incident prevention, response, and documentation; sending notifications and alerts in the event of incidents or emergencies. 处理及记录事故与紧急情况；保持密切监控，以确保充分的事故预防、应对及记录工作；在发生事故或紧急情况时发送通知和警报。
Personal data 个人信息	All categories — see Personal Information table 所有类别 — 详见个人信息表格
Legal basis (GDPR) 依据《通用数据保护条例》的法律依据	• Legitimate interests: investigating, monitoring, reacting to, and documenting an emergency and/or incident 合法利益：调查、监控、应对和记录突发事件及/或安全事件 • Consent: such as when you have opted-in to the use of your precise geolocation for real time security alerts 征得同意，例如当您主动选择授权使用精确地理位置信息以获取实时安全警报时 • Legal obligation* 法律义务* • Vital interests (of you or another person) 核心利益（您或他人） • Public interest (task carried out in the public interests) 公共利益（执行符合公共利益的任务）
Third-party sources 第三方来源	Law enforcement; incident reporter; security providers. 执法机关；事件报告方；安保服务提供方

Investigation and Security Purposes

调查与安全目的

Processing activities 处理活动	Managing company assets; physical security and cybersecurity; device management; ensuring proprietary information is kept secure; conducting internal audits and investigations; legal or business consulting; preparing for or engaging in dispute resolution; building management; fraud and security purposes (e.g., monitoring to detect and prevent cyberattacks or identity theft attempts); prevention of criminal activity or harm to Users; all purposes outlined in our Security and Acceptable Use policies.

	公司资产管理；物理安全与网络安全；终端设备管理；确保专有信息安全；开展内部审计与调查；法律或商业咨询；准备或参与争议解决；楼宇管理；防范欺诈与保障安全目的（例如监控以检测并防范网络攻击或身份盗用企图）；预防刑事犯罪或对用户的侵害；《安全与可接受使用政策》中概述的所有目的。
Personal data 个人信息	All categories — see Personal Information table 所有类别 — 详见个人信息表格
Legal basis (GDPR) 依据《通用数据保护条例》的法律依据	• Contract performance (employment contract or share option agreement) 合同履行（劳动合同或股份期权协议） • Legitimate interests: prevention of security risks; investigating, monitoring, reacting to, and documenting an investigation and security risks; protection of proprietary information; fraud and security purposes; prevention of criminal activity or harm to Users 合法利益：防范安全风险；调查、监控应对及记录与安全相关的调查及风险；保护专有信息；欺诈与安全目的；预防刑事犯罪或对用户的侵害 • Legal obligation* 法律义务* • Vital interests (of you or another person) 核心利益（您或他人） • Public interest (task carried out in the public interests) 公共利益（执行符合公共利益的任务）
Third-party sources 第三方来源	Law enforcement; incident reporter; security providers. 执法机关；事件报告方；安保服务提供方

Law Enforcement Requests

执法机关要求

Processing activities 处理活动	Cooperating with public and government authorities, including law enforcement outside of your country of residence; fulfilling legal and compliance obligations, responding to legal processes, meeting national security or law enforcement requirements. 配合公共部门及政府机关，包括您境外居住地的执法机构；履行法律与合规义务、回应法律程序、满足国家安全或执法要求
Personal data 个人信息	All categories — see Personal Information table 所有类别 — 详见个人信息表格
Legal basis (GDPR) 依据《通用数据保护条例》的法律依据	• Legal obligation* 法律义务* • Legitimate interests: monitoring, reacting to, and documenting an emergency and/or incident 合法利益：监控、应对及记录突发事件和/或安全事故
Third-party sources 第三方来源	Law enforcement. 执法机关

Legal Purposes

法律目的

Processing activities 处理活动	Reporting to our Board of Directors as required by the SEC; audits to verify internal processes function as intended and are compliant with legal, regulatory, and contractual requirements; financial & accounting purposes; complying with laws and regulations; enforcing terms and conditions, protecting operations, rights, privacy, safety, or property; pursuing available legal remedies, defending claims and limiting the damages that we may sustain. 根据证券交易委员会(SEC)的要求向公司董事会进行报告;开展审计工作，以核实内部流程按预期运行，并符合法律、监管及合同义务;
Personal data 个人信息	All categories — see Personal Information table 所有类别 — 详见个人信息表格
Legal basis (GDPR) 依据《通用数据保护条例》的法律依据	• Legal obligation* 法律义务* • Legitimate interests: securing our services, investigating cyber intrusions, fraud, and abuse; reporting on company progress to key stakeholders and making decisions on such reporting; protecting our operations, rights, safety, or property; pursuing all available legal remedies, defending claims, and limiting damages we may sustain 合法利益:保障我们的服务安全，调查网络入侵、欺诈及滥用行为;向关键利益相关方汇报公司进展，并据此制定决策;保障我们的运营、权利、安全或财产;寻求一切可用的法律救济，抗辩索赔，并限制我们可能遭受的损害
Third-party sources 第三方来源	Law enforcement; regulatory authorities. 执法机关;监管机构

Travel and Global Mobility

差旅与全球派遣

Processing activities 处理活动	Travel administration, support, and management; relocation administration, support, and management; immigration administration, support, and management. 差旅行政、支持与管理;调任行政、支持与管理;出入境移民行政、支持与管理
Personal data 个人信息	Background Information; Contact Information; Demographic Information; Financial Information; National Identifiers; Travel and Immigration Information; Image, Video, and Location Information. 背景信息;联系信息;人口统计信息;财务信息;身份识别信息;旅游和移民信息;图像、视频及位置信息

Legal basis (GDPR) 依据《通用数据保护条例》的法律依据	• Contract performance (employment contract or any share option agreement) 合同履行（劳动合同或股份期权协议） • Legitimate interests: enabling the travel and mobility of our workforce 合法利益：保障员工队伍的差旅与派遣需求 • Legal obligation* 法律义务* • Consent: such as when you voluntarily decide to travel while utilizing support or services provided by Unity 征得同意，例如当您自愿决定使用Unity提供的支持或服务进行差旅时
Third-party sources 第三方来源	Immigration authorities; travel and mobility providers. 出入境管理机关；差旅与派遣服务提供商

*For more information on our legal obligations, please see section 'Other Disclosures' below.

*有关我们法律义务的更多详情，请参阅下文"其他披露"章节。

** For more information on disclosure of Personal Information in connection with a sale or business transaction, please see 'Other Disclosures' **below.**

**有关在出售或业务交易情形下披露个人信息的更多详情，请参阅下文"其他披露"章节。

Sharing Personal Information

个人信息共享

Below, you will find an outline of scenarios in which information may be shared.

如下所述，您将看到一些可能进行信息共享的场景概述。

Our Affiliates, including ironSource 我们的关联方，包括ironSource	All purposes described in this Notice 本通知中所述的所有目的
Vendors & Service Providers 供应商及服务提供商	We share Personal Information with select vendors and service providers to help us manage the workforce relationship such as: 我们与精选的供应商及服务提供商共享个人信息，以协助我们管理员工关系，例如： ● Recruitment and Personnel Management 招聘与人事管理 ○ These provide us with the services to hire and manage our workforce. 这些机构为我们提供人事招聘及管理的服

	务。 ● Professional Services 专业服务 ○ These provide a variety of services to us such as audit, legal, and financial. 这些机构为我们提供审计、法律及财务等各类服务。 ● Information Technology 信息科技 ○ These assist us with infrastructure provision 这些机构协助我们提供基础设施支持。 ● Artificial Intelligence and Automation Services 人工智能与自动化服务 ○ We may use third-party services that utilize artificial intelligence or other advanced technologies to help us operate our business and support internal functions. 我们可能使用利用人工智能或其他先进技术协助我们运营业务及支持内部职能的第三方服务。
Law Enforcement or other similar parties 执法机关或其他类似主体	For safety, security, and legal compliance, including: 出于安全、安保及法律合规目的，包括： ● When we are required to disclose the information in response to legal process (e.g., if we receive a court order, search warrant, subpoena, or similar legal process); 当我们被要求披露信息以回应法律程序时（例如，收到法院命令、搜查令、传票或类似法律程序）； ● If we believe that the commission of a crime is occurring, including to report such criminal activity or to exchange information with other companies and organizations for the purposes of fraud protection and credit risk reduction; 如果我们认为正在发生犯罪行为，包括举报此类犯罪活动，或与其他公司及组织交换信息以防范欺诈及降低信用风险； ● To protect the vital interests of you, another person or the public, for example when there is a meaningful risk that poses a threat to the safety of you, another person or the public generally; and 为保护您、他人或公众的核心利益，例如当存在对您、他人或公众安全构成实质威胁的风险时，以及 ● In order to protect the rights or property of Unity, including to enforce terms of the contract, including the employment contract or any share option agreement.

	为保护Unity的权利或财产，包括执行合同条款（包括雇佣合同或任何股份期权协议）。
To third parties in the event of a business transaction 涉及业务交易场景下向第三方披露	Business Transactions 业务交易
With your consent 征得您的同意	We may share your information for other purposes if (i) you direct us to do so or (ii) you consent to such sharing. 如果您（i）指示我们这样做，或（ii）同意此类共享，我们可能会为其他目的共享您的信息。
Due to your actions 因您的行为导致的共享	Sharing can happen when you take certain actions. For example: 当您采取某些特定行动时，信息共享可能会发生。例如： ● When you share on a social network – depending on your privacy settings at the relevant social network – some users of the relevant social network will be able to see what was shared; 当您在社交网络上分享——取决于您在相关社交网络上的隐私设置，该社交网络的某些用户将能够看到所分享的内容； ● When you post comments on our forums, visitors and other forum users will be able to see your username, photo, and comments; ● 当您在我们的论坛上发帖评论——访客及其他论坛用户将能够看到您的用户名、头像及评论。

Other Disclosures

其他披露

Additional information for those located in the European Economic Area

适用于欧洲经济区居民的补充信息

We also disclose your Personal Information as necessary or appropriate, in particular when we have a legal obligation or legitimate interest to do so, as set out in further detail below.

我们还会在必要或适当的情况下披露您的个人信息，特别是在我们有法律义务或出于自身合理利益需要这样做时，具体详情如下所述。

To comply with applicable law and regulations 遵守适用的法律法规	This may include laws outside your country of residence, which could give rise to a legal obligation requiring us to process your Personal Information, including: 这可能包括您境外居住地的法律，这些法律可能产生要求

	我们处理您个人信息的法定义务，包括： ● **Civil and commercial matters:** 民事及商业事项 ○ Where we are in receipt of a court order to disclose information for the purposes of court proceedings, such as under Regulation (EU) No 1215/2012 on jurisdiction and the recognition and enforcement of judgments in civil and commercial matters. 当我们收到法院指令要求披露信息以用于法院诉讼程序时，例如依据《关于民事和商业事项的管辖权及判决的承认与执行的欧盟条例》（欧盟条例第1215/2012号）。 ○ To comply with Council Regulation (EC) No 1206/2001 of 28 May 2001 on cooperation between the courts of the Member States in the taking of evidence in civil or commercial matters. 为遵守2001年5月28日《关于成员国法院之间在民事或商业事项中收集证据的合作的欧共体条例》（欧共体条例第1206/2001 号）。 ● **Criminal matters:** to comply with requests and orders from EU and EU Member State law enforcement to provide information in relation to a criminal investigation in compliance with applicable local laws, or to take steps to report information we believe is important to law enforcement where so required or advisable under applicable local laws. 刑事事项：根据欧盟及欧盟成员国执法机关的要求和命令，提供与刑事调查相关的信息，同时需遵守当地适用的法律；或者在适用的当地法律要求或建议的情况下，采取措施报告我们认为对执法工作至关重要的信息。 ● **Employment matters:** to comply with requests from competent authorities under EU or EU Member State and labour protection law, such as under Directive (EU) 2003/88 and its implementing laws in EU Member States and Council Framework Decision 2008/675/JHA . 雇佣事项：遵守欧盟或欧盟成员国及劳动保护法律项下主管机关提出的要求，例如根据《（欧盟）2003/88号指令》及其在欧盟成员国的实施法律，以及《理事会框架决定 2008/675/JHA》。 ● **Corporate and taxation matters:** to comply with our obligations under applicable EU Member State corporate and tax legislation, such as where

	a national tax law of an EU Member State requires collection of specific transactional Personal Information for tax purposes. 公司及税务事项：遵守适用的欧盟成员国公司和税务法规的义务，例如当欧盟成员国的税法要求为税务目的收集特定交易的个人信息时。 ● **Regulatory matters:** to respond to a request or to provide information we believe is necessary or appropriate to comply with our obligations to engage with regulators, such as when relevant EU Member State data protection supervisory authorities initiate investigation under the General Data Protection Regulation into Unity. These can include authorities outside of your country of residence. 监管事项：响应请求或提供我们认为必要或适当的信息，以履行与监管机构合作的义务，例如当相关欧盟成员国的数据保护监管机构根据《通用数据保护条例》对Unity进行调查时。这些可能包括您居住国以外的相关部门。 ● **Compliance and internal investigations:** to comply with whistleblowing requirements under Directive (EU) 2019/1937 and its implementing laws in EU Member States. 合规与内部调查：遵守《欧盟 2019/1937 号指令》及其成员国实施法律所规定的举报要求。 ● **Health and safety regulations:** to comply with health and safety reporting obligations in accordance with applicable local laws, such as in relation to accidents involving members of the public on our premises. ● 健康与安全法规：依照适用的当地法律，履行健康与安全报告义务，例如涉及公众在我们经营场所内发生事故的情形。
For other legal reasons 其他法律事由	● For dispute resolution purposes; 为争议解决之目的； ● To protect our rights, privacy, safety or property, and/or that of our affiliates, you or others 保护我们及/或关联公司的权利、隐私、安全或财产，以及保护您或他人的相应权益

Privacy Rights

隐私权利

Depending on the country or state in which you reside, you may have various privacy rights. For example, you may have the right in certain circumstances and locations to:
根据您的居住地所在国家或地区，您可能享有多种隐私权利。例如，在特定情形及地区下，您可能有权：

- Request access to your Personal Information.
  请求访问您的个人信息。
- Request that your Personal Information be rectified or erased.
  请求更正或删除您的个人信息。
- Request that processing of your Personal Information be restricted.
  请求限制对您的个人信息的处理。
- Request to receive Personal Information you have provided to Unity in a structured, commonly used, and machine-readable format for onward transmission (e.g. a PDF or other electronic file).
  请求接收您提供给Unity的个人信息，并以结构化、通用及机器可读的格式进行传输（例如PDF格式或其他电子文件）。
- Object to the processing of your Personal Information.
  反对对您个人信息的处理。
- To appoint a third-party representative to assist you with exercising your rights.
  指定第三方代表协助您行使权利。
- To limit the use or disclosure of sensitive Personal Information.
  限制敏感个人信息的使用或披露。
- Not to be discriminated against for exercising your rights.
  不因行使权利而受到歧视。
    - Please note that Unity does not discriminate based on you exercising your rights.
      请注意，Unity不会因您行使上述权利而对您进行歧视。

Please note that Unity does not expect that you will be subject to decisions that will have a significant impact on you based solely on automated decision-making. We will notify you in writing if this position changes.
请注意，Unity预计不会仅基于自动化决策，且该决策对您产生重大影响而对您做出决定。若此立场发生变化，我们将以书面形式通知您。

To exercise any of the above rights, please contact us using one of the methods listed below. We will consider and act upon all requests in accordance with applicable laws. Please note that certain Personal Information may be exempt from such access, correction, erasure, restriction, and portability requests in accordance with applicable laws.
如需行使上述任何权利，请通过下述任一方式联系我们。我们将根据适用法律审议并处理所有请求。请注意，根据适用法律，某些个人信息可能免于响应访问、更正、删除、限制处理及可携权的请求。

In addition, where our processing activities in respect of your Personal Information are subject to the GDPR, you may lodge a complaint with a European Union supervisory authority. If you do have a complaint, we would appreciate the chance to deal with your concerns before approaching your supervisory body, so please contact us at dpo@unity3d.com if you wish to discuss any complaint. You can find your supervisory authority here.
此外，若我们对您个人信息的处理活动受 GDPR 管辖，您有权向欧盟监管机构提出投诉。若您确有投诉，我们希望能在您联系监管机构之前先行处理您的关切。因此，如有任何投诉，请通过dpo@unity3d.com联系我们。您可在此处查找您的监管机构。

Transfers Out of Country of Collection

向收集地所在国境外传输

Unity has implemented and maintains a framework consistent with applicable law for transfers of data outside of the country of collection, including for transfers out of the UK and/orEuropean Economic Area ("EEA").
Unity 已建立并维护一套符合适用法律的框架，用于规范向收集地所在国（包括英国及/或欧洲经济区（"EEA"））境外传输数据的行为。

Your Personal Information may be stored and processed in any country where we have facilities or in which we engage service providers such as Workday, LinkedIn, and authorized background screening vendors. You understand that your Personal Information will be transferred to countries outside of your country of residence, including the United States, which may have data protection rules that are different from those of your country. In certain circumstances, courts, law enforcement agencies, regulatory agencies or security authorities in those other countries may be entitled to access your Personal Information.
您的个人信息可能会存储和处理在我们设有机构或聘请服务提供商的任何国家，如Workday、LinkedIn及经授权的背景筛查供应商所在的国家。您知悉，您的个人信息将被传输至您居住地所在国以外的国家，包括美国，而这些国家的数据保护规则可能与您所在国的规则不同。在特定情形下，这些国家的法院、执法机关、监管机构或安全部门有权依法访问您的个人信息。

Retention

留存期限

We retain Personal Information for as long as is necessary or as permitted in light of the purpose(s) for which it was obtained and consistent with applicable law, for example, for the purposes of satisfying any legal, regulatory, tax, accounting or reporting requirements. The criteria to determine our retention periods include:

我们将仅在为实现收集目的所必需或法律允许的目的范围内留存个人信息，以符合适用法律的要求。例如为满足法律、监管、税务、会计或报告要求。确定留存期限的标准包括：

1. The length of time we have an ongoing relationship with you;

我们与您保持持续关系的时长；

2. Whether there is a legal obligation to which we are subject.
   我们是否负有相关法律义务。
   a. For example certain laws require us to keep personnel records for a successful period of time before we can delete them. For most countries, this is 10 years post-termination, with 6 years for the U.K., and 75 years for Lithuania.
      例如，某些法律要求我们必须在删除人事档案前将其留存一定期限。在大多数国家，此期限为终止后10年；英国为6年；立陶宛为75年。
3. Whether retention is advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation or regulatory investigations).

   基于我们的法律地位（如诉讼时效、诉讼或监管调查），判断是否宜于继续留存。

Where a legal obligation arises or retention is advisable in light of our legal position, in some circumstances, we will retain certain Personal Information, even after your account has been deleted and/or we no longer provide the Services to you; for example:

若产生法律义务或基于法律地位认为宜于留存，在某些情形下，即使您的账户已被删除和/或我们不再向您提供服务，我们仍会留存某些个人信息。例如：

- To cooperate with law enforcement or public, regulatory and government authorities: If we receive a preservation order or search warrant, related to your Personal Information, we will preserve Personal Information subject to such order or warrant after the retention period has otherwise passed.
  配合执法机关或公共部门、监管机关及政府机关：若收到关于您个人信息的证据保全令或搜查令，即使原定留存期已过，我们将在该命令或令状的有效期内继续留存相关信息。
- To comply with legal provisions on tax and accounting: We may retain your Personal Information after you delete your Personal Information, as required by tax law and to comply with bookkeeping requirements. Please note the length of time may vary by country.
  遵守税务与会计法律规定：根据税法要求及簿记合规需要，我们可能在您删除个人信息后继续予以留存。请注意，具体时长因国家而异。
- For fraud and security purposes: We may retain your Personal Information for fraud/ security purposes to investigate incidents.
  防范欺诈与安全目的：为调查安全事件，我们可能为防范欺诈/安全目的留存您的个人信息。
- To pursue or defend a legal action: We may retain relevant Personal Information in the event of a legal claim or complaint, including regulatory investigations or legal proceedings about a claim related to your Personal Information, or if we reasonably believe there is a prospect of litigation (whether in respect of our relationship with you or otherwise) after the dispute has been settled or decided by a court or tribunal from which there is no further right of appeal. The criteria for determining the length of time we will retain this information include:
  追索或抗辩法律诉求：若发生法律索赔或投诉，包括与您个人信息相关的监管调查或法律程序，或我们合理认为在争议解决或终审裁决后仍存在诉讼前景（无论

是否与您的关系相关），我们将留存相关个人信息。确定此类信息留存时长的标准包括：

- Whether there is a legal obligation to which we are subject (for example, if the settlement or decision requires us to keep the records for a certain period of time before we can delete them); or
  我们是否负有相关法律义务。例如，和解协议或裁决要求我们必须在删除前将其留存一定期限；或
- Whether retention is advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation or regulatory investigations).

  基于我们的法律地位（如诉讼时效、诉讼或监管调查），判断是否宜于继续留存。

If you have further questions about retention, please reach out to dpo@unity3d.com.

如对留存期限有进一步疑问，请联系 dpo@unity3d.com。

Security

数据安全

We employ a variety of measures to safeguard the collection, transmission, and storage of the information we collect. These measures vary based on the sensitivity of the information that we collect, process, and store, and the current state of technology. Please note that no system can be guaranteed to be 100% secure. Therefore, while we strive to employ reasonable protections for your information that are appropriate to its sensitivity, we cannot guarantee or warrant the security of the information you share with us and we cannot be responsible for the theft, destruction, loss or inadvertent disclosure of your information. Where we have given you (or where you have chosen) a password which enables you to access certain systems, you are responsible for keeping this password confidential. We ask you not to share a password with anyone. We have put in place procedures to deal with any suspected Personal Information breach and will notify you and any applicable regulator of a breach where we are legally required to do so.
我们采取多种措施，以保障我们所收集的信息在收集、传输及存储过程中的安全。这些措施会根据我们所收集、处理及存储信息的敏感度，以及现有技术水平进行调整。请注意，没有任何系统能够保证百分之百安全。因此，尽管我们会尽力根据信息的敏感度采取合理的保护措施，但我们无法保证您与我们共享信息的安全性，亦不承担因信息被盗、损毁、丢失或意外披露而产生的责任。若我们向您提供了（或您自行选择了）用于访问特定系统的密码，您有责任对该密码严格保密。我们要求您切勿将密码告知任何人。我们已制定应对疑似个人信息泄露的程序，并将在法律要求时，通知您及适用的监管主体。

If you have reason to believe that your interaction with us is no longer secure, please immediately notify us in accordance with the “Contact Us” section below.
若您有理由相信您与我们的交互已不再安全，请立即根据下文“联系我们”章节中的方式通知我们。

How to Contact Us

如何联系我们

Unity Technologies S.F., located at 116 New Montgomery Street, Suite 200, San Francisco, CA 94105 (United States contact), is the organization responsible for collection, use, and disclosure of your Personal Information under this Notice.

Unity Technologies S.F.，位于116 New Montgomery Street, Suite 200, San Francisco, CA 94105（美国联系地址）是本通知项下负责您个人信息的收集、使用及披露的实体。

If you have any questions about this Notice, please contact us at DPO@unity3d.com.

如对本通知有任何疑问，请通过 DPO@unity3d.com 联系我们。

Because email communications are not always secure, please do not include credit card or other sensitive information in your emails to us.

由于电子邮件通信并非始终安全，请勿在您发送给我们的电子邮件中包含信用卡号或其他敏感信息。

You can contact us as follows:

您可通过以下方式联系我们：

DPO@unity3d.com

1. Unity Technologies, 116 New Montgomery Street, Suite 200, San Francisco, CA 94105 (United States contact)
2. Unity Technologies ApS, Niels Hemmingsens Gade 24, 1153 Copenhagen, Denmark (European Union contact)
3. Unity Technologies, GINZA SIX 8F, 6-10-1 Ginza, Chuo-ku, Tokyo Japan 104-0061 (Japan Contact)

Status of this Notice

通知的效力

This Notice does not form or replace any part of your contract of employment with Unity. Unity may issue further guidance or amendments to this Notice from time to time and/or in line with legal developments.
本通知不构成您与Unity 签订的雇佣合同的组成部分，亦不替代该合同的任何条款。Unity可随时和/或根据法律发展，发布对本通知的进一步指引或修订。

The “LAST UPDATED” legend at the top of this Privacy Notice indicates when this Privacy Notice was last revised. Any changes will become effective when we post the revised Privacy Notice.

本隐私通知顶部的“最后更新日期”标注了本通知最近一次修订的日期。任何变更将在我们发布修订后的隐私通知时生效。

We reserve the right to change our practices and this Notice at any time. We may also provide notice when this Notice changes. We encourage you to check this page regularly so that you know what our current practices are.

我们保留随时更改我们的操作惯例及本通知的权利。我们也可能会在通知变更时另行发布公告。我们鼓励您定期查看本页面，以了解我们当前的操作惯例。

Supplemental Regional Information

区域性补充信息

The below information supplements the above Global Recruitment Privacy Notice and provides additional information about processing Personal Information as required by the regionally applicable law.
下述信息是对上文《全球招聘隐私声明》的补充，并根据各地区适用法律的额外要求，就个人信息的处理提供补充说明。

China

中国

The above Notice and this supplemental information contains the procedures for collecting and processing Personal Information in accordance with the provisions of China's Personal Information Protection Law (PIPL).

上述通知及本补充信息包含了根据中国《个人信息保护法》(PIPL)规定收集和处理个人信息的相关程序。

Personal Information We Process

我们处理的个人信息

In addition to the types of Personal Information described under the “Personal Information that We Process” section in the Notice above, we may also process the following Personal Information:

除上述通知中“我们处理的个人信息”章节所描述的类别外，我们还可能处理以下个人信息：

- Household registration information, and if applicable, social relations of family members;
  户籍信息，以及（如适用）家庭成员社会关系；
- Current or former employment status;
  当前或既往雇佣状况；
- Social benefits information, including information needed for social insurance and housing provident fund contributions;
  社会福利信息，包括社会保险及住房公积金缴纳所需要的信息；

- Business travel information, including payment information of Unity's corporate credit card, and other information related to business trips and reimbursement, etc.

  商务差旅信息，包括Unity公司信用卡的支付信息，以及与差旅和报销相关的其他信息等。

Under applicable law, the following non-exhaustive types of Personal Information that we collect from you, as necessary, may be considered sensitive Personal Information under applicable law:

根据适用法律，我们视情况需要从您处收集的以下个人信息类型（非穷尽列举），可能被认定为敏感个人信息：

- Demographic and biometric data, including your health information; and
  人口统计与生物识别数据，包括您的健康信息；以及
- Financial information.

  财务信息

Why We Process Personal Information

我们处理个人信息的原因

We process your Personal Information under a lawful basis of processing as provided by applicable law . Additionally, we process your Personal Information for the purposes described under the "Purpose of Process Personal Information" section in the Notice above and for HR and workplace management, including investigations and disciplinary actions.

我们依据适用法律规定的合法基础处理您的个人信息。此外，我们还会为上述通知中"处理个人信息的目的"章节所述之目的，以及为人力资源与职场管理（包括调查与纪律处分）之目的处理您的个人信息。

We process and use sensitive Personal Information for the following purposes:

我们处理和使用敏感个人信息的目的如下：

- The processing is necessary for us to conclude or perform any contract (including labour contract) with you;
  处理是为订立或履行与您之间的合同（包括劳动合同）所必需；
- The processing is necessary for us to implement human resources management in accordance with labour management rules and regulations;
  处理是为按照劳动管理规章制度实施人力资源管理所必需；
- The processing is necessary for us to comply with legal obligations;
  处理是为履行我们的法定义务所必需；
- The processing is necessary to respond to a public health emergency, or for protecting the life, health or property safety of the natural persons in case of an emergency;
  处理是为应对突发公共卫生事件，或者在紧急情况下为保护自然人的生命、健康或财产安全所必需；

- Your Personal Information is already legally disclosed by yourselves or otherwise to the public; or
  您的个人信息系由您自行或依法公开披露；或
- We have obtained your consent to the processing.

  我们已就该处理活动取得您的同意

In addition, as required by the applicable law , we may need to obtain your separate consent (as applicable) to the processing of your sensitive Personal Information, the sharing of your Personal Information with separate controllers, the transfer of your Personal Information overseas, the public disclosure of your Personal Information and the processing of your Personal Information via devices installed in public areas for purposes other than public security.

此外，根据适用法律要求，我们可能需要就以下事项取得您的单独同意（如适用）：处理您的敏感个人信息；与独立的控制者共享您的个人信息；向境外传输您的个人信息；公开披露您的个人信息；以及在公共场所安装的设备用于公共安全以外的目的而处理您的个人信息。

Where our lawful basis for the processing is consent or where your separate consent is required for the processing, you have the discretion of not giving the consent or separate consent or withdrawing it. In that case, we will not be able to carry out the relevant processing activities, which may prevent you from participating in certain human resources management activities or enjoying certain benefits.

若我们以同意作为处理的合法基础，或法律要求就该处理取得您的单独同意，您有权拒绝给予或撤回该同意。在此情况下，我们将无法进行相关的处理活动，这可能导致您无法参与某些人力资源管理活动或享受某些福利。

We will adopt strict security measures when processing sensitive Personal Information.

我们在处理敏感个人信息时将采取严格的安全措施。

Rights

权利

You may have the following rights to your Personal Information:

您可能享有以下关于您个人信息的权利：

- Right to request access to or obtain a copy of your Personal Information;
  请求访问或获取您个人信息副本的权利；
- Right to correct or rectify inaccurate Personal Information;
  更正或修正不准确个人信息的权利；
- Right to request details of our processing of your Personal Information;
  请求获知我们处理您个人信息详情的权利；
- Right to request us to restrict certain processing of your Personal Information;
  请求我们限制对您特定个人信息处理的权利；
- Right to request us to provide your Personal Information to other controllers;

请求我们将您的个人信息提供给其他控制者的权利；
- Right to withdraw your consent to our processing of your Personal Information; and
撤回您对我们处理您个人信息的同意的权利；以及
- Right to request us to delete your Personal Information.

请求我们删除您个人信息的权利。

Please note that the exercise of the rights mentioned above may be subject to certain legal conditions and may only be available under certain circumstances. If you would like to exercise any of these rights or ask any questions in this regard, please contact via legal_china@unity3d.com or DPO@unity3d.com.

请注意，行使上述权利可能受制于特定的法律条件，且仅在特定情形下可用。如您希望行使任何上述权利或有相关疑问，请通过legal_china@unity3d.com 或 DPO@unity3d.com联系我们。

Sharing of Your Personal Information with Third Parties

与第三方共享您的个人信息

Some of the third parties do not have any independent purposes or means of processing your Personal Information and only do so on our behalf as outlined in the Notice above.

某些第三方不具备任何独立的处理您的个人信息的目的或方式，仅根据上文通知的约定代表我们进行处理。

Other third parties have their independent purposes and means of processing your Personal Information. They are responsible for their own processing activities. As required by the data protection law, below you will find information about these third parties in the Notice above.

其他第三方则拥有其独立的处理目的和方式，并自行负责其处理活动。根据数据保护法的要求，您可在上文通知中找到关于这些第三方的信息。

Cross-Border Transfer of Personal Information

个人信息的跨境传输

Unity operates globally. In order to perform general business management and operations, carry out HR management, fulfill legal obligations, and for other lawful purposes, Unity may transfer Personal Information collected from you in China to our affiliated entities outside of China, for example, the U.S. where Unity is headquartered. When your Personal Information is transferred outside of China, we will ensure that the transfer complies with applicable law and will implement appropriate and necessary measures to provide an equivalent level of data protection in accordance with applicable law. We may transfer under one of the below legal bases.

Unity在全球范围内运营。为执行一般业务管理与运营、实施人力资源管理、履行法律义务及其他合法目的，Unity可能会将从中国收集的个人信息传输至我们在中国的境外关联实体，例如 Unity总部所在的美国。当您的个人信息被传输至中国境外时，我们将确保该传输符合适用法律，并将根据适用法律采取适当且必要的措施，以提供同等水平的数据保护。我们可能基于以下法律依据之一进行传输：

- Where necessary for enteresting into and performing a contract to which you are a party;
  为订立或履行您作为一方当事人的合同所必需；
- Where necessary for implementing cross-border HR management;
  为实施跨境人力资源管理所必需；
- To protect the vital interests of persons in emergencies;
  为在紧急情况下保护自然人的生命健康所必需；
- Where we are transferring Personal Information belonging to less than 100,000 individuals (excluding sensitive Personal Information); or
  传输的个人信息数量少于10万自然人（不含敏感个人信息）；或
- With your consent.

  已取得您的同意。

If you have any questions about cross-border transfers, please contact via legal_china@unity3d.com or DPO@unity3d.com.

如您对跨境传输有任何疑问，请通过legal_china@unity3d.com 或 DPO@unity3d.com 联系我们。

Colombia

哥伦比亚

The above Notice and this supplemental information contains the procedures for collecting and processing Personal Information in accordance with the provisions of Law 1581 of 2012, Decree 1377 of 2013 and Decree 886 of 2014, as well as the other complementary regulations and the different decisions issued by the Superintendence of Industry and Commerce on the topic. This document is in compliance with articles 15 and 20 of the Colombian National Constitution, Law 1581 of 2012, Decree 1377 of 2013 and Decree 886 of 2014. This regulation applies to the policies hereby described, along with the regulations that complement or replace them.
上述通知及本补充信息包含了根据2012年第1581号法律、2013年第1377号法令、2014年第886号法令，以及工业和商业监管局就此主题发布的其他补充法规和各项决议，收集和处理个人信息的程序。本文档符合《哥伦比亚国家宪法》第15条和第20条、2012年第1581号法律、2013年第1377号法令及2014年第886号法令的规定。本法规适用于本文所述的各项政策，以及补充或取代它们的法规。

Legal Bases for Processing (Authorization)
处理的法律依据（授权）
The collection, storage, use, circulation and suppression of Personal Information by Unity requires your free, prior, express and informed consent.

Unity 对个人信息的收集、存储、使用、流通和删除均需获得您自由、事先、明确且知情的同意。

Unity, as the Data Controller, has provided in the Employment Agreement, the authorization for processing its applicants Personal Information.
Unity作为数据控制者，已在《雇佣合同》中提供了处理申请人个人信息的授权。

The authorization procedure guarantees that you have been informed about: (i) the processing of your Personal Information, (ii) the purposes we pursue and (iii) the right you have to access, update, rectify and delete your Personal Information at any time, throughout the mechanisms determined by Unity. The above mentioned ensures that you can take informed decisions about the data being processed and controls the use of your personal information.
授权程序确保您已被告知：(i)您的个人信息将被处理，(ii)我们追求的处理目的，以及(iii)您有权随时通过Unity确定的机制访问、更新、更正和删除您的个人信息。上述规定确保您可以对被处理的数据做出知情决定，并控制您个人信息的使用。

Rights
权利
According to the provisions of article 8 of Law 1581 of 2012 and articles 21 and 22 of Decree 1377 of 2013, you may have the following rights:
根据2012年第1581号法律第8条及2013年第1377号法令第21条和第22条的规定，您可享有以下权利：

- To know, update and rectify your Personal Information;
  知晓、更新和更正您的个人信息；
- Request evidence of the authorization granted to Unity;
  要求提供已授予 Unity 的授权证明；
- To be informed by Unity, upon request, about the use that has been given to your Personal Information;
  应要求获知Unity对您个人信息的使用情况；
- Present complaints before the Superintendence of Industry and Commerce, for infringements to the provisions of Law 1581 of 2012 or any other regulation that modifies, adds or complements it, after a previous consultation process or complaint has been exhausted before Unity;
  在向工业和商业监管局提出投诉前，若已穷尽向Unity进行事前咨询或投诉的程序，可就该局就违反2012年第1581号法律或其任何修改、补充法规的行为提出投诉；
- To revoke the authorization and/or to request the suppression of your data when the principles, rights, constitutional or legal guarantees are not complied with by the Unity; and
  当Unity未遵守原则、权利、宪法或法律保障时，撤销授权和/或要求删除您的数据；以及
- Access to your Personal Information.
  访问您的个人信息。

Please note that the exercise of the rights mentioned above may be subject to certain legal conditions and may only be available under certain circumstances. If you would like to exercise any of these rights or ask any questions in this regard, please contact via DPO@unity3d.com.

请注意，行使上述权利可能受制于特定的法律条件，且仅在特定情形下可用。如您希望行使任何上述权利或有相关疑问，请通过 DPO@unity3d.com 联系我们。

In addition, you have the right to lodge a complaint with a supervisory authority about how we process your personal information. However, we would encourage you to first contact us via DPO@unity3d.com for solutions before you lodge any complaint.

此外，您有权向监管机构投诉我们处理您个人信息的方式。但在您提出任何投诉之前，我们恳请您先通过 DPO@unity3d.com 联系我们，以便我们寻求解决方案。

European Union, United Kingdom, and Switzerland

欧盟、英国及瑞士

The above Notice and this supplemental information contains the procedures for collecting and processing Personal Information in accordance with the provisions of EU and UK General Data Protection Regulations (collectively, the “GDPR”) and local laws implementing or supplementing the GDPR and the Swiss Federal Act on Data Protection.

上述通知及本补充信息包含了根据欧盟及英国《通用数据保护条例》（统称为“GDPR”）以及实施或补充GDPR的当地法律和《瑞士联邦数据保护法》，收集和处理个人信息的程序。

- **Rights**
- 权利
- The GDPR and the Swiss Federal Act on Data Protection provide certain rights (should they apply to you) in relation to the way in which Unity processes your Personal Information as a data controller. You have the following rights:
- GDPR及《瑞士联邦数据保护法》规定了您作为数据主体，针对Unity以数据控制者身份处理您个人信息的方式所享有的某些权利（如适用）。您享有以下权利：

Right 权利	**Description** 描述
Right to Access 访问权	You have the right to request Unity provide you with a copy of your Personal Information. 您有权要求Unity向您提供您个人信息的副本。
Right to Rectification (Correction)	You have the right to request Unity to correct any information about you that you believe is incorrect. You also have the right to

修正（更正）权	request Unity to complete information about you that you believe is incorrect. 您有权要求Unity更正您认为不准确的任何信息。您也有权要求Unity补全您认为不准确的信息。
Right to Erasure (Deletion) 被遗忘（删除）权	You have the right to request Unity to erase your Personal Information, under certain conditions. 在特定条件下，您有权要求Unity删除您的个人信息。
Right to Restrict Processing 限制处理权	You have the right to request Unity to restrict the processing of your Personal Information, under certain conditions. 在特定条件下，您有权要求Unity限制对您个人信息的处理。
Right to Object to Processing 反对处理权	You have the right to object to Unity's processing of your Personal Information, under certain conditions. 在特定条件下，您有权反对Unity对您个人信息的处理。
Right to Data Portability 数据可携权	You have the right to request Unity to transfer your Personal Information that we have collected to another organization, or directly to you, under certain conditions. 在特定条件下，您有权要求Unity将我们收集的您的个人信息传输给另一个组织，或直接传输给您本人。
Right to Lodge a Complaint 提出投诉权	You may lodge a complaint with an EEA data protection authority for your country or region where you have your habitual residence or place of work or where an alleged infringement of applicable data protection law occurs. A list of data protection authorities is available at https://ec.europa.eu/newsroom/article29/items/612080. In the UK, you may lodge a complaint with the Information Commissioner's Office ("ICO"). 您可以向您惯常居住地、工作地点或涉嫌侵权发生地所在的欧洲经济区（EEA）数据保护机构提出投诉。数据保护机构名单可查阅：https://ec.europa.eu/newsroom/article29/items/612080。在英国，您可以向个人信息保护专员办公室（"ICO"）提出投诉。

If you do have a complaint, we would appreciate the chance to deal with your concerns before approaching your supervisory body, so please contact us at dpo@unity3d.com if you wish to discuss any complaint.

如您确有投诉，我们希望能在您向监管主体反馈之前，先行处理您的关切。因此，如有任何投诉，请通过电子邮件dpo@unity3d.com与我们联系。

Transfers Out of Country of Collection

向收集地所在国境外传输

Where this will involve transferring your Personal Information outside the UK and/or EEA, we ensure a similar degree of protection is afforded to it by ensuring at least one of the following safeguards is implemented:

若涉及将您的个人信息传输至英国及/或欧洲经济区（EEA）境外，我们将通过实施至少以下一项保障措施，确保其受到类似程度的保护：

Adequacy Decisions: Some non-EEA countries are recognized under the UK GDPR and by the European Commission as providing an adequate level of data protection according to EEA standards (the full list of these countries is available here). For example, we may transfer to our affiliates who are located around the world, including Canada, Japan, New Zealand, Republic of Korea, Switzerland, and the United Kingdom.

充分性决定：某些非EEA国家被英国GDPR及欧盟委员会认定为提供了符合EEA标准的充分数据保护水平（完整名单可在此处查阅）。例如，我们可能传输给我们的全球关联实体，包括加拿大、日本、新西兰、韩国、瑞士和英国。

Standard Contractual Clauses: For transfers of Personal Information from the UK and/or EEA to third countries, which are not considered adequate under the UK GDPR and/or by the European Commission, we have put in place standard contractual clauses adopted under the UK GDPR and/or by the European Commission to protect your Personal Information. For example, we use Google Workspace and its data centers are located around the world, including the United States. We rely on both controller-controller and controller-processor Standard Contractual Clauses. You may obtain a copy of these measures by contacting us in accordance with the “Contacting Us” section below. “UK GDPR” has the meaning given to it in section 3(10) (as supplemented by section 205(4)) of the Data Protection Act 2018.

标准合同条款：对于从英国及/或EEA传输至未被英国GDPR及/或欧盟委员会认定为具有充分数据保护水平的第三国的个人信息，我们已采用根据英国GDPR及/或欧盟委员会采纳的标准合同条款，以保护您的个人信息。例如，我们使用Google Workspace，其数据中心位于全球各地，包括美国。我们同时依赖控制者-控制者和控制者-处理者的标准合同条款。您可根据下文“联系我们”章节中的方式联系我们，以获取这些措施的副本。“英国 GDPR”指《2018 年数据保护法》第3(10)条（经第 205(4)条补充）赋予的含义。

Processing of Special Category (Sensitive) Personal Information

处理特殊类别(敏感)个人信息

Where we process special category Personal Information, our additional legal basis under Article 9 GDPR is one or more of the following:

在我们处理特殊类别个人信息的情况下，根据《通用数据保护条例》第9条，我们所依据的额外法律依据包括以下一种或多种：

- Explicit consent;
  明示同意
- Carrying out obligations and exercising rights in the field of employment, social security and social protection law;
  履行雇佣、社会保障及社会保护法领域的义务并行使相关权利
- Protecting the vital interests of the data subject or another person where the data subject is incapable of giving consent;
  在数据主体无法给予同意时，保护数据主体或他人的核心利益
- Personal Information that has been manifestly made public by the data subject;
  个人信息已被数据主体公开披露
- Establishment, exercise or defence of legal claims; reasons of substantial public interest; or
  确立、行使或抗辩法律诉求；基于实质性公共利益；或
- Preventive or occupational medicine, assessment of working capacity, medical diagnosis, or the provision of health or social care.

  预防性或职业医学方面、评估工作能力、进行医疗诊断、提供健康或社会护理

For Travel and Global Mobility purposes only, the applicable bases are: explicit consent; establishment, exercise or defence of legal claims; and preventive or occupational medicine

仅用于差旅与全球派遣相关目的时，适用的依据为：明示同意；确立、行使或抗辩法律诉求；以及预防性或职业医学方面。

Japan

日本

The above Notice and this supplemental information contains the procedures for collecting and processing Personal Information in accordance with the provisions of Act on the Protection of the Personal Information of Japan (APPI).

上述通知及本补充信息包含了根据《日本个人信息保护法》(APPI)的规定，收集和处理个人信息的程序。

Rights

权利

The Act on the Protection of the Personal Information of Japan provides certain rights with respect to your Personal Information, such as:
《日本个人信息保护法》赋予了您针对个人信息的某些权利，例如：

- The right to request a notification of the purposes of use of your Personal Information
  请求通知个人信息使用目的的权利
- The right to request the disclosure, correction, addition, or deletion of your Personal Information
  请求披露、更正、补充或删除您的个人信息的权利
- The right to request the discontinuation of use or provision to any third-party
  请求停止利用或向第三方提供您的个人信息的权利
- The right to request the disclosure of the record of provision of your Personal Information
  请求披露向第三方提供个人信息的记录的权利
- If you are a resident of Japan and wish to exercise any of the above rights, please email us at DPO@unity3d.com (or contact us at the address indicated in the “Contact Us” section listed below)
  如果您是日本居民并希望行使上述任何权利，请通过DPO@unity3d.com发送电子邮件给我们（或按下文“联系我们”章节所列地址联系我们）：
- Unity Technologies, GINZA SIX 8F, 6-10-1 Ginza, Chuo-ku, Tokyo Japan 104-0061

Please note that the exercise of the rights mentioned above may be subject to certain legal conditions and may only be available under certain circumstances. If you would like to exercise any of these rights or ask any questions in this regard, please contact via DPO@unity3d.com.

请注意，上述所提及的权利的行使可能受某些法律条件的限制，并且仅在特定情况下才可行使。如果您想要行使其中任何权利或对此提出任何疑问，请通过邮箱 DPO@unity3d.com 联系我们。

Transfers Out of Country of Collection
向收集地所在国境外传输

For transfers from Japan to countries other than the EEA/UK, we have put adequate measures in place to protect your Personal Information.
对于从日本向欧洲经济区（EEA）/英国以外的国家进行的传输，我们已采取充分措施保护您的个人信息。

The transferees are obligated to comply with equivalent or comparable rules to those under the Act on the Protection of Personal Information of Japan (APPI) on a continuous basis, and we periodically confirm their compliance. We also periodically confirm any changes to the data privacy regulations of other countries that may affect the compliance measures taken by our overseas affiliates and third-party service providers and take measures such as requesting that they take corrective measures or suspending the provision of Personal Information if any issues arise in

the implementation of such compliance measures. We will provide you with further information on the measures we take in this regard upon your request.
接收方有义务持续遵守与《日本个人信息保护法》(APPI)同等或相当的规则，且我们会定期确认其合规性。我们亦会定期确认其他国家数据隐私法规的任何变更，这些变更可能影响我们海外关联公司及第三方服务提供商的合规措施。若在合规措施的实施过程中出现任何问题，我们将采取要求整改或暂停提供个人信息等措施。应您的要求，我们将向您提供关于我们在此方面所采取措施的进一步信息。

Korea

韩国

The above Notice and this supplemental information contains the procedures for collecting and processing Personal Information in accordance with the provisions of the Personal Information Protection Act (PIPA).

上述通知及本补充信息包含了根据《个人信息保护法》(PIPA)的规定，收集和处理个人信息的程序。

Personal Information mentioned above will not be processed, if such processing is prohibited under applicable laws and regulations.
若适用法律法规禁止处理，则不会处理上述个人信息。

Purpose of Processing Personal Information

个人信息处理目的

The purposes for which Personal Information is processed are described in the main body of this Notice. For individuals in Korea, the corresponding legal bases under the PIPA for such processing are as follows:
个人信息的处理目的已在本声明正文中说明。对于韩国境内的个人，此类处理在PIPA项下对应的法律依据如下：

- **Contract performance** corresponds to PIPA Article 15(1)(4).
  履行合同对应 PIPA 第15条第1款第4项。
- **Legitimate interests** corresponds to PIPA Article 15(1)(6).
  正当利益对应 PIPA 第15条第1款第6项。
- **Legal obligation** corresponds to PIPA Article 15(1)(2) and, where applicable, the relevant statutory provision imposing such obligation.
  法律义务对应 PIPA 第15条第1款第2项，以及(如适用)规定该义务的相关法律条款。
- **Consent** corresponds to PIPA Article 15(1)(1).
  同意对应 PIPA 第15条第1款第1项。
- **Vital interests** corresponds to PIPA Article 15(1)(5).
  重大利益对应 PIPA 第15条第1款第5项。
- **Public interest** corresponds to PIPA Article 15(1)(7)
  公共利益对应 PIPA 第15条第1款第7项。

Where Personal Information is processed based on consent, such processing will be conducted in accordance with the applicable consent requirements under the PIPA.
如基于同意处理个人信息，此类处理将遵循 PIPA 项下适用的同意要求进行。

Rights of Legal Representative and Method of Exercising the Rights

法定代理人的权利及行权方式

A legal representative may request at any time to view, correct/delete, suspend the processing of, and withdraw consent to your Personal Information on your behalf. The legal representative should prepare a Power of Attorney signed by you and contact us at the contact information provided above.
法定代理人可随时代表您请求查阅、更正/删除、暂停处理您的个人信息，以及撤回对您个人信息的同意。法定代理人应准备由您签署的授权委托书，并通过上述联系信息与我们联系。

Please note that the exercise of the rights mentioned above may be subject to certain legal conditions and may only be available under certain circumstances. If you would like to exercise any of these rights or ask any questions in this regard, please contact via DPO@unity3d.com.

请注意，上述所提及的权利的行使可能受某些法律条件的限制，并且仅在特定情况下才可行使。如果您想要行使其中任何权利或对此提出任何疑问，请通过邮箱 DPO@unity3d.com 联系我们。

Period of Retention and Use of Personal Information; Destruction of Personal Information

个人信息的留存与使用期限；个人信息的销毁

In principle, we immediately destroy relevant Personal Information after the purpose of collection and use are achieved. However, if applicable laws and regulations require us to retain the data, we will store it for a certain period as prescribed in the applicable laws and regulations. In this case, we will transfer the relevant data to a separate database or store in another storage place.
原则上，我们在收集和使用目的达成后立即销毁相关个人信息。然而，若适用法律法规要求我们留存数据，我们将按照适用法律法规规定的一段期间进行存储。在此情况下，我们会将相关数据转移至单独的数据库或存储于其他存储空间。

Type of Record 记录类型	**Retention Period** 留存期限	**Legal Basis** 法律基础
Records on contract or subscription withdrawal 合同或订阅撤销记录	5 years 5年	Act on the Consumer Protection in Electronic Commerce, Etc. 基于《电子商务消费者保护法》等
Records on price settlement and supply of goods 价格结算及商品供应记录	5 years 5年	Act on the Consumer Protection in Electronic Commerce, Etc.

		基于《电子商务消费者保护法》等
Records on consumer complaints or dispute settlement 消费者投诉或纠纷解决记录	3 years 3年	Act on the Consumer Protection in Electronic Commerce, Etc. 基于《电子商务消费者保护法》等
Records on collection/processing and use of credit information 信用信息收集/处理及使用记录	3 years 3年	Use and Protection of Credit Information Act 基于《信用信息使用及保护法》
Records on labelling/advertising 标签/广告记录	6 months 6个月	Act on the Consumer Protection in Electronic Commerce, Etc. 基于《电子商务消费者保护法》等
Your internet log records / your location of access tracking data 您的互联网日志记录/访问位置跟踪数据	3 months 3个月	Protection of Communications Secrets Act 《通信秘密保护法》
Other data verifying that communication took place 证明通信发生的其他数据	12 months 12个月	Protection of Communications Secrets Act 《通信秘密保护法》

Destruction Process and Destruction Method of Personal Information

个人信息的销毁程序与方法

In principle, we immediately destroy your Personal Information after the purpose of collection and use are achieved. The process and method of destruction are as follows:
原则上，我们在收集和使用目的达成后立即销毁您的个人信息。销毁程序与方法如下：

Item 事项	**Description** 描述

Destruction process 销毁程序	Once the purpose is achieved, your Personal Information is moved to a separate database (or a document box in the case of papers) and is destroyed after storage for a certain period under our internal data protection policy and other applicable laws and regulations (refer to the period of retention and use of Personal Information). The Personal Information moved to a separate database will not be used for a purpose other than the purpose of retention, unless otherwise provided by laws and regulations. 一旦处理目的达成，您的个人信息将被移至单独的数据库（或纸质文件箱），并根据我们的内部数据保护政策及其他适用法律法规（参见“个人信息的留存与使用期限”）存储一定期间后进行销毁。移至单独数据库的个人信息，除非法律法规另有规定，否则不得用于留存目的之外的其他目的。
Destruction method 销毁方法	We delete electronically stored Personal Information by using the technical means that make it impossible to restore the data. For paper-based Personal Information, we shred them via paper shredder or incinerate them. 对于电子存储的个人信息，我们通过使用无法恢复数据的技术手段进行删除。对于纸质个人信息，我们通过碎纸机粉碎或焚烧销毁。

Security Measures for Protection of Personal Information

个人信息保护的安全措施

Type of Measure 措施类别	**Description** 描述
Administrative measures 管理措施	Establishment and implementation of internal management plan, and regular education and training of personnel regarding the protection of Personal Information 制定并实施内部管理计划，定期对个人信息保护相关人员进行教育培训
Technical measures 技术措施	Management of right to access to Personal Information processing system, installation of access control system, encryption and installation of security programs, etc. 管理对个人信息处理系统的访问权限、安装访问控制系统、加密及安装安全程序等

Physical measures 物理措施	Access control to the computer room or server room where personal information is stored. 对存储个人信息的计算机机房或服务器机房实施访问控制

Matters Concerning Provision of Personal Information

关于个人信息提供的事宜

Unity does not provide your Personal Information to a third-party, unless it obtains their permission or otherwise permitted by the Personal Information Protection Act, for example, by stipulating reasonable grounds to do so. U
除获得您的同意或《个人信息保护法》允许的情形，例如规定了合理的提供理由，Unity 不会向第三方提供您的个人信息。

Matters Concerning Entrustment of Personal Information Processing

关于委托处理个人信息的事宜

Unity outsources the processing of your Personal Information as follows. Unity discloses any change to an outsourced company or work via this Notice and some of Personal Information is transferred and processed outside of your country of residence.
Unity将您的个人信息委托处理的情况如下。Unity将通过本通知披露受托公司或工作内容发生的任何变更。部分个人信息可能会被传输至您的居住地境外进行存储和处理。

Matters Concerning Cross-border Transfer of Personal Information
个人信息跨境转移相关事项

Cross-border Third-Party Provision
跨境向第三方提供

Unity may transfer Personal Information to overseas Unity group of companies as follows, based on the data subjects' consent under PIPA Article 17(1) and 28-8(1)(1). Data subjects may refuse to consent to such transfer; however, if consent is refused, Unity may be unable to proceed with the relevant recruitment, onboarding, employment administration, or other applicable processes.
Unity 可依据PIPA第17条第1款及第28条之8第1款第1项，在取得数据主体同意的基础上，按以下方式向海外的Unity 集团公司转移个人信息。数据主体有权拒绝同意此类转移；但如拒绝同意，Unity 可能无法继续进行相关的招聘、入职、雇佣管理或其他适用流程。

Name and Contact of Recipient 接收方名称及联系方式	**Country of Transfer Destination** 转移目的地国家	**Date and Method of Transfer** 转移日期及方法	**Personal Information Items to be Transferred** 拟转移的个人信息类目	**Purpose of Use and Period of Retention and Use of Recipient** 接收方的利用目的及保留和利用期限

Unity Technologies S.F. (DPO@unity3d.com) and other Unity group companies/ Unity集团公司: Unity Technologies Canada Company, Unity Software Limited, ironSource Ltd., ironSource Mobile Ltd., Unity Technologies ApS, Unity Technologies Finland Oy, Uzork Software Innovations Private Limited, Unity Technologies LT, UAB, Unity Technologies Japan, K.K., Unity Technologies Korea Limited, Supersonic Studios Ltd., Unity Technologies SARL, Unity Technologies GmbH, Unity Technologie	United States and Belgium美国和比利时 Canada加拿大 China中国 Denmark丹麦 Finland芬兰 France法国 Germany德国 India印度 Ireland爱尔兰 Israel以色列 Japan日本 Lithuania立陶宛 Singapore新加坡 Spain西班牙 Sweden瑞典 United Arab Emirates阿拉伯联合酋长国（阿联酋） United Kingdom英国 other countries where Unity group companies are located.Unity 集团公司所在的其他国家	Transferred through HR/recruitment systems or internal networks when necessary for recruitment 在招聘所需时，通过人力资源/招聘系统或内部网络进行转移	Personal Information described in the “Information We Process” section of this Notice 本声明"我们处理的信息"部分所述的个人信息	For global recruitment management, onboarding, workforce administration, reporting, compliance, audit, legal, security, business management, and other purposes described in this Notice; retained until the purpose of transfer is achieved or as required by applicable law 用于全球招聘管理、入职、劳动力管理、报告、合规、审计、法务、安全、业务管理，以及本声明所述的其他目的；保留至转移目的达成之日止，或按适用法律要求的期限保留

s Singapore Pte. Ltd, Unity Software (Shanghai) Co., Ltd. Beijing Branch, Unity Software (Shanghai) Co., Ltd, Codice Software S.L., Artomatix Limited, Unity Technologie s Sweden AB, Unity Technologie s ABD FZ LLC, Graphine NV, ironSource India Private Limited, Unity Technologie s ABD FZ LLC, IronSource, ironSource Neon Ltd., Tapjoy Inc. as otherwise listed in this policy.				

Cross-border Entrustment
跨境委托处理

The cross-border entrustment arrangements set out below are pursuant to PIPA Article 28-8(1)(3), as the relevant transfers are necessary for the entrustment or storage of Personal Information in connection with entering into or performing a contract with the data subject.
以下跨境委托处理安排系依据PIPA第28条之8第1款第3项作出，因为相关转移对于就与数据主体订立或履行合同而委托处理或存储个人信息属于必需。

Name and Contact of Outsourcee 受托方名称及联系方式	**Country of Transfer Destination** 转移目的地国家	**Date and Method of Transfer** 转移日期及方法	**Personal Information Items to be Transferred** 拟转移的个人信息类目	**Purpose of Use and Period of Retention and Use of Transferee** 受托方的利用目的及保留和利用期限
Workday, Inc. (privacy@workday.com)Workday	US	Automatically stored by connected system 由互联系统自动存储	Name, email, address, phone number, birth date, passport number 姓名、电子邮箱、地址、电话号码、出生日期、护照号码	Managing employee DB necessary for HR services during the retention period of Personal Information 在个人信息保留期限内，管理提供人力资源服务所需的员工数据库
Atlassian Corporation Jira (eudatarep@atlassian.com)Jira	US	Automatically stored by connected system 由互联系统自动存储	Name, email 姓名、电子邮箱	Ticketing employees' requests for HR functions during the retention biometric period of Personal Information through Jira system 在个人信息保留期限内，通过 Jira 系统处理员工提出的人力资源相关工单请求
DocuSign, Inc. (privacy@docusign.com) DocuSign	US	Automatically stored by connected system 由互联系统自动存储	Name, email, address 姓名、电子邮箱、地址	Signing of employment contracts during the retention period of Personal Information 在个人信息保留期限内，签订雇佣合同

Google LLC (Google Workspace) data-access-requests@google.com;	US	Automatically stored by connected system 由互联系统自动存储	Candidate name (and email) on interview calendar invites 面试日历邀请中的候选人姓名（及电子邮箱）	Scheduling interviews during the retention period 在保留期限内，安排面试
Zoom Communications, Inc. (Zoom) — privacy@zoom.us	US	Automatically stored by connected system 由互联系统自动存储	Name, email, meeting metadata 姓名、电子邮箱、会议元数据	Conducting interviews during the retention period 在保留期限内，进行面试

United States of America, including California

美国，包含加利福尼亚州

United States of America
美国
The following Section contains legal information which is only applicable under U.S. Law.
以下章节包含仅适用于美国法律的信息。

Your use of certain services may result in the collection of biometric information, for example when required due to travel or other global mobility. Biometric information is any information based on an individual's biometric identifier used to identify an individual.
您使用某些服务可能会导致生物识别信息的收集，例如在因差旅或其他全球派遣需要时。生物识别信息是指基于个人生物特征标识符用于识别个人身份的任何信息。

To the extent Unity processes this information, we shall use commercially reasonable organizational, technical, and administrative methods designed to protect biometric information within our organization.
就Unity处理此类信息而言，我们将采取商业合理的组织、技术及管理措施，旨在保护组织内的生物识别信息。

To the extent Unity processes this information, we will retain biometric information for as long as needed or permitted in light of the purposes stated in this Notice, unless a longer retention period is permitted or required by applicable law. For more information on the criteria used to determine our retention periods, please see the "Retention" section in this Notice.

就Unity处理此类信息而言，我们将仅在为实现本通知所述目的所必需或法律允许的时间内留存生物识别信息，除非适用法律允许或要求进行更长的留存。有关确定留存期限标准的更多信息，请参阅本通知中的“留存期限”章节。

We will destroy or dispose of your biometric information as required by applicable law. For example, we may destroy electronic records of biometric information through such processes as overwriting magnetic media, degaussing, or physical destruction, and we may dispose of paper records by such processes as shredding or incineration.
我们将根据适用法律的要求销毁或处置您的生物识别信息。例如，我们可通过覆写磁介质、消磁或物理破坏等流程销毁电子记录；通过粉碎或焚烧等流程处置纸质记录。

California
加利福尼亚州
The above Notice and this supplemental information contains the procedures for collecting and processing Personal Information in accordance with the provisions of California's Consumer Privacy Act (CCPA).

上述通知及本补充信息包含了根据《加州消费者隐私法案》（CCPA）的规定，收集和处理个人信息的程序。

If you are a California resident, you may make the following requests:

如果您是加州居民，您可以提出以下请求：

Request / Right 请求/权利	**Description** 描述

Request for disclosure 披露请求	You may request that we disclose to you the following information covering the 12 months preceding your request: 您可以请求我们披露您提出请求前12个月内的以下信息： - The categories of Personal Information we collected about you and the categories of sources from which we collected such Personal Information; 我们收集的关于您的个人信息类别，以及我们收集此类个人信息的来源类别； - The business or commercial purpose for collecting or sharing Personal Information about you; 收集或共享关于您的个人信息的商业或业务目的； - The categories of Personal Information about you that we shared (as defined under the applicable privacy law) and the categories of third parties to whom we shared such Personal Information; and 我们共享的（根据适用隐私法定义）关于您的个人信息类别，以及我们向其共享此类个人信息的第三方类别；以及 - The categories of Personal Information about you that we otherwise disclosed, and the categories of third parties to whom we disclosed such Personal Information (if applicable). 我们以其他方式披露您的个人信息类别，以及我们向其披露此类个人信息的第三方类别（如适用）。
Request to correct 请求更正	You may request to correct inaccuracies in your Personal Information. 您可以请求我们更正您个人信息中的不准确之处
Request to delete 请求删除	You may request to have your Personal Information deleted. 您可以请求我们删除您的个人信息

Request for specific pieces / portable format 请求具体信息/可携格式	You may request to receive specific pieces of Personal Information, including, where applicable, to obtain a copy of the Personal Information you provided to us in a portable format. 您可以请求我们提供关于您的具体个人信息，包括在适用的情况下，以可携格式获取您提供给我们的个人信息副本。

If we decline to take action on your request, you may appeal our decision within a reasonable period after you have received notice of the refusal. You may file an appeal by contacting us DPO@unity3d.com or at Unity Technologies, 116 New Montgomery, Suite 200, San Francisco, CA 94105, United States.

如果我们拒绝采取相应行动，您可以在收到拒绝通知后的合理期限内对我们的决定提出申诉。您可以通过DPO@unity3d.com或以下地址提出申诉：Unity Technologies, 116 New Montgomery, Suite 200, San Francisco, CA 94105, United States。

Please note that the exercise of the rights mentioned above may be subject to certain legal conditions and may only be available under certain circumstances. If you would like to exercise any of these rights or ask any questions in this regard, please contact via DPO@unity3d.com.

请注意，上述所提及的权利的行使可能受某些法律条件的限制，并且仅在特定情况下才可行使。如果您想要行使其中任何权利或对此提出任何疑问，请通过邮箱DPO@unity3d.com联系我们。

We will not unlawfully discriminate against you for exercising your rights under applicable privacy law. To make a privacy request, please contact us at DPO@unity3d.com or Unity Technologies, 116 New Montgomery Street, Suite 200, San Francisco, CA 94105. We will verify and respond to your request consistent with applicable law, taking into account the type and sensitivity of the Personal Information subject to the request. We may need to request additional Personal Information from you, such as email address/ username/ country associated with the account where applicable, in order to verify your identity and protect against fraudulent requests. If you make a request to delete, we may ask you to confirm your request before we delete your Personal Information.

我们不会因您行使适用隐私法下的权利而对您进行非法歧视。如需提出隐私请求，请通过DPO@unity3d.com或Unity Technologies, 116 New Montgomery Street, Suite 200, San Francisco, CA 94105联系我们。我们将根据适用法律，考虑请求的个人信息类型及敏感度，对您的请求进行核实与回应。为核实您的身份并防范欺诈性请求，我们可能需要向您索取额外的个人信息（例如，与账户关联的电子邮件地址/用户名/国家）。如果您提出删除请求，我们可能会在删除您的个人信息前要求您再次确认。

Sale of Personal Information

个人信息的出售

We do not sell or “share” the Personal Information of our Workforce, and we have not engaged in such activities in the preceding 12 months.

我们不出售也不“共享”我们员工的个人信息，且在过去12个月内未曾从事此类活动。

Without limiting the foregoing, Unity does not provide your Personal Information in direct exchange for money. Therefore, in the literal sense, Unity does not sell your data. However, the California Consumer Privacy Act (“CCPA”) requires Unity to disclose if it sells Personal Information of California residents and under the CCPA’s expansive definition of “sell”. If this occurs, we will update you accordingly as required.

在不限制前述规定的前提下，Unity不会以直接换取金钱的方式提供您的个人信息。因此，从字面意义上讲，Unity不出售您的数据。然而，《加州消费者隐私法案》（“CCPA”）要求Unity根据CCPA对“出售”的广义定义，披露是否出售加州居民的个人信息。如果发生此类情况，我们将根据要求及时向您更新说明。

Authorized Agents

授权代理人

If an agent would like to make a request on your behalf as permitted under applicable law, the agent may use the submission methods noted in the section entitled “Individual Requests.” As part of our verification process, we may request that the agent provide, as applicable, proof concerning his or her status as an authorized agent. In addition, we may require that you verify your identity as described in the section entitled “Individual Requests” or confirm that you provided the agent permission to submit the request.

若代理人拟根据适用法律的规定代表您提出请求，该代理人可使用“个人请求”章节中注明的方式提交请求。作为我们验证程序的一部分，我们可能会要求代理人提供（如适用）证明其作为授权代理人身份的相关文件。此外，我们可能要求您按照“个人请求”章节所述的方式验证您的身份，或确认您已授权该代理人代为提交请求。

- For third-party representatives writing in on behalf of Unity account holders, please provide the name and any signed documentation you may have to act on behalf of the workforce member, or you may ask the workforce member to write to us from their account email to provide us permission to transact with you directly. Unity reserves the right to take reasonable steps to verify the authenticity of identities and authorizations in compliance with applicable laws prior to making any disclosures.

  对于代表 Unity 账户持有人行事的第三方代理人，请提供您的姓名及任何可证明您有权代表该员工行事的有签署文件。或者，您也可以要求该员工通过其账户邮箱直接发函给我们，授权我们直接与您接洽。Unity 保留在披露任何信息前，采取合理步骤根据适用法律验证身份及授权真实性的权利。

De-Identified Information

去标识化信息

Where we maintain or use de-identified information, we will continue to maintain and use the de-identified information only in a de-identified fashion and will not attempt to re-identify the information.

凡我们持有或使用的去标识化信息，我们将持续仅以去标识化的方式对其进行持有和使用，且不会尝试重新识别该等信息。