

RECRUITMENT PRIVACY NOTICE

In accordance with the article 13 of the Regulation of the European Parliament and of the Council (EU)2016/679 of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) hereinafter referred to as Regulation, we inform that:

- Asseco South Eastern Europe S.A. with its registered office at 14 Olchowa str., Rzeszów, registered by the District Court in Rzeszów, XII Commercial Division of the Register of Entrepreneurs of the National Court Register under number KRS No. 0000284571 (Asseco SEE) is the administrator of your personal data.
- Your personal data will be processed for the purpose of the current recruitment process and, in the case of consent, also in subsequent recruitments on the basis of your consent (Article 6, para 1 (a) of the GDPR).
- Your personal data will be processed in order to:
 - comply with legal obligations arising from the employment process, including in particular the Labour Code – the legal basis for the processing of personal data is a legal obligation of the Administrator (Article 6, para 1 (c) of the GDPR in relation to the provisions of the labour law;
 - conduct the recruitment process in the scope of data not required by law, as well as for the purposes of future recruitment processes – the legal basis for processing is the consent of the candidate (Article 6, para 1 (a) of the GDPR);
 - to possibly set and enforce claims or defend against them – the legal basis of the processing is the legitimate interest of the Administrator (Article 6, para 1 (f) of the GDPR).
- The information about you that Asseco SEE may collect and process includes: your name and surname, address, e-mail address and telephone number, photographs, education, professional qualifications.
- Asseco SEE may collect information about you from the following sources: (i) Asseco SEE websites, applications sent through LinkedIn website.
- As the general rule the data provided will be processed for the period necessary to achieve the purpose for which the data were provided, unless the law provides otherwise. The data collected for recruitment purposes will be stored no longer than 2 years. If the processing is based on consent, the data will not be processed after the consent is withdrawn with reservation of provisions of art. 17 para 3 of the GDPR. Data processed on the basis of a legal obligation of the Administrator shall be processed until the existence of such an obligation arising from individual provisions of law.
- The data are available to other companies within Asseco South Eastern Europe Group.
- Asseco SEE may transfers the personal data outside the EEA. In such case it is ensured that data is protected in a manner that is consistent with how Asseco SEE protects the data in the EEA, in particular Asseco SEE transfers the data on the basis of agreements with standard contractual clauses adopted by the European Commission or on the basis of European Commission decision on adequate level of data protection used in the given country. The personal data are especially transferred within ASEE Group to the following countries outside the EEA, basing on standard contractual clauses: Serbia, Republic of Kosovo, Bosnia and Herzegovina, Republic of North Macedonia, Republic of Moldova, Republic of

- Albania, Montenegro, Republic of Turkey, Andorra, Republic of Dominicana, Colombia, Peru, Egypt.
The above list may be modified, the full current list of the countries can be found here: <https://see.asseco.com/about/group-structure/>.
- You are entitled to access your personal data, the right to correct data if the data processed by the administrator is incorrect or incomplete, the right to object to the processing of data and the right to limit the processing of data. Should you have any questions concerning your personal data, please send them to the following email address: asee.dpo@asseco-see.com
- In the case of finding that the processing of your personal data violates the provisions of the Regulation, you are entitled to bring a complaint to the supervisory authority, that is to the President of the Office for the Protection of Personal Data (PUODO).
- Personal data will not be processed automatically (including profiling).
- Contact for privacy protection or personal data protection issues for Asseco SEE: Asseco South Eastern Europe S.A., 13 Adama Branickiego Street, 02-972 Warsaw, Poland, e-mail: asee.dpo@asseco-see.com, tel.: +48 605 884 408.