

CANDIDATE PRIVACY POLICY

We thank you for your interest shown in DT Global by sending us your Curriculum Vitae. By contacting us in relation to your job application, you trust us with your personal data. We understand that this is a great responsibility, and we will ensure the protection of your information. We therefore encourage all candidates to familiarize themselves with our Candidates Privacy Policy (hereinafter, "the Policy") that applies to all candidates for jobs at DT GLOBAL IDEV EUROPE, S.L. These conditions will be effective from the 1st of March 2022.

The content of this Policy is as follows:

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1. INTRODUCTION

DT GLOBAL IDEV EUROPE, S.L. is a company of Spanish nationality with registered office at Calle Pedro Teixeira, 8, 28020, Madrid, and with tax identification number: B-79217279 (hereinafter, "DT Global" or "We"). At DT Global we respect your privacy and that of all candidates when we collect any data and information that is associated or may be associated with you, such as your identification, contact, academic data, work data, abilities, capacities/skills, economic preferences, as well as your age and/or gender. This aforementioned data that you provide to us, and any relevant additional data that you provide to us during the selection processes is known hereinafter, as "Personal Data" or simply, your "Data".

We apply this Policy to all Personal Data that you have provided to us during our selection processes.

The identification and contact data of the candidates, as well as our knowledge of their academic and professional data, is a necessary requirement for participation in the selection processes, thus you will not be able to participate in them without providing such data.

Please, contact us in case your data change, to keep your application permanently updated.

Communications related to your application or selection process may be made through any channel, including email, based on the data you have provided us.

2. DATA COLLECTION

We will collect and process the Data that you provide us when you send us your CV through the "Careers" section or the contact form on our website, by email or through the job offers published on the DT Global profile on the social networks Facebook and LinkedIn. We may also receive your CV through other DT Global employees to whom you have provided it yourself by being interested in our vacancies.

3. DATA PROCESSING: PURPOSES AND LEGITIMACY.

We will process your Data to carry out the selection process in which you have shown interest, unless in the process of providing us with your data you have given us your consent for us to keep your data for future applications. You can revoke this consent at any time by sending us an email to the address included in section 9 of this Policy. The legal basis for this treatment is the request for the application of pre-contractual measures, through the sending of your professional data for participation in our selection processes, and, if you grant your consent for further treatment, the consent granted. Likewise, the processing of your personal data will be based on our legitimate interest in carrying out an effective employee selection process, in being able to contrast the information provided during the same.

4. CONSERVATION OF YOUR DATA

We will process your Data for as long as it is necessary to resolve your candidacy in the selection process to which you have shown interest and, beyond that, we will keep it until the periods for which the applicable Laws oblige us to keep it have elapsed, as well as the limitation periods of any legal actions for which said Data or the documents that contain them may be relevant.

However, if you have given us your consent, we may keep your CV and other personal data beyond the periods indicated above to allow you to participate in future selection processes that we consider may be of interest to you. In such case, we will retain your resume until you revoke such consent; you can do it at any time, without such revocation affecting the data processing carried out until then, by sending us an email to the address written above, indicating that you want to make said revocation and proving your identity (by attaching a copy of your ID or by any means reliable enough). The revocation will take effect from the moment we receive it.

5. INFORMATION RECIPIENTS

We may transfer your Data to the competent public and/or judicial administrations when required or authorized by law (on the legal basis of compliance with a legal obligation and/or the prevailing legitimate interest in exercising the rights that assist us or third parties, as well as, in general, ensure compliance with the law in the framework of our activities).

If you have given us your consent, we can share your CV and other pertinent personal data with the rest of the companies of the DT Global group: DT Global, Inc and/or DT Global Australia PTY LTD, to make you a participant in future selection processes that may be carried out in the rest of the group's companies.

You can revoke the consent granted at any time - without such revocation affecting the data processing carried out up to that time - by sending us an email to the address written above, indicating that you want to make said revocation and proving your identity (attaching a copy of your ID or by any sufficiently reliable means); taking effect from the moment we actually receive it.

In addition, we may share your data with those entities or persons that provide us with services for which access to such data may be relevant and to facilitate the service they provide as data processors.

6. DATA TRANSFER AND AUTOMATED DECISIONS

We will not transfer your Personal Data outside the European Union and the European Economic Area, unless you have given us your consent to share your CV and other relevant data with other group companies. In this case, your Personal Data will be transferred to Australia and/or the United States based on your explicit consent, given

after being informed of the risks involved in such transfers, in accordance with article 49.1 GDPR.

Your Personal Data will not be used for automated decision-making or profiling.

7. YOUR RIGHTS

You have rights related to the Personal Data we hold about you.

- Right to confirm whether we are collecting and processing Personal Data that concerns you, and, in such a case, request access to them.
- Right to request rectification when we have incomplete or incorrect Personal Data.
- Right to request its deletion when the Data is no longer necessary for the purposes for which it was collected, or you have withdrawn your consent or you oppose the processing, among other reasons.
- Right to request the limitation of your collection and processing, in which case we will only keep them for the exercise or defence of claims.
- In certain circumstances and for reasons related to your particular situation, you have the right to object to the collection and processing of your data. We will stop processing the Data, in which case we will only keep it for the exercise or defence of claims.
- When applicable, you have the right to the portability of the Data which you have provided us, in which case we will proceed to transmit your Data to the person in charge that you indicate.
- Right to withdraw your consent at any time, without affecting the legality of prior processing based on consent prior to its withdrawal.

To exercise these rights, you can contact us at the address indicated below, in Section 9. In any case, you must prove your identity by means of a photocopy of your ID or other document that proves your identity by attaching it to your communication, either by e-mail, in person or by regular mail, and the right or rights you wish to exercise.

Likewise, if you consider that the data protection regulations have been violated in the processing of your Data, you have the right to file a claim with any relevant control authority, although we encourage you to first allow us to help you.

8. UPDATES TO OUR POLICY

This Privacy Policy may be updated periodically to reflect changes in our practices regarding Personal Data. We will post a prominent notice on Our website to notify you of any significant changes to the Policy and will indicate at the top of the Policy when it was last updated. We recommend that you review the Policy before reapplying for any job with DT Global.

9. HOW TO CONTACT US

If you have any questions about the processing of your personal data, you can contact us by mail at the address indicated in the Introduction or by email at dpd.europe@dt-global.com