

INFORMATION ON THE PROCESSING OF YOUR PERSONAL DATA

Dear Candidate,

Nexi Greece Processing Services Single Member S.A. (hereinafter, "**Nexi Greece**" or "**the Company**"), as Data Controller of your Personal Data, hereby informs you of the following:

Details of the Data Controller

Nexi Greece Processing Services Single Member S.A. is a company established and operating under the laws of Greece, registered in the General Commercial Registry (GEMI), with No 6276801000, registered seat in the Municipality of Dionysos, 23rd km National Road Athens Lamia, Agios Stefanos, P.C.14565 Attica, Greece. It is owned and controlled by Nexi S.p.A., with registered seat in Corso Sempione 55, 20149, Milan (Italy).

The Data Controller can be contacted to the following email address: privacy.gr@nexigroup.com

Purposes of processing of your Personal Data

Nexi Greece processes your Personal Data:

- (a) to manage your registration and participation in the candidates' selection process;
- (b) to exercise a legal right before a judicial authority; and
- (c) to fulfill its obligations under the laws, regulations and the EU legislation.

As part of the selection process, the Company may verify the information provided (for example, your academic and professional qualifications, references from previous employers or from current employer).

Categories of Personal data processed and their Sources

For the processing purposes specified above, Nexi Greece may process common personal data and/or any data of special categories (hereinafter collectively, "Personal Data"¹) that you provide to the Company through your resume and during the selection process, in combination to the data Nexi Greece may have acquired or collected from other sources or third parties (i.e. contact persons, previous employers), in compliance with the EU General Data Protection Regulation 2016/679 (the **GDPR**) and the Greek Data

¹ **Personal Data**: any information concerning an identified or identifiable natural person (Data Subject). Personal data can be divided into:

- A) Common Personal Data** - any information which identifies a data subject, and which does not fall under the categories listed in points B and C. These are common personal data, for example: Contact details (first name, surname, address, telephone number, e-mail, etc.), data relating to the technological tools attributable to the data subject (IP Address, Mac Address, smartcard number, etc.), personal data (date of birth, gender, social security number, etc.), card data (IBAN, PAN), loyalty card, public transport pass number, car number plate, multimedia data (images, audio, video), video surveillance data.
- B) Special categories of personal data**, such as:
 - **health data** - personal data relating to the physical or mental health of a natural person, including the provision of healthcare services, which reveal information relating to his/her health status;
- C) Judicial data**: personal data relating to criminal convictions and offenses only to the extent required by the nature of processing or the nature of work of the respective employment position in accordance with applicable law and relevant guidelines of the Hellenic Data Protection Authority

Protection Law 4624/2019 issued in implementation of the GDPR as well as any other data protection laws and regulations applicable in Greece (collectively “**Privacy Laws**”). Any judicial data not necessary for the selection purposes which is provided to the Company by you or by third parties will be immediately deleted and not be processed.

If you provide Nexi Greece with third parties’ information or personal data, such as contact details or information related to previous employers, you must ensure that such communication and disclosure of data to Nexi Greece for the purposes indicated above, takes place in compliance with the GDPR and applicable Privacy Laws. For example, you may provide Nexi Greece with third party data only after you have duly informed them and have obtained their consent, if so required by the GDPR and Privacy Laws. Furthermore, you authorize Nexi Greece to contact such third parties for purposes of reference and verification of the information received and you must have authorized respectively those third parties to provide Nexi Greece with aforementioned information.

Please see below a list of the categories of personal data collected by Nexi Greece during the onboarding process:

- (a) identification data and contact details, such as identity, name, surname, date and place of birth, national identification numbers (tax and social security), nationality, citizenship, gender, marital status (and spouse/dependents details where relevant), home address, family name, telephone and/ or mobile number and e-mail address;
- (b) professional information on work qualifications, such as competencies, education, history of previous professional experience or career, performance reviews, professional and personal development, promotions and skills;
- (c) information related to the history of your employment relationships, such as historical reference of job positions held, seniority, etc.

Legal basis of the processing of your Personal Data

The provision of personal data is necessary as required for the selection process. Failure to provide your Personal Data will render it impossible for you to participate in the selection process.

Your consent to the processing, even for any special categories data, is not necessary pursuant to Article 9 of the GDPR and article 27 of the Greek Data Protection Law, as your personal data are processed only to the extent necessary to properly manage the selection process.

On the basis of Nexi Greece legitimate interests and compliance with its legal obligations, your Personal Data may be processed in the context of searching and selecting suitable candidates for open positions and roles, assessing your application for the purposes of recruitment, ensuring security and accuracy of your statements into your application and defending any legal rights, to the extent necessary and allowed by applicable laws.

Methods of processing of your Personal Data

The processing of your Personal Data is carried out by IT tools, manual and electronic means according to procedures strictly related to the processing purposes specified in this document. All above in compliance with Group Information Security Policy and the applicable security provisions, without prejudice to Article 32 of the GDPR as well as any other applicable Privacy Laws for the implementation thereof, including the decisions or guidelines issued by the Hellenic Data Protection Authority (the HDPa), and any other European or National legislation applicable from time to time with respect to the processing and security of personal data.

Personal Data are stored in paper and electronic means for six (6) months from the date of the last update requested by the Company or performed by you, or from the date of entry in our database.

You may at any time request that Nexi Greece erases your data if you deem that the purpose of the processing by the Company is fulfilled and processing is no longer necessary.

Access to Personal Data and disclosure

Personal Data may be accessed by authorized staff to which Nexi Greece has assigned the performance of specific job duties while processing of personal data on the basis of necessity criteria and only for the purposes specified above. Personal Data may be disclosed to legitimate recipients, as required by law or regulations. With your consent, which is discretionary and may be revoked at any time, your personal data may be disclosed to other Group companies in case of interest in your profile as a candidate. No dissemination of your data in any way will take place beyond this.

Rights of the Data Subjects

You may at any time request an updated list of the Data Processors and the individuals to whom your Personal Data are communicated. Additionally, you may, at any time, exercise your rights in accordance with Articles 15-22 of the GDPR. For example you have the right to request information whether your personal data are processed or not, verify their content, origin, accuracy, purpose of processing, the right of access to the personal data processed, the right of rectification, erasure, restriction of processing, portability and opposition to their processing for legitimate reasons, by contacting the Data Controller or the Data Processors as indicated above, at the following email address: privacy.gr@nexigroup.com

Please note that the exercise of the above rights may be subject to certain restrictions as provided for by the GDPR and Articles 33-35 of the Greek Data Protection Law.

Right to lodge a complaint with the Hellenic Data Protection Authority

You have the right to lodge a complaint with the Hellenic Data Protection Authority (the HDPa) for any matter regarding the processing of your Personal Data. For the respective competence of the Authority and the

procedure to be followed for lodging a complaint, you may visit the Hellenic Data Protection Authority website (Citizen Rights -> Complaint to the HDP) https://www.dpa.gr/el/polites/katagelia_stin_arxi

Details of the Data Protection Officer (DPO)

Email: privacy.gr@nexigroup.com

Technical and Organizational Measures

Nexi Greece commits to implement and maintain the appropriate technical, organizational, administrative and physical security measures, which are necessary for the protection of Personal Data, against amongst others destruction, loss, alteration, unauthorised disclosure or unauthorised access to them.

To determine the appropriate technical and organizational security measures, Nexi Greece Processing Services Single Member S.A. takes into account:

- the state of the art and international best practices;
- the nature, scope, context and purposes of processing;
- the risks of the use as well as the Processing for the rights and freedoms of the Data Subjects, especially as a consequence of destruction, loss, alteration, unauthorised disclosure of, or unauthorised access to transferred, stored or otherwise used (Personal) Data, either by accident, or unlawfully;
- the likelihood that the processing has an impact on the rights and freedoms of the Data Subjects;
- the recommendations of competent national Supervisory Authorities (e.g. the Hellenic Data Protection Authority, Hellenic Authority for Communication Security and Privacy-ADAE), the PCI Standards, the European Data Protection Board, the European Union Agency for Network and Information Security (ENISA) etc; and
- the applicable norms and standards.

All Company's personnel who processes personal data receive training on Data Protection principles.

Nexi Greece ensures that any personnel who has access to personal data has appropriate confidentiality obligations in their employment or contractual relationship with Nexi Greece.

Personal Data are not transferred to a country or territory which has inadequate data protection laws, unless adequate safeguards are in place and in all cases, according to the provisions of the GDPR.