

Information on the processing of personal data of candidates for work at X-Trade Brokers Dom Maklerski S.A.

Based on Article 13 section 1 and 2 of Regulation 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 (the "GDPR") we inform you that:

1. Data administrator

X-Trade Brokers Dom Maklerski S.A. with its headquarters in Warsaw at Ogrodowa 58, 00-876 Warsaw, entered in the register of entrepreneurs of the National Court Register kept by the District Court for the Capital City of Warsaw, XII Commercial Department of the National Court Register, under KRS number: 00002175580, NIP: 527-24-43-955, with share capital in the amount of PLN 5,869,181.75, paid in full, email address: office@xtb.com, hereinafter referred to as "XTB", is the administrator of your personal data.

2. Data Protection Officer

A Data Protection Supervisor was appointed. Email address: iod@xtb.com

3. Purpose of personal data processing and legal grounds for processing

Personal data indicated in the Labour Code and other legal regulations (including name, surname, date of birth, contact details, education, professional experience) are processed in order to fulfill the legal obligation of XTB (based on Article 6 section 1 point c) of GDPR). If additional information is provided in the recruitment application, in relation to data specified in the Labour Code or other legal regulations (e.g. image, interests), then we process such personal data based on consent (Article 6 section 1 point a) of GDPR). According to the information included in the job advertisement the entity agrees to the consent by placing the additional personal data in his/her recruitment application and by clicking "Apply now" (for example on Pracuj.pl website) or "Send" (after completing an additional application form in the eRecruiter system) as well as in another way providing us with your recruitment application.

We process personal data for the purposes of future recruitments based on the consent (Article 6 section 1 point a) of GDPR) which is expressed by the entity while it is marking a specific selection button under the application form in the eRecruiter system or in another way indicated by us for a given recruitment system) (e.g. by placing the consent clause indicated by us in your CV).

In the event of any disagreement between the subject of data and XTB in connection with the recruitment process, XTB processes personal data based on its legitimate interest in pursuing claims or defending claims against XTB before courts or state authorities (Article 6 section 1 point f) of GDPR).

4. Sharing personal data

Your personal data will not be shared.

5. The period of storage of personal data

Your personal data will be processed for recruitment purposes for the period of:

- for the position to which the recruitment application refers: for the period necessary to carry out the recruitment and selection process, and then for a period of 6 months if XTB had to repeat the recruitment process for any reasons, but no longer than for 2 years from the moment the recruitment application was sent;
- for other positions in XTB: for a period of 3 years from the moment the recruitment application was sent to XTB, if you agree to the processing of your personal data for future recruitment.

In the event of any misunderstanding between you and XTB, your personal data will be processed in order to assert or defend against claims for a period of 3 years from the end

of the recruitment process. In certain cases, we may process your data for more than 3 years, if this is required by law.

6. Applicable laws

In connection with the processing of your personal data by XTB, you are entitled to:

- a) The right to access personal data;
- b) The right to rectify personal data;
- c) The right to delete personal data (the so-called right to be forgotten);
- d) The right to limit the processing of personal data;
- e) The right to transfer data to another administrator;
- f) Right to object to data processing, including profiling, and for direct marketing, including profiling;
- g) The right to withdraw consent if XTB processes your personal data based on consent at any time and in any way, without affecting the legality of the processing which was made on the basis of consent by its withdrawal;
- h) The right to lodge a complaint to the President of the Office for Personal Data Protection, if you decide that the processing of personal data violates the provisions of GDPR.

7. Requirement to provide personal data

Providing your personal data is necessary in order to carry out the recruitment process.

8. Decisions taken in an automated manner

XTB does not process your personal data in an automated manner which may affect in automatic decision making, included decision based on profiling.