

Personal data processing notice.

In accordance with Art. 13 sec. 1 and 2 of the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 ("GDPR") Zowie Inc. provides the following information regarding the processing of your personal data:

1. The Controller of personal data

The Controller of your personal data is **Zowie Inc.** with registered address at 8 The Green, Dover, DE 19901, United States, e-mail address: maciej@zowie.ai

2. Purposes and legal basis for processing personal data

The Controller processes your personal data in order to enable you to participate in the recruitment processes carried out currently and in the future by the Controller and to improve the recruitment processes (in case the same candidates apply again).

The legal basis for processing personal data is:

- 1) for currently ongoing recruitment processes – taking an action by the Controller at the request of an employee candidate (i.e. verification of a job application), prior to the possible conclusion of a contract (Art. 6 sec. 1 let. b of the GDPR);
- 2) for recruitment processes that may be carried out in the future - the consent given by the employee candidate (Art. 6 sec. 1 let. a of the GDPR) or, in the lack of consent, the legitimate interest of the Controller of the personal data (Art. 6 sec. 1 let. f of the GDPR) related to the necessity to improve future recruitment processes carried out by the Controller in case the employee candidate applies again.

3. Recipients of data

The Controller may share your personal data with its subcontractors (entities it uses for processing), such as:

- 1) IT service providers;
- 2) entities with which the Controller cooperates in the recruitment process.

The Controller is based outside of the European Economic Area and may use IT service providers who are based outside of the EEA. Therefore, the personal data may be transferred there. Controller uses entities that process personal data on the basis of Standard Contractual Clauses adopted by the European Commission, referred to in art. 46 of the GDPR, concluded between the Controller and this entity as well as the Controller complies with the principles of secure processing of personal data outside the EEA.

4. Data storage time

The Controller retains personal data for a period of 2 years after collection – if the employee candidate has given the appropriate consent.

If consent has not been given, personal data is also kept for a period of 2 years after it has been collected, whereby it is processed by the Controller solely for the purpose of facilitating possible future recruitment processes in which the employee candidate may again participate.

5. Rights of data subjects

You have the following rights:

- 1) the right to access to the personal data provided and the right to receive a copy thereof;
- 2) the right to rectify personal data;
- 3) the right to delete personal data;
- 4) the right to request the restriction of the processing of personal data;
- 5) the right to transfer personal data;
- 6) the right to object to the processing of personal data provided;
- 7) the right to lodge a complaint with the supervisory authority.

In the event that the data processing is based on consent, you also have the right to withdraw the consent to the processing of your personal data at any time. The withdrawal of consent does not affect the lawfulness of the processing carried out on the basis of consent before its withdrawal.

In order to exercise any of the rights referred to above, You may contact with the Controller.

The Controller shall not make a decision towards you that is based solely on automated processing, including profiling.

6. Information on the voluntary or obligatory nature of the provision of data

The provision of your personal data is voluntary. However, in the event of failure to provide such data, the participation in recruitment processes will not be possible.

I hereby agree to the processing of my personal data by Zowie Inc. for the purpose of future recruitment processes, in accordance with the applicable legal provisions, in particular in accordance with the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016. ("GDPR").