

Candidates Privacy Notice

Latest review on December 2025

At Super Technologies, we take the protection of your privacy and personal data very seriously. We want you to understand how we protect your privacy when we obtain personal data from you, how we use your data, what your rights are in this respect and how we safeguard it while you apply to job openings, visit our websites or use their functionalities. For this reason, we are providing you with this Privacy Notice which we kindly ask you to read before you engage with us further.

By applying to one of our job openings, you acknowledge that you have read our Privacy Notice and understood that any personal data you provide to us is supplied at your own free will and shall be used in accordance with the purposes described in this Notice. If you do not understand this Privacy Notice, we recommend you request additional information.

We reserve the right to change and/or update our Privacy Notice at our discretion and at any time. You will be notified accordingly and in advance about these changes and or updates, which we kindly ask you to read carefully and make sure you understand the changes.

1. General Information

Super Technologies (hereinafter referred to as “Super Technologies”) and all affiliates (Super Technologies includes all Superbet entities, Napoleon Entities. For ease of references, we refer to all as “Super Technologies”) is a betting & gambling organizer, registered in countries within and outside Europe and processes your personal data in accordance with:

- EU General Data Protection Regulation 2016/679;
- UK General Data Protection Regulation and Data Protection Act 2018;
- Serbian Data Protection Law 87/2018;
- Brazilian General Data Protection Law (Lei Geral de Proteção de Dados Pessoais), Law No. 13,709/2018;
- Any other applicable data protection local laws

This Privacy Notice only applies to the processing of Personal Data of candidates for which SUPER TECHNOLOGIES is a Controller as described under the above-mentioned Data Protection Laws.

The Super Technologies entity that recruits you is the responsible data controller for all data processing activities described in this Privacy Notice.

2. What personal data we collect about you and why?

As used in this Privacy Notice, 'personal data' means any information that can be used to individually identify you, directly or indirectly, alone or along with other information. The categories and volume of personal data that we collect vary depending on: i) the activities you choose to undertake in relation to the recruitment process we provide you and ii) our purposes for processing. Generally, we will collect your personal data in the following manner:

Directly from you:

- Data provided in your CV and Cover Letter;
- Data provided on our application form, including but not limiting to name, telephone number, personal email address LinkedIn profile, home location, passport/ VISA information, and any data you provide us during interviews at our premises;

Indirectly from you:

- From publicly accessible sources, such as LinkedIn or other board jobs;
- Personal data provided to us about you by your referrers (when applicable);
- When we ask for recommendations / references about your current or previous professional activities;
- When we conduct background checks;

By law, we must have a lawful reason for processing your personal data. The data we collect about you will only be used for the purposes stated below in this Privacy Notice, to perform our contractual obligation towards you, to comply with our legal obligations and to protect our legitimate interests in specific circumstances.

Purpose of processing	Personal data collected and processed	Lawful basis for processing
Start recruitment process, including an invitation to an interview	Personal data contained in your CV and Cover Letter, including but not limited to your name, surname, your experience, education, home address	Legitimate interest* - choose the best suited workforce for the Super Technologies' needs
Preparing employment offer and contract	Name, surname, bank account, home address, copies of IDs, background checks (if applicable)	Taking steps at your request prior to entering into a contract for a job within Super Technologies
Whistleblowing or other legal actions	Identification data such as first name, last name, phone number, email address. Data related to the case or specific proceedings.	Legal obligation
Assess your suitability for a role	Data collected directly from you(see above) or indirectly from publicly accessible sources, referrals, recommendations	Our legitimate interest* to decide whether to appoint you to the role as the most suitable person.
Provide you with information on various employment opportunities within Super Technologies	Name, personal e-mail address, all data collected through recruitment process, professional interests	Consent
Background screening**	Educational, professional, legal, financial and/or criminal history checks as applicable and on a case by case basis	Legitimate interest* - protecting Super Technologies' Assets and Reputation from Fraud and Financial Risk and ensuring Workplace Safety

* Where we rely on legitimate interest as a ground for processing your personal data, we always carry out an assessment to ensure that your fundamental rights, interests and freedoms are not outweighed by our legitimate interests. You have the right to object at any time and we will no longer process your personal data unless we demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms or for the establishment, exercise

or defense of legal claims.

** Background screenings are conducted for certain key positions only. The process might differ from one jurisdiction to another, taking into account local legal requirements and limitations.

Once collected, we shall at all times ensure that any processing of personal data is carried out in compliance with applicable laws, with this Privacy Notice and for the purpose for which you submitted your data to us.

While blowing the whistle, particularly in the case of anonymous reports, we hereby inform you that the data controller responsible for the processing of your personal data will notify you with supplementary privacy notice about processing your data.

3. What happens if you do not provide or allow us to use your personal data?

You can decide at any time not to provide us with the requested personal data. However, if you refuse to share your personal data with us when requested, we may not be able to complete your recruitment process (for example, if refuse to provide us with your CV or diplomas, we cannot assess whether you are qualified for the position).

Your refusal to share your personal information with us in order to benefit from certain future opportunities may also limit the opportunities and offers we may offer you.

4. Who do we share your personal data with?

We will never share your personal data with any third party who intends to use it for commercial purposes, unless we have expressly informed you and you have given us explicit permission to do so. In certain circumstances described below, we will share a minimum amount of personal data as follows:

- Other companies of Super Technologies Group for the purpose of internal assistance, administrative matters and daily activities in line with this Privacy Notice. In situations where we share your personal data for other purposes than those mentioned above, we will always ask for your consent.
- Service providers authorized to process personal data who are acting as our contractors, for the purpose of managing our activities, such as: service providers that offer technical support to our IT infrastructure, recruitment tools & solutions analytics, hosting providers, screening platforms, etc;
- Based on legal obligations. In this regard, please note that there may be legal obligations on our part to share your personal data with local authorities (such as tax authorities, the

National Gambling Office, the police, the courts) if required by applicable laws. We may also share your personal data in good faith in order to protect, secure or prevent the loss of our rights or in the legitimate interests of Super Technologies, its customers or the general public, or to respond to complaints from others.

- In the event of our reorganization, merger or acquisition by another company or in the event of the transfer of our business on the basis of our legitimate interest in consolidating, expanding or streamlining our business. In any of the situations listed, the person receiving the data may have access to the data we store, including your personal data, always in accordance with applicable law.
- Based on consent in cases where your personal data is transferred to any other third party where you have consented or requested that we do so.
- We may transmit aggregate statistical data or survey results, but this data will be anonymized and will not contain personal data.

5. Where is your personal data stored?

Your personal data will be kept, processed and stored by us and our service providers in the following territories: the European Union, European Economic Area, the United Kingdom, Serbia, Brazil and USA.

Each of our service providers who process and store your personal data have an obligation to keep it protected and secured, in accordance with applicable industry standards and whether less stringent legal provisions apply in their jurisdiction.

Where such recipients of data are located in third countries for which Local Data Protection Authorities have not issued an adequacy decision, Super Technologies has in place contractual relationships with each such recipient that include standard contractual clauses intended to ensure an adequate level of protection and will always conduct rigorous due diligence to ensure there are no risks to such transfers.

6. How long we keep your personal information for?

Your personal data will only be stored for a necessary and strict period of time of maximum 1 year in accordance with the purpose for which it is collected and applicable laws or regulatory requirements, unless you consent to Super Technologies retaining your personal data for a longer period for future opportunities. Generally, this means we will keep your personal data until the end of the interaction with you, after the recruitment process is finalised, plus a reasonable period of time after that where necessary to deal with legal, tax, accounting or administrative matters and

to respond to any inquiries, complaints or legal claims.

Upon expiration of the applicable deadlines and only based on your consent, we can extend the processing and storage of your personal data for another 1 year for the purpose of sharing future opportunities within Super Technologies with you. After that, the personal data will be securely deleted or anonymized. If, at any time, you wish us to discontinue the use of your personal data and stop providing you with our services, please contact us in the manner described in Section 9 – Your rights.

7. How we keep your personal data secure?

Super Technologies has implemented all necessary state-of-the-art and industry standard technical and organizational measures, whether physical, electronic or procedural, to protect the confidentiality and security of the personal data you share with us. These measures have been implemented to protect data against unauthorized access, destruction, loss, alteration, access, disclosure or use. Our security controls are designed to maintain an adequate level of confidentiality, integrity and data availability. Information transmitted and received through the Super Technologies site and in our applications is encrypted using Secure Socket Layer (SSL) technology. Super Technologies has a 24/7 network traffic monitoring system to detect signs of attacks or intrusions.

Despite the security measures mentioned above, we want you to know that IT and the internet are not perfectly secure mediums and there will always be the chance that your personal data could potentially be subject to unauthorized acts by third parties. Although we take reasonable steps and employ appropriate security measures to safeguard your personal data, no method of transmitting or storing data is completely secure.

8. Automated decision making and profiling

We currently do not perform automated profiling activities to analyze, predict or evaluate aspects concerning the characteristics of your behavior using special automated programs.

In any case, we want you to understand that we do not make decisions about you through solely automated means that could produce legal or similarly significant effects on you.

9. Your rights

At any given time, you will have the following rights regarding your personal data processed by us. Please note your rights are not absolute in case of other applicable laws and we might refuse to act upon them. We will notify you accordingly as the case may be.

- A. The right to information: you have the right to be provided with information on the identity of the personal data controller, on the reasons for processing your personal data and other relevant information necessary to ensure the correct and transparent processing of your personal data.
- B. The right of access: you have the right to make a request for details of your personal data and a copy of that personal data.
- C. The right of rectification: you have the right to have inaccurate data about you corrected or removed without undue delay.
- D. The right of erasure ("right to be forgotten"): you have the right to have certain personal data about you deleted from our records. If your requests to delete your personal data violate our legal or regulatory obligations, or the data related to the request for deletion are necessary to exercise or defense our legal claims, we may not be able to act upon your request and we will notify you of this decision.
- E. The right to restriction of processing: you have the right to ask us to restrict the use of your personal data.
- F. The right to data portability: you have the right to ask us to transfer the personal data you have given us to you or to someone else in a format that can be read by computer.
- G. The right to object: you have the right to object to us processing (including profiling) your personal data in cases where our processing is based on a task carried out in the public interest or where we have let you know it is necessary to process your data for our or a third party's legitimate interests. We do not process your personal data for direct marketing and profiling purposes in relation to direct marketing.
- H. The right in relation to automated decisions: you have the right to not be subject of a decision which produces legal effects which concern you or which has a significant effect on you based only on automated processing, unless this is necessary for entering into a contract with you, it is authorised by law or you have given your permission for this.

In order to exercise any of the above rights, you can send out an email to gdpr@super.xyz . Requests will be reviewed and answered between 15 to 30 days from receipt, in accordance with the applicable local data protection laws. If we receive a large number of requests, or particularly complex requests, the deadline can be extended by a maximum of another two months. In certain circumstances as prescribed by data protection law (i.e. excessive requests), we might refuse to act upon your request.

As a rule, you can exercise your rights for free. However, we reserve the right to charge a reasonable fee if your requests are manifestly unfounded or excessive, in particular because of

their repetitive nature.

We pay the utmost attention to the confidentiality of all personal data and reserve the right to verify your identity if you submit a request for personal data to avoid a potentially undesirable situation for another person to illegally exercise a right on your behalf.

In the event your personal data is processed based on your consent, you have the right to withdraw your consent at any time, without prejudice to the lawfulness of the processing carried out on the basis of the consent before its withdrawal.

You also have the right to lodge a complaint with your local National Authority for the Supervision of Personal Data Processing or any competent court to defend the rights guaranteed by the applicable legislation.

10. How to contact us

If you have any questions, comments, complaints or suggestions relating to this notice, or any other concerns about the way in which we process information about you, please contact our Data Protection Officer at gdpr@super.xyz .