

## Data Protection Notice for Applicants

In short: we will only use your data for recruitment and will never share or sell your data. Our business is all about security and privacy and we apply the same high standards to our recruitment data as we do to our customers' data.

Thank you for your interest in Jumio. Before we get started, please read the data privacy information below and then click on the **"I have read the data protection notice"** button if you would like to continue the application process. You can click on the **"I do not wish to continue"** button if you do not agree with the company's policy to hold your information.

This notice provides you with information on how Jumio Software Development GmbH, Lunapatz 5, Linz 4030, Austria or Jumio UK Limited, 21 Worship Street, London, EC2A 2DW, United Kingdom („we“) will process your personal data in the course of your application with each of those companies.

### 1. Purposes for which we process your personal data

We will process the personal data set out in point 2 for the following purposes:

- to approach potential employees actively through different means as well as through commissioned personnel consultants;
- to process applications, which come in through different communication methods (e.g., via e-mail or LinkedIn);
- to organize the application process;
- for checking your identity and right to work in the relevant location;
- to be able to rely on former applications regarding a potential employment;
- carry out background checks.

We collect your personal data in the course of your application process either (i) through public sources (e.g., LinkedIn, XING); or (ii) personnel consultants; or (iii) by you providing your personal data to us (e.g., by sending your résumé via e-mail or through our website); (iv) by taking notes during your job interview; from (v) named referees.

You can browse current openings with us at the "Careers" section of our website without providing personal information. However, we do collect certain information automatically from your smartphone or other device when you visit our website. Further information is provided at our [Data Protection Notice for Customers and Website Visitors](#).

The provision of personal data is voluntary. However, if you do not provide your personal data, it will not be possible to submit an application.

### 2. Processed data categories and legal basis of the processing

We process the following of your personal data on the basis of our prevailing legitimate interest according to Article 6 (1)(f) General Data Protection Regulation ("GDPR"), which is for recruiting purposes. In particular, we process your personal data to determine your qualifications for employment and to make a hiring decision.:

- name;
- salutation/gender;

- address;
- date/place of birth;
- driving license (yes/no);
- e-mail address;
- telephone number;
- diversity and inclusion data (optional);
- citizenship;
- position you apply for;
- type of application (e.g., e-mail, LinkedIn, speculative application);
- earliest date of employment availability;
- notice period;
- desired salary;
- résumé, including photograph;
- military service/civilian service;
- education (school, university, courses);
- previous professional experience;
- personal skills and competences;
- signature;
- certificates and reports;
- notes regarding the job interview;
- communication data (including email traffic); And
- any other information that you provide to us during the hiring process.

In case we ask you in a separate document to provide your consent, we will be processing some of your personal data on the basis of such consent (Article 6(1)(a) GDPR). You may withdraw your consent at any time. The withdrawal of your consent does not affect the lawfulness of the processing based on your consent before the withdrawal.

### 3. Transfer of personal data

As far as necessary for the purposes set out above, we will transfer your personal data to the following recipients:

- external service providers (e.g., IT providers, JobVite) that we use;
- companies that are part of our corporate group, in particular Jumio Corporation, 395 Page Mill Road, Suite 150, Palo Alto CA 94306, USA

Some of the recipients referred to above may be located in or process personal data outside of your country. The level of data protection in another country may not be equivalent to that in your country. However, we only transfer your personal data to countries where the EU Commission has decided that they have an adequate level of data protection or we take measures to ensure that all recipients provide an adequate level of data protection. For example, we do this by entering into appropriate data transfer agreements based on Standard Contractual Clauses (2010/87/EC and/or 2004/915/EC).

### 4. Retention periods

We will retain your personal data for the duration of the application process, but no longer than for 12 months and thereafter as long as there are statutory retention obligations or potential legal claims are not yet time-barred. If you agree to allow us to keep your personal data on file, Jumio will hold

your data on file for a further 24 months for consideration for future employment opportunities. Your data will be deleted or destroyed at the end of that period or when you withdraw your consent.

5. Automated decision-making

You will not be subject to decisions that will have a significant impact on you based solely on automated decision-making.

6. Your rights in connection with your personal data

Under the applicable law you have, among others, the rights (under the conditions set out in applicable law): (i) to check whether and what kind of personal data we hold about you and to request copies of such data; (ii) to request correction, supplementation or deletion of your personal data that is inaccurate or processed in a manner non-compliant with the applicable requirements; and (iii) to request us to restrict the processing of your personal data; (iv) in certain circumstances, to object for legitimate reasons to the processing of your personal data or, if applicable, to revoke consent previously granted for the processing; (v) to request data portability; (vi) to know the identities of third parties to which your personal data are transferred; and (vii) to lodge a complaint with the competent authority. You also have the right to file a complaint with the supervisory authority.

6. Our contact details

Please address your requests or questions concerning the processing of your personal data to:

Jumio Corp,

395 Page Mill Road, Suite 150  
Palo Alto, CA 94306  
USA e-mail: [hr@jumio.com](mailto:hr@jumio.com)

or

Jumio Software Development GmbH,  
Lunapatz 5,  
Linz 4030, Austria  
e-mail: [hr@jumio.com](mailto:hr@jumio.com)

or

Jumio UK Ltd.  
21 Worship Street  
London, EC2A 2DW  
United Kingdom  
e-mail: [hr@jumio.com](mailto:hr@jumio.com)

Alternatively, you may also contact our data protection officer by email: [privacy@jumio.com](mailto:privacy@jumio.com)

or by mail:

Jumio – Data Protection Officer

Address: 21 Worship Street, London EC2A 2DW, United Kingdom

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