

Candidate Privacy Notice

This Candidate Privacy Notice compiles the essential information about our handling of your personal data and your corresponding rights for you as a candidate when you participate in a selection process with Adevinta.

1. Controller

The Adevinta company to which you are applying to a position is the data controller within the meaning of the General Data Protection Regulation (GDPR), as detailed in the Appendix of this Candidate Privacy Notice. References to "Adevinta", "we," or "our" in this privacy policy always refer to such Adevinta company as the controller.

2. Contact

If you have any questions about this Privacy Notice or about data protection at Adevinta you can contact us at any time at srv.scms.tln@adevinta.com or via postal mail at the address indicated above.

3. What personal data we collect and process

We collect your personal data from you, from recruitment agencies or platforms when you participate in our recruitment process. We process the following categories of personal data:

- **Identification and Contact Data:** Names, surnames, address, birth date, gender, national ID, address, phone number
- **Candidate qualifications and background:** studies, CV, right to work, secondary employment, certificates, cover letter, information about your past employments
- **Job Application & Process Details:** job post you applied to, reference letters, interviews information you choose to share and provide

4. Purposes and legal basis for data processing

We process your personal data for various purposes and based on several different legal bases that allow this processing. For these purposes, we also share your data with third parties (including our processors) and other members of our group of companies in accordance with Section 5 of this Privacy Policy.

Below you will find a summary of the purposes for which we process your personal data and the relevant legal basis for this processing:

Identification and contact data Candidate qualifications and background Job application & process details	Carrying out the selection process, including evaluating candidates and assessing your suitability for the role	Pre contractual measures / performance of a contract
Identification and contact data	Communicating with you about the recruitment process	Performance of employment contract
Identification and contact data Job application & process details	Internal administrative, planning, reporting, organization and management purposes	Legitimate interest to manage, organize and conduct the operations and effective financial management of the company (*)
Identification and contact data	Managing your participation in the talent community of the company	Consent

Candidate qualifications and background Job application & process details	and informing you of new opportunities	
Identification and contact data Candidate qualifications and background Job application & process details	Compliance with legal and contractual obligations	Legal obligation, pursuant to employment, social security, tax health and safety, anti discrimination laws

We do not use automated decision-making or profiling that produces legal effects concerning you or similarly significantly affects you.

(*) These processing activities are limited to what is necessary to ensure the internal organization as outlined above, and are carried out in a context in which individuals can reasonably expect such processing within the framework of the recruitment process.

5. Recipients of personal data

We may disclose your personal data, where necessary for the purposes described above, to the following categories of recipients:

- Authorized personnel within the HR department, your managers and other Adevinata employees, all with a defined business "need-to-know"
- External service providers that support our operations, including members of the company group (IT service providers, HR management service providers, payroll providers, employment agencies, external auditors, legal services providers, relocation services providers, training providers)
- Independent professional advisors and service providers acting as controllers, such as external auditors, legal counsel, insurance providers, where they process your data for their own compliance or professional obligations, where disclosure is required by law or necessary for the establishment, exercise or defence of legal claims
- Law enforcement agencies, social security and/or tax authorities, courts, government agencies or public authorities, intergovernmental or supranational bodies
- In the course of business development, as part of corporate reorganizations, mergers or acquisitions we may transfer your personal data as an asset to the acquirer or potential acquirer in such a transaction, and their advisors

For further information regarding these third parties, you can contact us as specified in Section 2.

Where we engage service providers, we ensure that they are contractually bound to process personal data only on our instructions and in compliance with applicable data protection laws.

6. International data transfers

Some recipients of your personal data are located outside your country or have offices in countries where data protection laws may provide a different level of protection than the laws in your country. In such cases, the necessary safeguards will be put in place to ensure an adequate level of protection for personal data. In particular, we will only transfer your personal data to:

- Third parties established in countries outside the EEA for which there is an adequacy decision by the European Commission recognising that country or territory as adequate; or
- Third parties established in countries outside the EEA subject to the prior signing of Standard Contractual Clauses approved by the European Commission with those third parties or through other measures provided for by law and appropriate measures (e.g. ensuring they take part in the Data Privacy Framework if located in the US).

7. Retention criteria and erasure

Your personal data will be processed while (i) the recruitment process is open and for a maximum of 30 days following it, (ii) 12 months if you elect to participate in the talent community, (iii) or until you withdraw your consent or object to such processing where applicable, and, thereafter, for the periods necessary to comply with applicable legal obligations (e.g. for legal compliance, tax, accounting or auditing purposes) and to address potential liabilities arising from the employment relationship.

8. Rights as a data subject

You have the right to withdraw your consent at any time. You also have the right to request access to, rectification, portability, erasure of your data, restriction and objection to processing, as applicable. To exercise any of the above rights, you can send a written request to srv.scms.tln@adevinta.com or at the postal address detailed in the Appendix.

You also have the right to lodge a complaint with the relevant data protection supervisory authority.

10. Security of your personal data

We protect your personal data through technical and organizational security measures to minimize risks associated with data loss, misuse, unauthorized access and unauthorized disclosure and alteration. To this end we use firewalls and data encryption, for example, as well as authorization controls and restrictions for data access.

11. Necessity of Provision and Scope of this Privacy Notice

The provision of most of your personal data is a legal or contractual requirement necessary to ensure your participation in the recruitment process. Failure to provide this essential data would prevent the company from carrying out the process.

Note that, in the event you are selected to become an employee of the company, we will inform you about the respective data processing through our employee privacy notice.

12. Changes to the privacy notice

Changes in our business processes may make it necessary to adapt the way we process your personal data. When materially updating or amending this Candidates Privacy Notice we will take appropriate steps to inform you of the updates or amendments.

Last modified: April 2026

Appendix Adevinta Companies Information

Entity: Adevinta ServicesCo S.L.U.

Address: Carrer de Ciutat de Granada 150, 08018 Barcelona, Spain

Entity: Aurelia Netherlands TargetCo B.V.

Address: Wibautstraat 224, 1097DN Amsterdam