

## CONSENT

SoftServe Bulgaria LTD (hereunder referred to as «SoftServe») is the controller of your personal data. You may contact SoftServe at Sofia, Bulgaria No 49B Street, or by email at: [privacy\\_support@softserveinc.com](mailto:privacy_support@softserveinc.com).

The categories of personal data you are being asked to consent to SoftServe's processing are your full name, email, phone number, personal ID number, personal ID card, date of birth, country, city, your language skills or any other skills, results of your tests, information contained in your CV or any other information provided by you.

Your personal data will be used with the purpose of organizing and conducting learning courses for you and further recruiting purposes. We will process your data in order to provide you information about vacancies, learning courses you have attended and information about new courses we are planning to conduct.

In addition to SoftServe, in some cases, personal data may be accessible to certain third parties, in particular, to service providers who process your personal data on behalf of SoftServe and in direct association with the purposes described above and to SoftServe's affiliates. Your information collected by SoftServe may be stored and processed in the Europe, United States or Ukraine or any other country in which SoftServe or its subsidiaries, affiliates or service providers maintain facilities. SoftServe may transfer information that we collect about you, including personal data, to affiliated entities, or to other third parties across borders and from your country or jurisdiction to other countries or jurisdictions around the world. We will comply with GDPR requirements providing adequate protection for the transfer of personal data from Europe to third parties, in particular, will enter into the standard contractual clauses approved by the European Commission and you hereby agree to this transfer, storing and processing.

You have the right to request access or amend any personal data we hold about you, or to request that we delete or transfer any information about you. At any time, you may also object to processing of your personal data or ask us to restrict processing of your personal data. If you believe your right to privacy granted by applicable data protection laws has been infringed upon or want to realise your rights as described in this section, please contact us using Controller's details as described above. You also have a right to lodge a complaint with data protection authorities.

We keep your personal data for as long as it is necessary to do so to fulfil the purposes for which it was collected as described above. The criteria we use to determine data retention periods for personal data includes the following: retention in accordance with legal and regulatory requirements. We may retain and use your information in order to comply with our legal obligations, resolve disputes, prevent abuse.

I consent to SoftServe using my personal data for the purposes described in this notice and understand that I can withdraw my consent at any time.

Name of Individual providing Consent:

Gabriel Yavorov Stanev

Address of Individual providing Consent:

Veliko Tarnovo, Bulgaria

Signature: \_\_\_\_\_

Date of Signature: 07.03.2022