

Candidates Privacy Notice

This purpose of this privacy notice is to inform job candidates (**Candidates** or **you**) on the manner and purposes Hoist Consulting Single Member S.A. (**Hoist Consulting**) processes their personal data. In particular, it outlines the procedure for the collection and processing of the Candidates' personal data, which are collected during the search and recruitment of Candidates for a vacancy at Hoist Consulting, and during the assessment of their CVs. Hoist Consulting is committed to processing their personal data in a lawful, fair, and transparent way.

Who we are

We are Hoist Consulting, a firm providing consulting and coordinating services for the collection and servicing of receivables/claims and real estate, either to creditors or owners thereof, or to third parties intending to collect receivables and/or real estate in accordance with the applicable legislation and member of the Hoist Finance AB (publ) Group of companies.

Purposes of processing, categories of personal data, legal bases for processing and data retention periods

Hoist Consulting processes Candidates' data to assess and verify their formal and essential qualifications in order to ascertain their suitability for the envisaged vacancy as well as to serve its legitimate interests.

In order to pursue the above purposes and in accordance with the principles of lawful and fair processing in a transparent manner, Hoist Consulting collects from the sources listed immediately below the following categories of personal data, the processing of which is always subject to strict technical and organizational measures, such as encryption, restriction of access rights and audits aimed at the security of personal data.

Purpose of processing	Category of personal data	Legal basis of processing	Data retention period
<p>In order to assess and verify the qualifications, both formal and essential, of the Candidates and to assess their suitability for the envisaged vacancy.</p>	<p>Personal identification information, such as their name, e-mail, home address, phone number.</p> <p>Information on work experience and education, such as education, computer skills, foreign languages, seminars.</p> <p>Evidence of studies and other diplomas or certifications mentioned in the curriculum vitae, such as degrees.</p> <p>Other personal information if included in the CV, such as family status, number of children, age, interests.</p> <p>Information disclosed during interviews, such as past or current financial earnings.</p> <p>Information received from persons who have chosen to</p>	<p>In order to take steps prior entering into an employment contract at the request of the Candidate (Article 6 (1) (b) of the General Data Protection Regulation, "GDPR")</p>	<p>The personal data collected by Hoist Consulting for the assessment of Candidates for a specific position are stored as follows:</p> <p>(a) In case the Candidate is hired: The personal data are stored for a longer period of time, for which a notification will be made prior to the hiring with the notification of the Privacy Notice for the Processing of Employees' Personal Data.</p> <p>(b) In case of rejection of the Candidate: The data is kept until the completion of the selection process. With the consent of the Candidate, Hoist Consulting will keep the data for 1 more year, so that the Candidate can</p>

	provide letters of recommendation.		be considered in the future for a possible position that matches their qualifications. Such consent given may be freely withdrawn at any time
Avoidance of a conflict of interest between the Candidate and Hoist Consulting due to the nature of Hoist Consulting's business activity.	Information included in a solemn declaration regarding: (i) non-conviction by a final court decision for financial crimes, (ii) absence of overdue debts arising from banking claims, and (iii) non-declaration in final bankruptcy status.	For the purposes of the legitimate interests pursued by Hoist Consulting (Article 6(1)(f) GDPR in conjunction with Article 10 GDPR), which consist of safeguarding its business integrity through the prevention and avoidance of conflict of interest situations arising from the specific nature of its business activity.	
To organize the Candidate's travel arrangements should he/she need to travel for the assessment.	Further personal information, such as an ID or passport number, travel details and related data.	For the purposes of the legitimate interests pursued by Hoist Consulting (Article 6(1)(f) GDPR), which consist of the efficient management of the recruitment process through the organization and coverage of travel and accommodation expenses of the Candidate for the purposes of their assessment.	

For all of the above cases where the legal basis for data processing is the legitimate interest of Hoist Consulting, you may request further information regarding the required balancing of interests.

Where is the Candidate personal data obtained from?

Firstly, Hoist Consulting obtains the personal data of the Candidates in the following ways:

- Directly from the Candidate, such as by sending a CV by e-mail or by physical presence and/or during the interview process.
- From companies of the Hoist Finance AB (publ) group, to which Hoist Consulting belongs and to which the CV is sent or otherwise the Candidate expresses interest in working at Hoist Consulting.
- From websites on which Hoist Consulting has posted an advertisement for a specific vacancy and on which the Candidate has posted a CV in order to be notified to Hoist Consulting.
- From human resources staffing service providers or other entities to which Candidates have already disclosed your personal data (data controllers).

Finally, Hoist Consulting may receive personal data of Candidates from companies providing aptitude or personality tests, where this is permitted under applicable law (when they communicate

Candidates' results in these tests), from online professional networking sites (e.g. LinkedIn), as well as from their current or previous employers or colleagues, in the form of recommendations (if they expressly consent to this).

Disclosure of Candidates' personal data

Hoist Consulting does not disclose Candidates' data except in the following specific cases where it is deemed absolutely necessary to and in accordance with the requirements of applicable law:

- Companies of the Hoist Finance AB (publ) group, to which Hoist Consulting belongs, if required for the specific job and only for the purpose of better assessment of the Candidate.
- Human resources and relevant consultancy companies that assist Hoist Consulting. These companies may be different from those originally approached by the Candidate.
- Office or security service providers in the context of scheduling a meeting for the Candidates' interviews or when entering the Hoist Consulting premises.

Candidates' personal data will generally be kept within the EU/EEA or in countries where the European Commission has considered that they provide an adequate level of protection. Their data may be transferred from the EU/EEA to countries that have not received an adequacy decision from the European Commission. Contractually, transfers outside the EU/EEA or to countries without an adequacy decision by the European Commission are based on standard data protection clauses approved by the European Commission, a copy of which Candidates can obtain by contacting Hoist Consulting.

Candidates' statutory data protection rights

Right to access: You have the right to request a copy of the data that Hoist Consulting holds about you. If you would like a copy of some or all of your personal data, please contact Hoist Consulting using the contact details stated below. Hoist Consulting will respond to your request within one month of receiving your request.

Right to rectification: Hoist Consulting wants to make sure that your personal data is accurate and up to date. You may ask Hoist Consulting to correct or remove data you think is inaccurate. Hoist Consulting may ask that you provide reasonable proof to verify your request.

Right to restrict processing: If you believe the personal data Hoist Consulting holds is inaccurate, unlawful, or that it does not have legitimate interest to process it, you can request that Hoist Consulting restricts any processing until this is rectified.

Right to object to processing: You have the right to object at any time to the processing of your personal data where such processing is based on the legitimate interests of Hoist Consulting for reasons relating to your particular situation.

Right to data portability: This right allows you to obtain in a structured, commonly used format, and reuse the data you have provided to us for your own purpose and have it transmitted directly to different services. This applies only to information we use based on your consent or for taking steps at your request prior to entering into an employment contract.

Rights related to automated decision making and profiling: You have the right to safeguards against the risk of potentially damaging decisions being taken without human intervention. This right applies

HOIST CONSULTING SINGLE MEMBER S.A.

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where a decision is based solely on automated processing and produces a legal effect or similar significant effect. If this is the case we must ensure you are able to obtain human intervention, express your point of view, and have the opportunity to challenge it. Hoist Consulting will also explain the logic behind the decision.

Profiling is defined as any form of automated processing intended to evaluate certain personal aspects of an individual to analyze or predict aspects of their personal circumstances, behaviors or abilities. Processing must be fair and transparent, use appropriate mathematical or statistical procedures, use appropriate controls to minimize inaccuracies and secure personal data.

At the moment Hoist Consulting does not use any such automated individual decision making or profiling.

Right to erasure (“right to be forgotten”): You may ask Hoist Consulting to delete the data it holds on you where it is no longer necessary for the purpose for which it was collected, where you withdraw any consent you provided for its processing, where you object to our processing of it (see above), or where our processing is unlawful. The right to erasure does not apply to the extent that Hoist Consulting is subject to a legal obligation requiring the processing of your personal data. However, any data Hoist Consulting is prohibited from deleting will be blocked and, when it is no longer obliged to keep it, erased.

You may exercise the above rights by sending an email to privacygreece@hoistfinance.com. Hoist Consulting reserves the right to request that you provide additional information necessary to verify your identity.

Right to lodge a complaint: You have the right to lodge a complaint with the Hellenic Data Protection Authority: www.dpa.gr.

Changes to this Candidates’ Privacy Notice

Hoist Consulting regularly reviews this privacy notice. Hoist Consulting will notify you of any substantial updates and any updates that affect you in advance. Minor changes to the privacy notice, such as making it clearer, will be implemented without directly notifying you.

Update

This notice was last time updated on: 20 April 2026

How to contact with Hoist Consulting

Please contact us if you have any questions about our privacy notice, information we hold about you or the basis upon which we process such information:

Hoist Consulting Single Member S.A.

Astronafton 1
15125 Marousi, Attiki
Greece
privacygreece@hoistfinance.com

You can also contact the Group's Data Protection Officer directly:

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