

CANDIDATE PRIVACY POLICY

I. DATA CONTROLLER

- **Holder:** MERCADONA. S.A, and IRMÃDONA Supermercados, Unipessoal, LDA. (hereinafter referred to jointly and/or separately as “MERCADONA”)
- **Corporate Tax ID:** A-46103834 / 514038942
- **Registered offices:** Calle Alfonso Roig Alfonso, s/n. Albalat dels Sorells, Valencia (46135), Av. Padre Jorge Duarte, 123, 44630-942 Vila Nova de Gaia (Portugal).

II. PURPOSE OF DATA PROCESSING

Pursuant to the regulations in force, you are hereby informed that the data provided via the form, CV, and/or your social networks profile/username, as well as the data collected as part of the selection process, will be processed for the purpose of evaluating and managing your application, to respond to the vacancies you have applied for, or to offer you other positions that fit your profile.

In any case, please note that, in certain cases, MERCADONA or other Group companies may process the data you provide to us for similar selection processes that may be ongoing or for any others that may occur in the future, provided that you do not revoke your consent.

III. CATEGORIES OF DATA PROCESSED

a. What data categories do we process?

Depending on the purpose, MERCADONA processes the following categories of data:

- I. Identification data: (surname(s), first name, ID document, image).
- II. Contact data: (city, postal address, telephone number, email address).
- III. Personal and social characteristics: date of birth, driving licence.

- IV. Academic and professional data: Curriculum vitae, including information related to education, qualifications, professional experience, membership of professional associations or colleges, employment status, and professional skills.
- V. Data related to training courses completed at the date of application: organisation, diploma name, qualification level.
- VI. Employment history data: Employment history report, company certificate or employment contract.
- VII. Official qualifications: Official qualification granting access to the selection process and official recognition documents, if applicable.

b. Origin of the data

Your personal data may have been obtained:

- I. From you, when you registered for the vacancy in question, including the data in the CV submitted via our candidate portal https://mercadona.avature.net/es_ES/Careers.
- II. By submitting your information via a link to your professional social media profile, either manually and/or using "CV analysis." Therefore, we will use the personal data included in your profile on this professional social media profile to consider you as a candidate.

By accepting this Privacy Policy, you guarantee that the personal data provided is true, lawful, and accurate, assuming full responsibility for any inaccuracies or errors contained therein, and you undertake to keep it updated. Likewise, you assume full responsibility for any additional, non-mandatory information and/or documentation provided in the form of free text fields provided on the platform or through attached documentation in relation to its truthfulness, legitimacy, accuracy, suitability, sensitivity, and confidentiality of its content, and you fully assume the privacy risks associated with such information.

c. How long do we store your data?

MERCADONA will store the personal data you provide for ONE (1) year from the date of the most recent update. After this period, if you have not updated the information, the data will be deleted unless you instruct us otherwise.

d. What security measures are in place to protect your data?

In order to protect the different categories of data contained in this privacy policy, MERCADONA will carry out the necessary technical security measures to prevent its loss, manipulation, disclosure or alteration.

- Encryption of communications between the user's device and MERCADONA's servers.
- Encryption of the information on MERCADONA's own servers.
- Other measures that prevent third parties from accessing user data

e. Transfers

In any cases in which MERCADONA has service providers or suppliers that are located outside the European Union, the international transfers carried out with them are fully guaranteed according to the rules established in Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016, and the criteria of the Spanish Data Protection Agency.

f. Automated decisions

No automated decisions will be taken.

IV. LEGITIMACY

What is the legitimate basis for processing your data?

The legal basis for processing your data is your interest in participating in our recruitment processes and our legitimate interest in organising such processes.

Furthermore, in relation to other processes, the lawfulness of processing is enshrined in Article 6.1.b) of the GDPR, which states that "processing is necessary for the performance of a contract to which the data subject is a party or for the implementation, at the request of the data subject, of pre-contractual measures".

The processing of any health data is based on the existence of explicit consent for providing such data and on compliance with the obligations

established by the regulations in force regarding the rights of persons with disabilities and their social inclusion.

However, in cases where the basis is legitimate interest or consent, you may object or withdraw it at any time. Although, in some cases, this may mean that your application cannot be considered part of our selection processes.

V. DATA COMMUNICATIONS

Who will receive your data?

- I. Your data may be communicated to the courts and state security forces.
- II. We may also communicate your data to other competent authorities or public bodies when legally required to do so.
- III. We may communicate your data to the data processors who provide services to us, where applicable.
- IV. Likewise, your data may be shared with Group companies for the sole purpose of processing your request.

VI. USERS' RIGHTS

You can exercise your rights by writing to MERCADONA, S.A. (Jurídico Procesos), Calle Alfonso Roig Alfonso, s/n, 46135 Albalat dels Sorells, Valencia;

- a) Revoke the granted consents.
- b) Obtain confirmation as to whether or not MERCADONA is processing your personal data.
- c) Access your personal information.
- d) Rectify inaccurate or incomplete information.
- e) Request the erasure of your data when, among other reasons, the data is no longer needed for the purposes for which it was collected.
- f) Obtain from MERCADONA the limitation of data processing when any of the conditions provided for in the data protection regulations are met.
- g) In some cases, for reasons related to your particular situation, you may object to the processing of your data. MERCADONA will stop processing your data except when there are imperative legal

grounds for doing so or for the purposes of filing or contesting complaints.

- h) Request the portability of your data.
- i) Data subjects may lodge a claim with the Spanish Data Protection Agency (www.agpd.es) when they believe that Mercadona has violated the rights recognised by the applicable regulations on data protection.