FTMO PRIVACY NOTICE – JOB APPLICANTS

LAST UPDATED NOVEMBER 13, 2026

Our employees are an integral part of our service delivery. In order to provide the best services possible, we need, and therefore look for, the best employees. In the event that you ("**you**", "**your**" or "**Candidate**") are interested in working for us, we will process your personal data in accordance with this Privacy Notice ("**Notice**") as part of the recruitment process.

In particular, this Notice will tell you:

1. Who is the controller of your personal data and who to contact;
2. What information we collect about you and how we obtain it;
3. How we use your personal data;
4. How we store personal data and how it is secured;
5. How long we process your data;
6. To whom we disclose your personal data;
7. Whether we transfer your data to third countries and international organisations;
8. What your rights are and how you can exercise them; and
9. Final provisions.

1. WHO IS THE CONTROLLER OF YOUR PERSONAL DATA AND WHO TO CONTACT

The controller of your personal data is the company of the FTMO group offering the position you are applying for; where more than one group company is involved in the selection, each of them acts as a controller (hereinafter referred to as "**we**", "**our**", "**our companies**", "**controllers**").

To exercise your rights or raise a complaint regarding the processing of your personal data, please contact us at:

Email: hiring@ftmo.com
Post: Purkyňova 2121/3, Nové Město, 110 00 Prague 1

For other, more specific questions about how we process your personal data, you can also contact us at:
Email: privacy@ftmo.com

FTMO Group companies:

FTMO s.r.o., with registered office at Purkyňova 2121/3, Nové Město, 110 00 Prague 1, ID No.: 092 13 651

FTMO RE s.r.o., with registered office at Purkyňova 2121/3, Nové Město, 110 00 Prague 1, ID No.: 098 52 166

OMDB Global Solutions Group Ltd, with registered office at Floor 1, Flat/Office 103, Naxou 1, 2043 Strovolos, Nicosia, Cyprus, ID No.: HE 459235

Axterio s.r.o., with registered office at Purkyňova 2121/3, Nové Město, 110 00 Prague 1, ID No.: 298 04 469

OWNIT.XYZ s.r.o., with registered office at Purkyňova 2121/3, Nové Město, 110 00 Prague 1, ID No.: 298 04 892

2. WHAT INFORMATION WE COLLECT ABOUT YOU AND HOW WE OBTAIN IT

Most of the personal data we process about you is obtained from you directly or through specialised advertising portals or recruitment agencies. These data include in particular:

- Identification and contact details, specifically name and surname, date of birth, e-mail, telephone, address, nationality

- Professional history information, in particular details of previous employers, including position and job description, references from previous employers

- Details of qualifications and other skills, in particular details of education, attended professional courses or certifications gained

- Other information included in your CV and cover letter, such as hobbies and interests, your photograph, etc.

- Information provided during the selection process, in particular details of the salary required

- Recordings of interviews (video and audio), together with their transcripts and summaries and notes taken by our staff during the interview

- Case studies and other assignments you submit during the selection process

- Our correspondence with you during the selection process, in particular e-mails and their attachments

- Relevant information from professional social networks, in particular from your LinkedIn profile

Providing the above information is always voluntary, however without some of the information we may not be able to successfully evaluate the suitability of a candidate. You can find detailed information on the purposes for which your data will be used in section 3 below.

3. HOW WE USE YOUR PERSONAL DATA

The main purpose of processing personal data is to select **the most suitable candidate** for the vacant position. The legal basis for such processing is the performance of a contract or taking steps prior to entering into a contract.

If you give us your consent to do so, we will also be happy to include you in **our database of candidates** so that we, or another FTMO group company, can **contact you in the future with an offer for another position** if this recruitment process is unsuccessful.

In certain cases, we may further process your personal data **to protect our rights** based on legitimate interest.

If we decide to make you a job offer, we will also need to check your right to work, for example your work or residence permit if you are not an EU citizen. We do this to comply with our legal obligations as an employer.

If we use the services of a recruitment agency as part of a selection process, your data may also be used for the purposes of **calculating remuneration** for such agency on the basis of our legitimate interest.

As part of the selection process, we may record the interview (video and audio), and prepare transcripts and summaries of the recordings and of the case studies you submit. We do so on the basis of our legitimate interest, **so that colleagues involved in the selection who could not attend the interview can review it and we can assess all candidates fairly**.

We may use AI tools to help us during the recruitment process. However, no decisions are made automatically and our staff review all materials and make all decisions.

4. HOW WE STORE PERSONAL DATA AND HOW IT IS SECURED

We process your personal data in a secure database stored on computers and other devices. In order to protect against unauthorised access or unauthorised alteration, disclosure or destruction of the data we collect and process, we have implemented organisational and technical measures to secure it, which we strictly adhere to.

5. HOW LONG WE PROCESS YOUR DATA

Personal data is processed to the extent necessary to fulfil the purposes described above or for the period directly stipulated by law. Thereafter, the personal data is erased or anonymised. We process personal data for the following periods:

- For the purposes of the recruitment process, we keep the data for its duration and, if the recruitment process is unsuccessful, for 6 months after it ends, so that we can deal with any legal claims (for example, claims of discrimination in recruitment). If a claim is made or reasonably expected, we may keep the relevant data for longer, until the matter is resolved or the relevant limitation period expires. If it is successful, we keep the data for the duration of the employment relationship, or longer if the relevant legislation requires so.

- Recordings of interviews are kept for the duration of the recruitment process after which they are deleted.

- In the event that the data in the candidate database is processed on the basis of your consent, the personal data is processed for this purpose for 3 years from the date of your consent.

6. DATA SHARING AND TRANSFERS TO THIRD COUNTRIES

During the recruitment process, we are often assisted by other entities throughout the procedure. In order for them to provide their services effectively, they need to have access to your personal data. This includes, in particular, **operators of advertising portals** or **recruitment agencies (headhunting)**.

Your data may be shared between the FTMO group companies where this is needed for the recruitment process, for example if the position is with another group company or colleagues from another group company take part in the selection. We do so on the basis of our legitimate interest in running recruitment efficiently across the group. If you have consented to being included in our database of candidates, we may also share your data with other group companies so that they can contact you about open positions with them.

Your data is stored and processed electronically on our systems, and as parts of our systems are operated by external **IT suppliers**, these suppliers may also have access to your data.

In individual cases, data may also be transferred to **public authorities** based on their individual request. However, such transfers will always be lawful for the purpose of fulfilling our legal obligation or carrying out a task in the public interest.

We also use the services of **external law firms and auditors** in the course of our business and we may transfer data to them in individual cases.

In the event the recruitment is successful and you agree to take a position with us, a medical examination will need to take place. We will also share your data with a **provider of occupational health services** for this purpose.

We generally do not transfer your personal data to third countries outside the EEA or to international organisations. However, with regard to the use of cloud services, transfers outside the EEA cannot be excluded. In such a case, however, we comply with all legal requirements for such a transfer, i.e., in particular the so-called standard contractual clauses adopted by the European Commission are used.

7. WHAT YOUR RIGHTS ARE AND HOW YOU CAN EXERCISE THEM

You can exercise all your rights set out below, including the withdrawal of consent to the processing of personal data, by sending a request to the contact details in section 1. Before we act on your request, we may ask you to verify your identity. Some of these rights apply only in certain situations; if we cannot comply with your request, we will tell you why.

In connection to the processing of personal data you have the following rights:

a. The right of access to personal data

You can ask us at any time to send you confirmation of whether or not your personal data is being processed. If we do process your data, we will provide you with further details about the processing. If you request it, we will also provide you with a copy of the personal data being processed.

b. Right to rectification of personal data

If we process your personal data inaccurately, you may notify us of this fact and we will then rectify the inaccurate personal data without undue delay.

c. Right to erasure of personal data ("right to be forgotten")

You have the right to have us erase personal data relating to you without undue delay in the following cases:

- The data is no longer necessary for the purposes for which we collected it or otherwise processed it;
- You withdraw your consent to the processing and there is no further legal basis for it (this only applies where we process personal data on the basis of your consent);
- If you object and there are no overriding legitimate grounds for processing, or if you object to processing for direct marketing purposes; or
- The personal data is processed unlawfully.

We will not be able to act on a request to erase personal data if the processing is necessary for the exercise of the right to freedom of expression and information, for compliance with any of our legal obligations, for the performance of a task carried out in the public interest, for the establishment, exercise or defence of legal claims, or for other reasons provided for by law.

d. Right to restriction of processing

You have the right to ask us to restrict the processing of your personal data. We will comply with this request if:

- You contest the accuracy of the data processed and do not wish to have it erased;
- The processing of the personal data is unlawful, but you do not wish to have the personal data erased;
- We no longer need your personal data for any purpose, but you require its retention for the exercise of your legal claims;
- You object to the processing pending a determination of whether the objection is justified.

e. The right to data portability and the provision of data in machine-readable form

In the case of automated processing based on your consent or the performance of a contract, you have the right to have us provide the data to you in a structured, commonly used and machine-readable format and to send it to another data controller.

f. Right to object

If we process personal data on the basis of our legitimate interest, you have the right to object to such processing. If you object, we will not be able to process your personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests or rights and freedoms or for the establishment, exercise or defence of our legal claims.

g. Right to withdraw consent

If the processing is based on your consent, you have the right to withdraw that consent at any time. Withdrawal of consent does not affect the lawfulness of processing based on consent that was given before the withdrawal.

h. The right not to be subject to automated decision-making

Except where the processing is necessary for entering into or performance of a contract, is permitted by applicable law, or is based on your explicit consent, you have the right not to be subject to any decision based solely on automated processing, including profiling, which has legal effects concerning you or similarly significantly affects you.

In the recruitment process, we do not make any decisions based solely on automated processing; all decisions are made by our staff.

i. Right to lodge a complaint with a supervisory authority

If you believe that we are processing your data in breach of applicable law, you may lodge a complaint with the data protection supervisory authority in the EU country where you live, work or where the alleged breach took place. Our lead supervisory authority, based on the location of our head office, is the Office for Personal Data Protection, address of the head office Pplk. Sochora 27, Prague 7, Postal Code 170 00, Czech Republic, email posta@uoou.cz. For more information about the authority, please visit the website www.uoou.cz. A list of all EU supervisory authorities is available at https://www.edpb.europa.eu/about-edpb/about-edpb/members_en.

8. FINAL PROVISIONS

This Privacy Notice may be updated from time to time.