

CONSENT TO THE COLLECTION AND PROCESSING OF PERSONAL DATA

Version dated June 1, 2026.

By registering on the Platform "ALMA JOB" (including the website and the Mobile Application), creating a Profile (Personal Account), posting a Resume, Vacancies, or otherwise using the functionality of the Platform, I confirm that I have read this Consent and, in accordance with Articles 7, 8, 10 of the Law of the Republic of Kazakhstan "On Personal Data and Its Protection," grant to Limited Liability Partnership "AlmaTeam" (hereinafter – the "Operator") my voluntary, specific, and informed consent to the collection, processing, storage, use, transfer (including cross-border transfer in cases provided for by this Consent), and dissemination of my personal data on the terms set out below.

1. List of personal data for which consent to processing is given

I authorize the Operator to collect and process the following information, provided by me independently or collected automatically by the Platform:

- **Identification data:** Last name, first name, patronymic (if any), Individual Identification Number (IIN), date of birth, age, gender.
- **Contact data:** Mobile phone numbers, e-mail addresses, identifiers (usernames) in messengers and social networks.
- **Professional information (for Job Seekers):** Information on education, qualifications, academic degrees, work experience, length of service, professional skills (hard skills), knowledge of

foreign languages, possession of a driver's license, portfolio, desired salary level, work schedule, and geolocation of work performance.

- **Information on legal entities / individual entrepreneurs (for Employers):** BIN/IIN, name of the organization, legal and actual addresses, state registration data, full name and contact details of authorized employees/representatives, logos.
- **Media files:** Personal photograph (avatar), video introductions, images, and audio recordings voluntarily uploaded to the Personal Account.
- **Technical data:** IP address, cookie file data, unique mobile device ID (Device ID), type of operating system and browser, activity history (logs), search queries, and responses on the Platform.

2. Purposes of the collection and processing of personal data

I agree that my personal data will be processed by the Operator exclusively for the purposes of:

- Registration, verification (including via SMS/OTP codes), and authorization of my Profile on the Platform "ALMA JOB".
- Ensuring the core functionality of the Platform – providing the Job Seekers with the technical ability to find work, and the Employers/Hiring Parties with the ability to conduct selection, scoring, and evaluation of candidates.
- Sending me system, technical, accounting, and service notifications, as well as responses to my requests to the Support Service.
- Generating primary accounting documents, Request invoices, acts of completed work (through electronic document

management systems) and electronic invoices (through the Electronic Invoice Information System (ESF)) for paid services of the Platform.

- Protecting the Operator's systems from fraud, spam, automated database parsing, and unauthorized access.
- Sending me informational, statistical, and advertising materials (selections of Vacancies, Platform news, special offers).

3. List of actions with personal data and methods of their processing

This Consent is granted for the performance of any actions (operations) with my personal data, including: collection, recording, systematization, accumulation, storage on servers within the Republic of Kazakhstan, clarification (updating, modification, supplementation), extraction, use, transfer (including cross-border transfer if necessary for hosting), depersonalization, blocking, deletion, and destruction. The processing of data is carried out both with the use of automation tools (the Platform's software) and without the use of such tools (manual moderation).

4. Consent to the Dissemination of Data

4.1. I express my consent that, for the purposes of my subsequent employment or search for orders, my personal data entered into the Resume and the Job Seeker's Profile shall be publicly available within the Platform "ALMA JOB".

4.2. I consent to the disclosure and transfer of my contact and professional data to third parties – Users of the Platform holding

the status of the Employer, the Recruitment Agency, or the Private Employer, registered on the Platform.

5. Localization and Security

I am notified and agree that the storage and processing of my personal data are carried out by the Operator on servers physically located in the territory of the Republic of Kazakhstan, with the application of the necessary organizational and technical measures for information protection.

6. Validity Period of the Consent and the Procedure for Its Withdrawal

6.1. This Consent shall enter into force from the moment I perform implied actions (clicking the "Register" / "Accept Consent" button and/or entering the verification OTP code) and shall remain valid throughout the entire period of my registration on the Platform (until the Profile is deleted).

6.2. I confirm that I have been notified of my right to withdraw this Consent at any time in the following ways:

- By independently deleting my Profile from the Platform via the "Delete Account" function in the Personal Account settings;
- By sending a written application to the legal address of AlmaTeam LLP or to the e-mail of the Support Service: info@almateam.dev.

6.3. From the moment the account deletion is recorded or the application for withdrawal of consent is received, the Operator undertakes to cease processing and to destroy (depersonalize) my personal data within 10 (ten) business days, except for information

which the Operator is obligated to retain under the tax and archival legislation of the Republic of Kazakhstan.

6.4. This Consent is written in the Kazakh and Russian languages. In the event of a discrepancy between the versions in different languages, the version in the Russian language shall prevail.

7. Legal Force of Electronic Consent

I confirm that I have read all the provisions of this Consent, and the text is fully clear to me. My placing of a mark (a "checkbox") in the Platform's interface or entering a verification OTP code is recognized by the Parties as my electronic equivalent of a handwritten signature, having full legal force in accordance with Art. 7 of the Law of the Republic of Kazakhstan "On Personal Data and Its Protection".