Privacy Notice

Who We Are

BRQ SOLUÇÕES EM INFORMÁTICA S.A. ("Company", "we", "us" or "our") collects your personal data in accordance with this Privacy Notice and in compliance with the relevant data protection laws. This notice provides the necessary information about your rights and obligations and explains how, why and when we process your personal data.

BRQ SOLUÇÕES EM INFORMÁTICA S.A. is established at Alameda Mamoré, nº 687, 3º andar, CJ 301-Parte, Alphaville Centro Industrial e Empresarial, Barueri/SP; we are a company registered under number **36.542.025/0001-64** and we act as controller when processing your personal data. Our DPO is B.M.I. CONSULTORIA EM SISTEMAS DE GESTAO S/S LTDA – CNPJ: 05.850.325/0001-87, who can be contacted by e-mail at dpo@brq.com

Information We Collect

BRQ processes personal data to comply with legal and contractual obligations, to provide its services and to carry out the recruitment and selection of professionals, observing the purposes stated in this Notice and the principles of the Brazilian General Data Protection Law (LGPD).

The personal data collected may include, depending on the purpose of the processing:

- **Identification and registration data:** full name, social name, CPF (Brazilian individual taxpayer number), RG (identity card), date and place of birth, nationality, country of origin, city of residence, telephone and e-mail.
- **Professional and academic data:** résumé, academic background, professional experience, qualifications, LinkedIn profile and other information provided by the candidate.
- **Diversity-related data:** information on race/color, gender, sexual orientation and disability, when provided by the data subject.
- **Supplementary data:** additional information requested during the stages of the selection process, necessary to evaluate the application and to meet the requirements applicable to the job opportunity.

Data may be collected through electronic forms, including the recruitment and selection platform, résumés, interviews, communications with candidates and other means used during the recruitment and selection process.

BRQ will observe the principle of necessity, limiting collection and processing to the data relevant to the stated purposes.

How We Use Your Personal Data

We take your privacy very seriously and will never disclose, share or sell your data outside the cases described in this Notice or provided for by law. We retain your data for the period necessary for us to achieve the purpose(s) specified in this Notice. If you have consented to keeping your data in our talent pool, you may withdraw this consent at any time.

Personal data may be used for the following purposes:

- Responding to contacts made through the website and BRQ's communication channels.
- Registering candidates and enrolling them in job opportunities.
- Analyzing résumés, professional experience, qualifications and the fit between the candidate's profile and the open positions.
- Conducting interviews, assessments and the other stages of the recruitment and selection processes.
- Carrying out registration and professional validations and other checks necessary to evaluate the application and to meet the requirements applicable to job opportunities.
- Sharing relevant information with BRQ's clients, when necessary to conduct selection processes and to evaluate professionals for specific opportunities.
- Keeping in touch with candidates to inform them about the progress of selection processes.
- Keeping personal and résumé data in the talent pool to identify and contact candidates about future job opportunities, with the candidate's consent.
- Processing diversity-related information, where applicable, for specific purposes previously disclosed to candidates, in compliance with the relevant legal bases.
- Complying with applicable legal and regulatory obligations.

Personal data will be processed on the legal bases provided for in the LGPD, according to the nature and purpose of each activity, including, where applicable, preliminary procedures related to a contract, compliance with legal or regulatory obligations, legitimate interest and the data subject's consent.

Participation in the talent pool is optional and depends on the candidate's specific consent, which may be withdrawn at any time.

Data Subject Rights

The data subject may exercise their rights directly or through a legally appointed representative.

Under the LGPD, you have the following rights regarding your personal data:

- **Right to know**: To request information about the categories and specific personal data we collect about you.
- **Right of access**: To obtain a copy of your personal data.
- **Right to deletion**: To request the deletion of your personal data, subject to certain exceptions.
- **Right to correction**: To request the correction of inaccurate personal data.
- **Right to data portability**: To receive your personal data in a structured, commonly used and machine-readable format.
- **Right to information about sharing**: To know which public and private entities we share your personal data with.
- **Right regarding consent**: To be informed about the possibility of not giving consent and about the consequences of refusing, and to withdraw it at any time.
- **Right to anonymization, blocking or deletion**: To request the anonymization, blocking or deletion of unnecessary or excessive data, or of data processed in breach of the LGPD, as well as to object to such

processing.

These rights may be exercised free of charge and at any time, upon request to the Personal Data Protection Officer.

If you believe that we hold any incomplete or inaccurate data about you, you have the right to ask us to correct and/or complete the information, and we will strive to do so as quickly as possible, unless there is a valid reason not to. Should the latter occur, you will be duly notified.

The candidate may request the deletion of their data from the talent pool or withdraw the consent given for that purpose, without prejudice to their participation in ongoing selection processes, where another legal basis applies to the processing.

You also have the right to request the erasure of your personal data or to restrict processing (where applicable) in accordance with data protection laws; your request may be made by e-mail to dpo@brq.com. When the deletion of the data is requested, it will be permanent; therefore, if you wish to take part in a new selection process, you will need to register again.

To exercise any of your rights, you may contact our Data Protection Officer (DPO) by e-mail at dpo@brq.com. Upon receipt of the request, we may ask for additional information to verify the requester's identity, ensuring the confidentiality and security of the data. Requests will be answered within the legal deadline, as defined by the ANPD.

Sharing and Disclosing Your Personal Information

We do not share or disclose any of your personal data, except for the purposes specified in this Notice or where there is a legal requirement. The Company uses and shares data internally among its employees and with personal data processors that enable the use of the platform and the storage of personal data on servers. It is important to note that all processors acting on our behalf only process your data in accordance with our instructions and fully comply with this Privacy Notice, as well as with data protection laws and any other appropriate confidentiality and security measures.

In the context of recruitment and selection, candidates' personal data may be shared with BRQ's clients when necessary to evaluate professional profiles, to conduct selection processes and to meet requirements related to job opportunities.

Such sharing may take place by e-mail, observing necessity, the relevance of the data shared and the applicable security measures.

BRQ also uses technology platforms and solutions that support recruitment and selection, which may process personal data according to their respective roles and the applicable contractual terms. Personal data may be stored on servers located outside Brazil, in compliance with the provisions of the Brazilian General Data Protection Law (LGPD) and of ANPD Board Resolution No. 19/2024 (Resolução CD/ANPD nº 19/2024), which regulates the international transfer of personal data. Candidates are analyzed and selected by the recruitment and selection team, without the use of automated decisions.

Safeguards

We take your privacy seriously and take every reasonable measure and precaution to protect your personal data. We work hard to protect you and your personal data from unauthorized access, accidental or unlawful alteration, disclosure or destruction of your personal data, and we have several layers of security measures in place, including:

Restricted access through pages with a security certificate, encryption, two-factor authentication, firewalls, antivirus/anti-malware that are frequently verified through pentests and audits.

Access to candidates' personal data shall be limited to authorized professionals, according to their roles and needs related to recruitment and selection activities.

Consequences of Not Providing Your Data

You are not required to provide your personal data to us. However, as this information is necessary for your participation in the Company's selection processes, we will not be able to proceed with your application without your data.

In the context of recruitment and selection, the absence of information necessary to evaluate the application may prevent the candidate from taking part in, or continuing in, the selection process.

Providing data to join the talent pool is optional, and refusing to do so will not affect the evaluation of the candidate for the position they applied for.

When additional information is requested during the selection process, BRQ will state its purpose and the possible consequences of not providing it.

How Long We Keep Your Data

We retain your personal data only for as long as necessary for our purposes to be achieved; we may store your data for use in future selection processes, ensuring technical security measures and the possibility of withdrawing consent at any time.

When you give us your consent to use your data, we will retain that data for as long as necessary for the stated purposes, in line with the criteria set out in BRQ's Personal Data Retention and Disposal Policy. You may exercise your right to withdraw your consent at any time, except where the law permits the personal data to be retained.

Personal data used in recruitment and selection processes will be kept for the period necessary to conduct and complete the respective stages, and may be retained afterwards where there is a legal basis justifying its retention.

With the candidate's consent, their personal data and résumé may be kept in BRQ's talent pool to identify and contact them about future job opportunities that match their profile.

The candidate may withdraw this consent at any time by requesting the deletion of their data from the talent pool through the channels provided in this Notice.

Special Category Data

During recruitment and selection processes, BRQ may collect diversity-related information, including race/color, gender, sexual orientation and disability, according to the forms made available to candidates.

Some of this information is classified as sensitive personal data under the LGPD and, when processed, will be subject to the protection measures and the specific legal bases provided for in the legislation.

BRQ shall inform candidates of the specific purposes for collecting this information and observe the principles of necessity, transparency, security and non-discrimination.

The processing of this data will be limited to the stated purposes and to authorized persons, subject to the applicable security measures.

Right to Lodge a Complaint with the Supervisory Authority

BRQ SOLUÇÕES EM INFORMÁTICA S.A. only processes your personal data in accordance with this Privacy Notice and with the relevant data protection laws. If, however, you wish to make a complaint about our processing activities regarding your personal data, or are dissatisfied with how we have handled your information, you have the right to lodge a complaint with the competent supervisory authority, as follows:

Company name: BRQ SOLUÇÕES EM INFORMÁTICA S.A.
Data Protection Officer: B.M.I. CONSULTORIA EM SISTEMAS DE GESTAO S/S LTDA – Contact person: Vitor Alves
Deputy Data Protection Officer: B.M.I. CONSULTORIA EM SISTEMAS DE GESTAO S/S LTDA – Contact person: Eloisa Vicente Tobis Pinho
Company address: ALAMEDA MAMORÉ, Nº 687, 3º ANDAR, CJ 301-PARTE, ALPHAVILLE CENTRO INDUSTRIAL E EMPRESARIAL, BARUERI/SP
Contact telephone and e-mail: +55 (11) 2526-0600/dpo@brq.com

National Data Protection Agency (ANPD)
https://www.gov.br/anpd/pt-br (available as of July 2022)
https://www.gov.br/anpd/pt-br/canais_atendimento/cidadao-titular-de-dados/peticao-de-titular-contra-controlador-de-dados (available as of July 2022)

Updates to this Policy

This Privacy Notice may be reviewed and updated periodically to reflect changes in BRQ's personal data processing practices, internal processes, the technologies used or the applicable legal and regulatory requirements.

The current version will be available on BRQ's website at:

https://www.brq.com/en/privacy

We recommend that data subjects check the Privacy Notice periodically to keep up with any updates.