

APPLICANT PRIVACY NOTICE

This Applicant Privacy Notice describes how NCR Corporation and its subsidiaries (collectively, “NCR”) use your Personal Data in connection with NCR’s application, recruiting and hiring process. This notice supplements NCR’s Privacy Policy, which is available at www.ncr.com/privacy.

Whenever you see the following terms in this notice, they have the following meaning.

“**Personal Data**” means any data relating to you, whether you are directly identified by the data or can be identified by that data in combination with other data.

“**Process**” means any action we may take on your Personal Data, including collection, recording, organization, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure, or destruction.

“**Special Categories of Data**” means Personal Data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership; the Processing of genetic data or biometric data for the purpose of uniquely identifying a natural person; and data concerning health or data concerning a natural person’s sex life or sexual orientation.

How We Obtain Personal Data

• **We Collect Personal Data That You Provide to Us.**

During the application, recruiting and hiring process, you may provide Personal Data to NCR in many ways, including by registering for an online account in the NCR Careers website, completing your profile in your account, applying for employment, or providing NCR with information about you, for example in your resume or curriculum vitae or during interview conversations. Personal Data we may ask you to provide may include your name, address, telephone number, e-mail address, educational transcripts, and employment history.

• **We Collect Personal Data from Third Parties.**

During the recruitment and hiring process, NCR may collect or obtain Personal Data from third parties, for example, by performing or (with your prior written consent, where required by law) having performed a pre-employment verification or background check. The scope of review will vary based on jurisdiction, local law, and the requirements of the position, but examples of such data may include confirmation of education, driving records for NCR fleet vehicle program eligibility, records of criminal convictions for serious offenses, and credit history for positions involving financial risk.

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• We Collect Personal Data through Use of Cookies and Other Technologies.

We may use cookies, alone or in combination with other data we may collect from other technologies (such as server logs) to make our website work or operate more efficiently, to personalize your experience, or to make our website more useful to you. Most browsers permit users to change their settings either to refuse all cookies or to selectively accept them. If you would like to change your browser's cookies settings, please refer to the online help offered with your browser or to the manufacturer's website. Note, however, if you decide to turn off cookies, there may be some features of our websites that may not be available to you and some pages may not display properly. For more information on how NCR uses cookies and other technologies, please see NCR's Privacy Policy, which is available at www.ncr.com/privacy.

You may choose not to provide or authorize NCR to obtain Personal Data. If you decline to do so, however, it may affect NCR's ability to review or progress your employment application where the Personal Data we require is relevant to NCR's ability to evaluate your application.

Why We Process Personal Data

Generally, NCR Processes information about you as necessary to facilitate the application, recruiting and hiring process. As such, we may Process your data based on one or more of the following legal justifications:

We Process Personal Data with Your Consent:

By opening an account on the NCR Careers site, you are consenting to allow NCR to Process your Personal Data to consider you for employment, including for open positions for which you have not submitted an application.

You may withdraw your consent to this Processing at any time; however, doing so will not affect the lawfulness of NCR's Processing before your withdrawal of consent, and doing so may affect NCR's ability to progress your employment application if we are precluded from Processing information that is relevant to such application.

We Process Your Data to Prepare to Enter Into, or to Enter Into, a Contract with You:

In some countries, NCR is required to enter into employment contracts with its employees. If you receive a job offer from NCR, and if NCR executes an employment contract with you, NCR Processes Personal Data such as your name, address, contact information, and other information as may be required to establish and perform its employment contract with you and for additional employment and business purposes.

We Process Personal Data to Comply with Legal Requirements to which We Are Subject:

NCR is subject to numerous legal requirements that require us to Process your Personal Data. Accordingly, we may Process your information for purposes of complying with these obligations where we are required to do so. For example, in some jurisdictions, we must collect information to comply with equal employment requirements, tax laws, and similar uses. In addition, NCR may be required as part of the onboarding process to:

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- Provide regulators with information about its compliance with equal employment requirements. In such cases, we may collect information relating to your gender, racial or ethnic background, or similar characteristics (see below on how we Process Special Categories of Data).
- Remit information for or on your behalf to certain tax authorities. In this case, and as part of our onboarding process, NCR may be required to collect your tax identification number at the time of hire to facilitate its compliance with applicable tax laws.
- Verify and demonstrate that you have a right to work in the jurisdiction in which you are seeking employment. As part of our onboarding process, NCR may request information about your authorization to work status to facilitate its compliance with these regulatory requirements.

We Process Your Data for Our Legitimate Business Interests or Those of a Third Party:

NCR Processes Personal Data in furtherance of our legitimate business interests, including to manage our recruitment and hiring process, to facilitate our compliance with our corporate governance requirements, to identify and contact candidates, to evaluate candidates and make hiring decisions, to keep records about our hiring practices, and to match individuals with career opportunities within NCR. We also may use the data to pursue or defend a legal claim or to support a potential merger, acquisition or reorganization of all or part of NCR's business.

Processing of Special Categories of Data and Other Sensitive Data

NCR does not request or require information about Special Categories of Data during the recruitment and hiring process, unless we are required to do so by law or where you have otherwise explicitly consented. For example, in some countries NCR may ask for information about your race or ethnicity to comply with government reporting requirements; however, you may decline to provide this information. If you provide this information it will not be viewable to NCR personnel during the hiring or selection process. NCR may require data that may reveal your health if they are necessary for the purposes of carrying out the obligations and exercising specific rights of the controller or of the data subject in the field of employment and social security and social protection law in so far as they are authorised by local law or a collective agreement providing for appropriate safeguards for the fundamental rights and the interests of the data subject. Further, you may provide information about your health or physical limitations to facilitate consideration about your ability to perform certain required functions of the job for which you have applied or whether any adjustments to your workplace might be appropriate to accommodate for physical limitations.

In addition, NCR may also Process Personal Data that may be subject to special protection under applicable law. For example, if required or permitted by local law, NCR may inquire about your criminal history. Such Personal Data may be used to determine your suitability for employment and will be Processed in accordance with applicable legal requirements.

Disclosures and Transfers of Your Personal Data

Your Personal Data will be shared only with NCR employees, contractors, and service providers who have a business need to know it. For example, we may share your data with:

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- Employees of NCR group companies who support the recruitment or hiring Process and other NCR entities as required or permitted by applicable law;
- Attorneys, auditors, consultants, law enforcement and government officials, to protect our respective legal rights or property, and/or the rights or property of our customers, business partners, or suppliers, or other third parties;
- Potential purchasers or investors and their advisors in the case of an actual or potential purchase, divestiture, merger, change of control, transfer, or reorganisation;
- Service providers, in the course of their performance of services to NCR. Examples of such service providers include:
 - Recruitment systems and HR systems vendors
 - Recruiters
 - Payroll vendors (as part of the onboarding process)
 - Document management vendors
 - Relocation service providers (if applicable, as part of the onboarding process)
 - Background verification providers (with your consent, where required by law)
 - Benefits and insurance providers (as part of the onboarding process)
 - Providers of systems that facilitate complaint and inquiry management
 - IT providers, including security providers and e-mail providers
 - Contracted Staff
 - Consultants

When we disclose Personal Data to third parties, it is our policy to transfer such data supported by appropriate safeguards. Examples of such safeguards include requiring the third party to implement appropriate security and privacy controls and including appropriate contract terms designed to hold the third party accountable for preserving the privacy, confidentiality, integrity and availability of Personal Data.

NCR operates on a global basis, and your Personal Data may be transferred outside to other NCR group companies or to third party organizations located outside of your country. Some of these countries have laws that may not provide the same level of protection as the laws of your country. It is NCR's policy to transfer such data supported by appropriate safeguards that are designed to respect your privacy. Each NCR group company has signed onto an Intra-group Data Transfer Agreement that requires the protection of Personal Data. Please contact NCR's Privacy Office (office.privacy@ncr.com) for more information about this agreement and for a list of all countries in which NCR does business. With respect to third parties, it is Company policy to enter into appropriate agreements designed to ensure the privacy and security of your data.

Retention of Personal Data

If you are hired, NCR will retain Personal Data provided during the recruiting process for use in connection with your employment and other legitimate business purposes. Such use is governed by and subject to NCR's Employee Privacy Notice and corporate policies, which will be provided to you during the hiring process.

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If you have applied for a position with NCR but are not hired, NCR may retain a copy of your Personal Data for up to two years in accordance with its policies and applicable law. With your separate consent, where required by law, we may, for example use this Personal Data for future vacancies.

Your Individual Rights

Many jurisdictions provide you with certain rights with regard to your Personal Data, subject to certain exceptions. NCR will comply with these laws. For example, in many countries, including the Member States of the European Union:

- You have the right to obtain confirmation from us whether your Personal Data is being Processed by us, the right to request from us access to your Personal Data, and certain details about your information we Process.
- You have the right to request that we rectify incorrect information about you and to have incomplete Personal Data completed.
- You may have the right to have your data erased, for example where the data is no longer needed for the purpose for which they were collected; where you have withdrawn consent and there is no other legal ground for Processing; where you object to Processing based on our legitimate interests, and NCR has no compelling reason to continue with such Processing; where the Processing was illegal; or where erasure is required by law to which NCR is subject.
- You may have the right to restrict Processing of your information, including while NCR undertakes to verify the accuracy of your data where you have contested its accuracy; where NCR's Processing is unlawful and you have the right to erasure, but request that we restrict Processing instead; where the data are no longer needed for the purposes of the Processing by us, but they may be required by you for the pursuit or defense of a legal claim, or by NCR where its legitimate interests override your request for restriction.
- You may have the right to data portability of information you have provided to NCR, for example, where we Process information by automated means based on your consent, or pursuant to a contract with you.
- You may have the right to object to the Processing of your Personal Data, for example, where your Personal Data is Processed on the basis of NCR's legitimate interests.

We may provide certain tools to enable you to exercise your rights in whole or in part. For example, you may access, modify or delete your profile at any time by logging into your candidate account on the NCR Careers website (<http://www.ncr.com/about-ncr/careers>). Once logged into your account you can opt to delete your profile by following these steps:

- Click on the 'Cloud' icon at the top right-hand corner of the screen
- Select the 'Account Settings' option
- Select the 'Delete My Information' option
- Click 'OK' to submit the request.

Absent a data subject access request, please note that your profile will be deactivated, and your data will be anonymized or deleted as a matter of course after 24 months of inactivity.

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Automated Individual Decision Making.

We may utilize automated Processing techniques for candidate applications for qualitative scoring or ranking in order to optimize the efficiency of our recruiting practices. We utilize these techniques, for example, to automatically determine whether candidates fulfil threshold requirements, such as grades, and if such threshold requirements are not fulfilled, an application may not be considered. Such Processing is overseen by our Human Resources personnel. However, our policy is never to make decisions based solely on these automated Processing techniques.

Data Security and Confidentiality

NCR has implemented and maintains, and requires its third-party vendors and service providers who may receive or Process your Personal Data to implement and maintain, reasonable and appropriate physical, technical and organizational measures designed to secure your Personal Data from accidental loss or unauthorized access, use, alteration or disclosure.

Inquiries about this Data Protection Statement

NCR strives to be transparent with our data handling practices, and we welcome any questions or concerns you may have. You may contact our Data Protection Officer by emailing Office.Privacy@ncr.com.

Or NCR directly at:

NCR Corporation
864 Spring Street
Atlanta, Georgia 30308
office.privacy@ncr.com