

1inch Applicant and Candidate Privacy Policy

Last updated: May 8th, 2026

This Policy applies to job applicants and those applicants who proceed through the 1inch recruitment process. This Policy does not form part of any contract of employment or other contract to provide services.

Your use of the 1inch Network is governed separately by any applicable terms and Privacy policy.

This policy explains:

- What information we collect during our application and recruitment process and why we collect it;
- How we use that information; and
- How to access and update that information.

Identity of the Data Controller

We, Degensoft Ltd., act as the data controller of the processing of your personal data. It means that we decide “why” and “how” your personal data is processed in connection with the 1inch recruitment process. If you have any questions regarding the processing of your personal data under this Policy, including the exercise of your rights as detailed below, please contact: privacy@1inch.io.

Degensoft Ltd. is the operating entity of 1inch.com. References to “1inch” throughout this Policy refer to Degensoft Ltd., registered at: c/o Walkers Corporate (BVI) Limited, 171 Main Street, PO Box 92, Road Town, Tortola VG 1110, British Virgin Islands.

Types of information we collect

This Policy covers the information you share with us and/or which may be acquired or produced by 1inch during the application or recruitment process including:

- Your name, address, email address, telephone number and other contact information;
- Your resume or CV, cover letter, previous and/or relevant work experience or other experience, education, transcripts, or other information you provide to us in support of an application and/or the application and recruitment process;
- Information from interviews and phone-screenings you may have, if any;
- Details of the type of work you are or may be looking for, current and/or desired salary and other terms relating to compensation and benefits packages, willingness to relocate, or other job preferences;
- Details of how you heard about the position you are applying for;

- Any sensitive and/or demographic information (also known as special categories of data) processed during the application or recruitment process such as gender, information about your citizenship and/or nationality, medical or health information and/or your racial or ethnic origin;
- Reference information and/or information received from background checks (where applicable), including information provided by third parties;
- Your information from publicly available sources, including online, that we believe is relevant to your application or a potential future application (e.g. your LinkedIn profile);
- Data relating to potential conflicts of interest;
- Information related to any assessment you may take as part of the interview screening process; and/or
- Information required for consulting or employment contract , e.g. bank account details, national insurance number

Please note that we treat all special categories of data with extra security ensuring specifically that only authorized individuals are able to access it.

How we use information we collect

Your information will be used by 1inch for the purposes of carrying out its application and recruitment process which includes:

- Assessing your skills, qualifications and interests against our career opportunities;
- Verifying your information and carrying out reference checks and/or conducting background checks (where applicable) if you are offered a job;
- Communications with you about the recruitment process and/or your application(s), including, in appropriate cases, informing you of other potential career opportunities at 1inch;
- Creating and/or submitting reports as required under any local laws and/or regulations, where applicable;
- Where requested by you, assisting you with obtaining an immigration visa or work permit where required;
- Making improvements to 1inch's application and/or recruitment process;
- Complying with applicable laws, regulations, legal processes or enforceable governmental requests; and/or
- Proactively conducting research about your educational and professional background and skills and contacting you if we think you would be suitable for a role with us.

We will also use your information to protect the rights and property of 1inch, our users, applicants, candidates, team members or the public as required or permitted by law.

If you are offered and accept work with 1inch, the information collected during the application and recruitment process will become part of your 1inch record.

If EU data protection or UK data protection law applies to the processing of your information, our legal basis for processing your information

We collect and process your information where it is necessary under the following legal basis:

- We collect and process your personal data to take steps at your request prior to our potentially entering into a contract with you. In particular: to administer your application, process the interviews; to communicate with you about the recruitment process and/or your application; to handle any query or request directly received from you in relation to the 1inch recruitment process; to send you a formal offer if we consider you are a suitable candidate for the position you have applied for.
- Where we have a legitimate interest, we will process your personal data as follows: to carry out an initial screening of applications received; to assess your skills, qualifications and interests against our career opportunities; to compare you to other candidates and make recruitment decisions; to improve our application and recruitment process. In this case, our legitimate interest is to ensure we recruit the best possible candidates. We may also process your personal data to establish, exercise or defend legal claims, respond to subpoenas, lawsuits, judicial proceedings, court requests. In this case, our legitimate interest is to protect our business interests, any 1inch brand related property rights or assets.
- For compliance with a legal or statutory obligation to which we are subject, we will process your data for the following purposes: to check a successful applicant's eligibility to work in the country where the position is located before employment starts (if applicable); to conduct screening and background checks (only if this is required by the local laws of the territory where the position is based); to ensure compliance with equal opportunity obligations (only if this is required by the local laws of the territory where the position is based); and to share your personal data with public authorities, courts, governmental or law enforcement agencies in case we receive a lawful information request from them or we are required by applicable law to provide certain information about our candidates to them.
- Where you give us prior and express consent to do so, we will collect and process your personal data in specific circumstances mentioned in this Policy (e.g. when sharing your personal data with third parties or processing special categories of data). In such cases, we will additionally provide you with information on why and how your personal data may be processed and ask for your prior and explicit consent. You have the right to withdraw consent at any time when the processing of your personal data is based on consent as a lawful basis. For more information on your rights, please refer to Section "Your rights in respect of your information".

As 1inch operates globally, including candidates from various jurisdictions across the EU and UK, please be aware that the applicable laws may vary considerably. Therefore, the legal basis for processing personal data, as well as the extent to which your personal data can be processed, may vary from state to state and depend on the applicable national and/or local law in each specific case.

Who may have access to your information

- Your information may be shared with other 1inch entities in various jurisdictions, in relation to the purposes described above. If you have been referred for a job at 1inch by a current 1inch team member, with your consent, we may inform that team member about the progress of your application and let that team member know the outcome of the process. In some cases, if it is identified that you have attended the same university/school or shared the same previous employer during the same period as a current 1inch team member, we may consult with that team member for feedback on you.
- 1inch may also use service providers acting on 1inch's behalf to perform some of the services described above including for the purposes of the verification / background checks. These service providers may be located outside the country in which you live or the country where the position you have applied for is located.
- 1inch may sometimes be required to disclose your information to external third parties such as to local labour authorities, courts and tribunals, regulatory bodies and/or law enforcement agencies for the purpose of complying with applicable laws and regulations, or in response to legal process.
- We will also share your personal information with other third parties if we have your consent (for example if you have given us permission to contact your references), or to detect, prevent or otherwise address fraud, security or technical issues, or to protect against harm to the rights, property or safety of 1inch, our users, applicants, candidates, team members or the public or as otherwise required by law.
- It is your responsibility to obtain consent from references before providing their personal information to 1inch.
- 1inch operates globally, which means your information may be stored and processed outside of the country or region where it was originally collected. In some of these countries, you may have fewer rights in respect of your information than you do in your country of residence. Regardless of where your information is processed, we apply the same protections described in this policy. We also comply with certain legal frameworks relating to the transfer of data, such as the European frameworks described below. The European Commission has determined that certain countries outside of the European Economic Area (EEA) adequately protect personal data. You can review current European Commission adequacy decisions on [the Commission website](#). To transfer data from the EEA to other countries, such as the United States, we comply with legal frameworks that establish an equivalent level of protection with EU law.
 - Model contract clauses. The European Commission has approved the use of model contract clauses as a means of ensuring adequate protection when transferring data outside of the EEA. By incorporating [model contract clauses](#) into a contract established between the parties transferring data, personal data is considered protected when transferred outside the EEA or the UK to countries which are not covered by an adequacy decision. We rely on these model contract clauses for data transfers.

1inch takes appropriate steps to protect information about you that is collected, processed, and stored as part of the application and recruitment process.

Our retention of your information

If you apply to 1inch and your application is unsuccessful (or you withdraw from the process or decline our offer), 1inch retains your information for as long as permitted or required under applicable law in the country where the position is located. Retention periods vary by jurisdiction. Where no specific local requirement applies, we retain your data for no longer than a 2 years period after your application. We retain this information for various reasons, including in case we face a legal challenge in respect of a recruitment decision, to consider you for other current or future jobs at 1inch and to help us better understand, analyze and improve our recruitment processes.

If you do not want us to retain your information for consideration for other roles, or want us to update it, please contact compliance@1inch.io. Please note, however, that we may retain some information if required by law or as necessary to protect ourselves from legal claims.

Cookies and Tracking Technologies

For information about cookies and tracking technologies used on our website, including the careers page, please refer to the [1inch.com Privacy Policy](#) available at [1inch.com](#).

Your rights in respect of your information

In some regions, you may have certain rights under applicable data protection laws. For instance, under the EU and UK data protection regulations, you have the following rights: access, rectification, deletion, objection, restriction of processing, and data portability of your personal data.

Please note that some of these rights are subject to specific conditions set out in the applicable personal data protection regulation. Therefore, if your particular situation does not meet these conditions, we will unfortunately not be able to respond to your request. In this case, we will inform you of the reasons for our refusal.

- **Right of access** – You may request access to your personal data at any time. If you exercise your right of access, we will provide you with a copy of your personal data in our possession as well as all information relating to its processing.
- **Right of rectification** – You have the right to ask us to rectify or complete any personal data in our possession that you consider to be inaccurate or incomplete.
- **Right to erasure/to be forgotten** – You can ask us to delete your personal data if, for example, it is no longer necessary for the processing we carry out. We will use our best efforts to comply with your request. Please note, however, that we may have to retain some or all of your personal data if we are required to do so by applicable law or if the personal data is necessary for the establishment, exercise or defense of our rights.

- **Right to restriction of processing** – You may also request that we restrict the processing of your personal data on grounds relating to your particular situation. For example, if you dispute the accuracy of your personal data or object to the processing of your personal data, you may also request that we do not process your personal data for the time necessary to verify and investigate your claims. In such cases, we will temporarily refrain from processing your personal data until necessary verifications have been made or until we comply with your requests.
- **Right to data portability** – You may request portability of the personal data you have provided us with. At your request, we will provide you with your personal data in a readable and structured format so that you can easily re-use it. The portability of your personal data applies only to personal data that you have provided to us or that result from your activity on our Application, under the condition that the disclosure of your personal data does not infringe the rights of third parties. If we are unable to comply with your request, we will inform you of the reasons for our refusal.
- **Right to object** – You may object at any time, on grounds relating to your particular situation, if we use your personal data. We will then stop processing your personal data unless there are overriding legitimate grounds for continuing to process your personal data (for example, if your personal data is necessary for the establishment, exercise or defense of our rights or the rights of third parties in court proceedings). If we are unable to comply with your request to object, we will inform you of the reasons for our refusal. You can also object at any time to our processing of your personal data for marketing purposes.
- **Right to withdraw consent** - You have the right to withdraw consent at any time for personal data processing based on consent. Withdrawing your consent prevents us from processing your personal data but does not affect the lawfulness of the processing carried out before the withdrawal.

Country Specific Rights: You may also be granted specific rights as regards our processing of your personal data depending on the law applicable in the country you are residing in.

If you wish to exercise your rights, please contact compliance@1inch.io. We will respond to any requests in accordance with applicable law, and so there may be circumstances where we are not able to comply with your request. To be able to process your request efficiently, we may ask you additional information to confirm your identity and/or to help us retrieve the personal data related to your request.

If you are in the EEA or the UK ,and if you can't find the answer to your question in this Policy, you can contact 1inch's Legal & Compliance team at compliance@1inch.io. Depending on your country of residence, you may also raise any questions or concerns you have regarding your personal information with your local data protection authority.

Changes to this Policy

We periodically review this Policy to ensure it is compliant and up to date with applicable data protection regulations. We will post any changes to this policy on the relevant webpage, if

applicable. When the changes are made, we will update the “Last updated” date at the top of this Policy. Any modifications will take effect when posted, if applicable, or on the date specified as “Last updated”.