

Terms and Conditions of Nord Security's NordSwitch Program

These Terms and Conditions of Nord Security's NordSwitch Program ("*Terms*") apply to any person participating in the Nord Security [NordSwitch Program](#) ("*Program*"). The Program is administered by Nord Security ("*we,*" "*us,*" and "*Nord*"). Nord reserves the right to change the Terms or terminate the Program at any time at its sole discretion. Your participation in the Program is completely voluntary and doesn't automatically guarantee receiving a job offer to work at Nord.

By participating in the Program, you agree to use the Program as outlined herein and consistent with any other terms we may apply to the Program. If you do not agree to these Terms in their entirety, please do not participate in the Program.

Key eligibility points for the Program applicants

- Are planning to switch careers or feel that your professional calling is in the tech and IT sector.
- Have knowledge in your chosen tech/IT area, whether you taught yourself or gained some experience elsewhere.
- Have a strong interest in the tech and IT sector, particularly development, data analytics, and cybersecurity.
- Dream of joining Nord, but don't know where to start.
- Demonstrate fluency in English, reaching at least a B2 level.
- Can work full-time in Vilnius or Kaunas.
- Consider yourself a quick learner, ambitious, positive, curious, proactive, and a good team player.
- Do not face any legal restrictions preventing participation in this program or the possibility of entering into a work contract with Nord (e.g., conflicts of interest, confidentiality obligations, etc.).

How it works

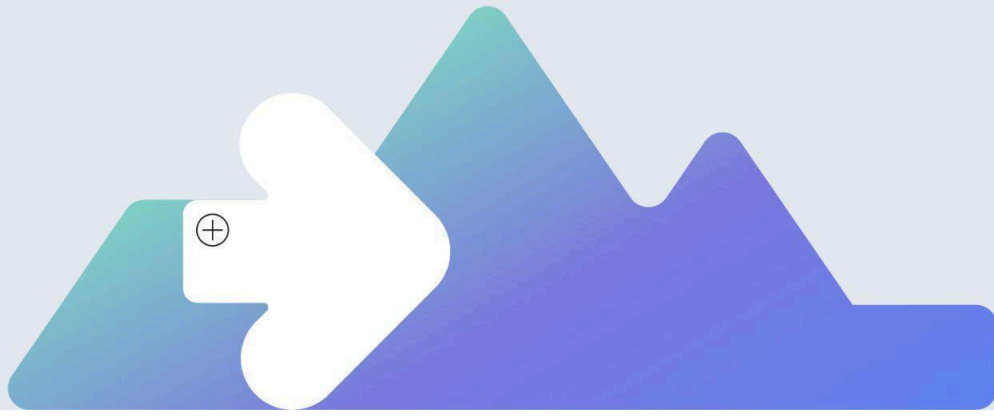
After the application submission, we will evaluate it and decide whether you're suitable for the Program and may participate in the process further. All applicants will be informed accordingly.

If you're selected to move forward, you'll receive an invitation to our practical task and motivational interviews (only if you pass the practical task).

We have the right to determine the eligibility of all applicants, to choose whom to invite for motivational interviews, and/or to select recipients of job offers (either temporary or permanent) at our sole discretion.

Conflicts of interests and other legal restrictions

Each applicant should ensure that participation in the Program, including the conclusion of a work contract with Nord, is without prejudice to any obligation applicable to him/her (conflict of



interests, confidentiality, non-compete, etc.). If you are not sure whether participation in the Program is in line with your other obligations, please consult with a party determining your obligations or do not participate in the Program. Participation in the Program is your unilateral decision, and we accept no liability for it.

Privacy

Participation in the Program requires you to submit some personal information about yourself (full name, email address, location from where you would like to work if you pass the application stage, your English language level, fields of expertise, personal or professional experience in the relevant field, expectation for the Program, your achievements to date, explanation why you are the right person to join the Program, links to your professional social media accounts (e.g., LinkedIn, GitHub) or your portfolio/websites, other information that is relevant in assessing your suitability for the Program or information you voluntarily choose to provide in connection with your application). Such information is needed so Nord could contact you regarding your participation in the Program, assess your eligibility for the Program, and/or provide the job offer. Kindly refer to our [Privacy notice for recruitment candidates](#) for comprehensive information regarding our data handling procedures throughout the recruitment processes and stages.

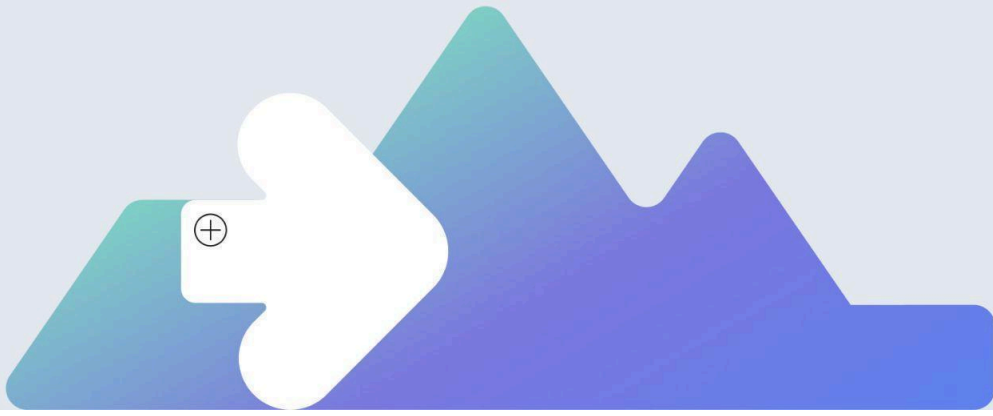
If you are not selected for the Program or don't want to participate, we will delete your personal data immediately, no later than the conclusion of the Program selection process, unless extended retention is necessitated by our legal obligations and/or dispute resolution needs. In the event of your employment, your recruitment details, including Program participation, will be retained in accordance with our employee personal data processing policy.

If we decide that your application is not suitable for the Program or you reject our offer, we may ask for your separate consent for the purposes of future recruitment processes. Such personal data will be stored for 3 (three) years following the receipt of your consent or until the day you withdraw your consent.

Indemnification and liability release

Except where prohibited, you agree to release and hold harmless Nord and its respective parent companies, affiliates, and subsidiaries, together with their respective employees, and any person or entity associated with the production, operation, or administration of the Program, from any and all damages, costs, expenses, claims or liabilities of any kind, including third-party claims, whether pending or threatened, including without limitation, attorneys' fees, and court costs, incurred by any of them arising out of or related to your participation in the Program or breach of these Terms.

NORD DOES NOT MAKE ANY PROMISES OR COMMITMENTS ABOUT THE PROGRAM, SUCH AS THE SPECIFIC FUNCTION OF THE PROGRAM OR ITS RELIABILITY, AVAILABILITY, OR ABILITY TO MEET YOUR NEEDS. TO THE EXTENT PERMITTED BY LAW, NORD EXCLUDES ALL WARRANTIES, EXPRESS, STATUTORY, OR IMPLIED. IN NO EVENT SHALL NORD OR ITS AFFILIATES BE LIABLE TO YOU FOR ANY INDIRECT, SPECIAL, INCIDENTAL, CONSEQUENTIAL, OR PUNITIVE DAMAGES OF ANY KIND, INCLUDING LOST PROFITS OR LOST COMMISSIONS ON LOST SALES (WHETHER OR



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