

INFORMATION TO BE PUBLISHED ON COMPANY'S WEBSITE
regarding criminal background and administrative penalties history checks

EMPLOYEE BACKGROUND CHECK REQUIREMENTS

At Paymont, UAB we are committed to maintaining the highest standards of integrity and compliance within our workforce. In alignment with regulatory requirements and our commitment to safety and transparency, we conduct background checks for specific positions within our organization.

Positions subject to background checks

Due to the sensitive nature of their responsibilities, the following positions require a comprehensive criminal background and administrative penalties history check:

- Financial Crime Prevention Compliance Officer
- Compliance and Risk Officer
- Information Security Officer
- Data Protection Officer
- Financial Controller
- Quality Assurance Officer

These roles are essential for maintaining our compliance and operational integrity. They have been carefully selected because of their critical impact on the secure and compliant functioning of our company. This list explicitly excludes positions subject to specific regulatory checks, such as managerial positions, which are governed by the *Law of Electronic Money and Electronic Money Institutions* and the *Regulation on Evaluation of Managers and Key Function Holders of Financial Market Participants Supervised by the Bank of Lithuania*.

Types of offenses reviewed

The background checks focus on identifying any convictions related to the following categories of offenses, which could impact an individual's suitability for the roles specified above: crimes, misdemeanours and administrative infringements against property, property rights and property interests, economy and business order, financial system, public safety, public service and public interests.

Implementation of background checks

The candidates for these positions would be required to provide certificates issued by competent state institutions, detailing their criminal record and administrative penalties history status. Individuals would obtain these certificates themselves from the appropriate state authorities and submit them to the Company as part of their application process.

Our commitment to data protection requirements

Paymont, UAB is committed to ensuring that all background checks are conducted fairly, transparently, and in accordance with applicable laws. We respect the privacy of all candidates and handle all personal data with the utmost confidentiality and in compliance with the applicable data protection laws. For more information about our data handling practices, please refer to our [Privacy Notice for Job Applicants](#).