



DORA Compliance Strategy

INTRODUCTION

Talentech delivers a scalable SaaS platform that supports the entire talent journey – from recruitment and onboarding to development and offboarding. As a trusted technology partner to several regulated customers, we recognise the importance of robust operational resilience and digital risk management.



Although Talentech is **not directly subject to the EU Digital Operational Resilience Act (DORA)** – which applies primarily to financial institutions and their critical ICT providers – we handle sensitive data and integrate with systems used by customers in finance, insurance, and other regulated sectors. For this reason, we have taken clear steps to align our internal processes and controls with the principles and requirements set out in DORA.

DORA ALIGNMENT MEASURES

ICT risk management

We have implemented risk-based governance practices for our ICT infrastructure, including change control, system access management, data classification, and continuous monitoring.

Operational resilience

Talentech maintains updated business continuity and disaster recovery plans, which are regularly reviewed and tested. These plans include defined roles, communication flows, and recovery objectives for key systems and data environments.

Third-party risk & vendor oversight

We conduct risk assessments and due diligence for all critical third-party suppliers. Our contractual frameworks ensure transparency, security obligations, and audit rights where relevant.

Incident response & communication

We follow a structured incident response process, including rapid classification, mitigation, and escalation. In the event of a serious incident, we communicate clearly and in a timely manner to affected customers.

Data protection and compliance

Talentech's data processing is governed by strong access control, encryption standards, and clear data handling policies. Our operations are fully GDPR-compliant, and we apply a security-by-design approach in all product development.



GOVERNANCE AND MONITORING

Our Legal and Security teams jointly oversee Talentech's alignment with regulatory frameworks such as DORA. While we are not legally bound by the regulation, we apply its principles as part of our broader risk and compliance strategy. We continuously evaluate relevant changes in the regulatory landscape and adjust our practices accordingly.

CONCLUSION

Talentech confirms that we meet the operational expectations of the DORA framework, in line with our responsibility to safeguard customer data and support resilience throughout the value chain. This approach ensures trust, transparency, and long-term reliability for customers operating in regulated sectors.

POLICY IMPLEMENTATION

This strategy has been reviewed and approved by Talentech's Legal and Security departments.