PRIVACY NOTICE

(the "**Notice**")

01. 04. 2025

Dear candidate,

In the context of the entry into force on 25.05.2018 of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016, on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC ("**General Data Protection Regulation" – GDPR**),

we, **Zentiva Denmark Aps,** with its registered seat at Fuglevangsvej 11, DK1962 Frederiksberg, Registration number: 41172029, (hereinafter individually referred to as the **"Company")**, being a part of Zentiva group of companies, together with the other legal entities itemized under Section (P) of the Privacy Notice available here: https://www.zentiva.dk/gdpr/privacy-notice (hereinafter generically and collectively referred to as "**Zentiva**" and/or "we" and/or the "**Affiliates**"), as (Joint) Controllers,

pursuant to art. 13 and 14 of GDPR, would like to detail herein:

- ✓ how we obtain your Personal Data;
- ✓ the (categories of) Personal Data that we may Process;
- ✓ the purposes of the Processing for which the Personal Data are intended, as well as the legal basis for the Processing;
- ✓ the conditions under which we may disclose your Personal Data;
- ✓ how we keep your Personal Data secure;
- ✓ the retention period of your Personal Data;
- ✓ the rights you have in relation with your Personal Data;
- ✓ the contact details;
- ✓ the revisions of the Notice.

Any questions you may have about how we Process your Personal Data may be addressed to the Data Protection Officer at:

- ✓ e-mail address DPO@zentiva.com,
- ✓ at the Company's address at Fuglevangsvej 11, DK-1962, Frederiksberg, Denmark

This Notice is addressed to prospective employees (such persons are referred to as "**you**").

Unless otherwise defined herein or the context requires otherwise, capitalized terms used in this Notice shall have the meanings described to them in the section (O) of the Privacy Notice available here: https://www.zentiva.dk/gdpr/privacy-notice.

This Notice may be amended or updated from time to time to reflect changes in our practices with respect to the Processing of Personal Data, or changes in applicable law. We encourage you to read this Notice carefully, and to regularly check this document on our website www.zentiva.dk to review any changes that we might make in accordance with the terms of this Notice.

(A) How we obtain your Personal Data

The Company collects your Personal Data directly from you, either following a recruitment and selection announcement, or following your interest in the Company's profile, as an employer, when

you voluntarily apply for a (vacant) position within our Company, either through an online job website, or through e-mail, or in person, during (an) interview(s).

Also, the Company may collect your Personal Data from third parties service providers, which render recruitment and selection services, upon our prior request or from the members of our personnel who recommend you.

(B) The categories of Personal Data we may Process

During the recruitment and selection process, the Company may Process the following categories of your Personal Data:

Basic information: name and surname; nationality / citizenship; date and place of birth; marital status; academic title; educational attainment (including date of graduation); function; work experience (including indication of previous employers and functions); work and residence permit number (if applicable); a statement of disability (if applicable); information on work capacity, eventually reduced work capacity (if applicable); health insurance policy number; driving license (if applicable).

- ✓ **Contact details**: personal phone number; personal e-mail address (if applicable).
- ✓ **Support documentation of your application**: letter of intent; CV; certifications; any other document of the same type and nature.
- ✓ **Data displayed on your occupational medical certificate (if applicable)**: should the Company decide to declare your candidacy as successful and, therefore, make you an offer of employment, such offer is conditional on the results of the (medical and psychological) occupational examination you will have to take; therefore, the Company will thus process any and all data displayed on your occupational medical certificate (e.g. name, address, date of birth, health insurance company, in/ability to work etc.).

Except for the categories of Personal Data listed in the paragraph above, the Company may also Process other (categories of) Personal Data, depending on the information you make available to us, during the recruitment and selection process.

In order to perform the recruitment and selection process, we do not need any other Personal Data such as but not limited to: data on your health status (except for the possible disability or reduced work capacity statement or the data in the occupational medical certificate); photo, which is why you are kindly required not to provide us with such Personal Data. Should you though provide us with such unrequested and unnecessary Personal Data, to the extent possible, we will either return them to you or destroy them, upon our sole option and with no prior notice, but with immediate effect.

(C) The purposes of the Processing for which the Personal Data are intended, as well as the legal basis for the Processing

When Processing your Personal Data in connection with the below listed purposes, we may rely on one or more of the following legal grounds, as the case may be:

- ✓ **Consent**: We may Process your Personal Data pursuant to art. 6, para. (1) lit. a) of GDPR, where Processing is necessary for the purpose of the Company's human resources management (recruitment and selection) and we have obtained your implied consent to the Processing expressed through the voluntary submission of your application and / or by the voluntary (in)direct transmission of your Personal Data indicated under Section (B) above;
- ✓ **Legitimate interest**: We may Process your Personal Data pursuant to art. 6. para. (1) lit. f) of GDPR, where Processing is necessary for the purposes of the Company's legitimate interests, over which your interests or your fundamental rights or freedoms do not take precedence; these legitimate interests of Zentiva's are, in particular:
    - recruitment and management of human resources, of occupational health and safety and of emergency situations;

- managing and preparing internal reports, and conducting further research and/or analysis to determine our internal recruitment programs;
- management of physical security and the protection of individuals and assets.

(D) The conditions under which we may disclose your Personal Data

We may disclose your Personal Data to other Affiliates within Zentiva, for legitimate business purposes, in accordance with applicable law. Information about Zentiva Affiliates that may have access to the Personal Data can be found under Section (P) of the Privacy Notice available here: https://www.zentiva.dk/gdpr/privacy-notice.

In addition, we may disclose your Personal Data to:

- ✓ you and, where appropriate, your appointed representatives;
- ✓ operational services providers (e.g.: archiving and storage of the Company's physical archive; physical security; couriers; telecommunication etc.);
- ✓ central and / or local competent public institutions / authorities (e.g.: those competent in labour, fiscal / financial, qualification and / or authorization of specialized personnel, enforcement, courts, criminal investigation related matters);
- ✓ our consultants (e.g.: auditors, lawyers etc.);
- ✓ business partners, investors, assignees (current or potential) with a view to facilitate business asset transactions (which may include but not be limited to mergers, acquisitions, assignment of claims or sale of assets).

If we engage a third-party Processor to Process your Personal Data, the Processor will be subject to binding contractual obligations to: only Process your Personal Data in accordance with our prior written instructions and to take organizational and technical measures to protect the confidentiality and security of your Personal Data, together with any additional requirements under the applicable law.

If we will transfer your Personal Data outside the European Union and / or European Economic Area, we will do so only with the observance of the legal provisions in force, by applying adequate security measures and notifying you if the case.

(E) How we keep your Personal Data secure

We have implemented reasonable technical and organizational security measures, designed to protect your Personal Data against accidental or unlawful destruction, loss, alteration, unauthorized disclosure, unauthorized access, and other unlawful or unauthorized forms of Processing, in accordance with applicable law.

Because the internet is an open system, the transmission of information *via* the Internet is not completely secure. Although we will implement all reasonable measures to protect your Personal Data, we cannot guarantee the security of your data transmitted to us using the Internet – any such transmission is at your own risk and you are responsible for ensuring that any Personal Data that you send to us is sent securely.

(F) The retention period of your Personal Data

In case you voluntarily apply for a (vacant) position within our Company, following a recruitment and selection process initiated by the Company, we will retain your Personal Data we for the calendar year during which your application is being evaluated or within the specified retention periods (e.g. 6 months after the date of receipt of our letter regarding our decision to reject your application) or in accordance with the archiving requirements set out in the applicable laws and regulations. Your Personal Data may be kept for up to two years if you consent to its processing for possible free vacancies in the future.

In case you voluntarily provide your personal data absent of the Company's prior announcement of a recruitment and selection process for a certain vacant position, we will retain your Personal Data pursuant to the retention schedule in the paragraph immediate above, to the extent they correspond to the requirements of the current (vacant) positions, absent of which they will be permanently deleted.

(G) The rights you have in relation with your Personal Data

Unless the law otherwise provides, you have the following rights: the right of access; the right to rectification; the right to deletion / the right to be forgotten; the right to restrict the processing; the right to data portability; right to object; the right to withdraw your consent; the right to lodge a complaint with Datatilsynet at https://www.datatilsynet.dk/english; the right not to be the subject of a decision based solely on automated processing, including profiling.

For further details please visit section (K) of the Privacy Notice available here:
https://www.zentiva.dk/gdpr/privacy-notice

You are not the subject of a decision based exclusively on the automatic Processing of your Personal Data, including profiling.

Except for the right to lodge a complaint with Datatilsynet, as listed above, these rights may be exercised by sending a written request:

- ✓ by e-mail: at DPO@zentiva.com; and / or
- ✓ by post to: Fuglevangsvej 11, DK1962 Frederiksberg, Registration number: 41172029

(H) The revisions of the Notice

We regularly review the Notice and we will place any update on this page without prior notice, but with a notification of the related revisions by mentioning the review date. We encourage you to periodically review the Notice available on our page www.zentiva.dk, in order to be informed of how we process Personal Data.