

PRIVACY NOTICE FOR RECRUITMENTS

1. WHO WE ARE

Immedica Pharma AB, with registration number 556835-6322 (“**Immedica**”), is a Swedish pharmaceutical company commercializing medicinal products for rare diseases primarily in Europe and the Middle East. We are responsible for the processing of your personal data since we decide why and how the personal data is processed and are therefore the data controller under this Notice. Immedica may exercise this responsibility alone or jointly with other company(-ies) in the Immedica group. In this Notice, the terms “Immedica”, “we” or “us” refer to Immedica and its group companies.

2. ABOUT THIS PRIVACY NOTICE

This Privacy Notice for Recruitments (the “**Notice**”) applies to Immedica’s processing of personal data in connection with recruitment processes for a position at Immedica. The purpose of this Notice is to clarify the way we are processing your personal data in connection with recruitments. In this context, our activities involve the processing of your personal data pertaining to talent management, scouting, assessment and acquisition activities for positions with us. This Notice sets out the basis upon which we process the personal data we collect about you when you register and apply for a (permanent or fixed term) role or a work experience opportunity (such as an internship), when we receive your application or recommendation through a third-party recruitment agency and during online and/or offline activities as part of the recruitment process.

Immedica invites you to read this Notice, which sets out in which context we are processing information that relates directly or indirectly to you as an individual and explains your rights with respect to the processing of your personal information. Immedica is committed to ensuring

that any personal data we collect is processed and protected in accordance with applicable data protection laws and Immedica policies and standards.

3. CATEGORIES OF PERSONAL DATA WE MAY COLLECT ABOUT YOU

Depending on how you interact with us and for what purpose, we collect and process different types of personal data about you. In order for you to more easily understand what type of personal data we may process about you, we have categorized the personal data into the following categories, including data elements:

Personal data that we may collect about you for purposes contemplated in this Notice	
Category	Description and examples of personal data
Contact Details	<ul style="list-style-type: none"> • First and last name, and/or initials • Address • E-mail • Telephone/mobile number • Profession/Title/Position/Department • Social security/ID number
Demographic Information	<ul style="list-style-type: none"> • Gender • Age

Personal data that we may collect about you for purposes contemplated in this Notice	
Professional Information	<ul style="list-style-type: none"> • Information relating to your educational/academic history, such as your educational background, university transcripts, certifications, • Information relating to your professional history, such as employment history, professional qualifications and skills, letter of recommendation, past employers and their contact data • Information relating to your job preferences, such as location preference, role preference (function and discipline), language preference • Information necessary to complete a background check as required and legally permitted • Personality characteristics, such as personality tests, recruiter’s assessment or personal reference assessment • Other information you voluntarily provide in your job application
Interests Information	<ul style="list-style-type: none"> • Information about your hobbies, family and interests (please note that this information is not mandatory and is only collected if and to the extent you have chosen to share or voluntarily include such information in your resume or during the interview process)
Compensation Data	<ul style="list-style-type: none"> • Requested salary and bonus • Other benefits as you may request or suggest

More generally, Immedica will process information that you voluntarily and willingly disclose primarily during interviews and which should be strictly related to your professional capacity and fitness for the corresponding open position.

4. CATEGORIES OF RECIPIENTS WHO WE MAY SHARE PERSONAL DATA WITH

For the purposes contemplated in this Notice, we may share or transfer your personal data to third parties. The table below describes the categories of such third-party recipients. Please see Section 7 where we specify in further detail in which instances we may share your personal data to third parties.

Category of third-party recipients	Description
Staff	Refers to employees or in-house consultants at Immedica
External Service Providers	Refers to third-party service providers appointed by or on behalf of Immedica for the provision of professional services which we cannot perform ourselves. Examples of external service providers are IT and software providers, external recruitment agencies or consultants and business service consultants

5. HOW WE COLLECT PERSONAL DATA

Immedica collects personal data under this Notice in various ways, including:

- directly from you, for instance when you submit an application to an open position at Immedica;
- from external recruitment agencies or consultants engaged by us;
- from professional social networks, such as LinkedIn or other job boards, and from other publicly accessible sources; and
- third parties, such as references and former employers.

6. FOR WHAT PURPOSES DO WE USE PERSONAL DATA AND WHAT LEGAL BASIS DO WE RELY ON

The table below explains the categories of personal data and the purposes for which Immedica processes your personal data in connection with recruitments. We have also described the legal basis we rely on and for how long we will store your personal data.

Purpose of the processing	Categories of personal data used for the purpose	Legal basis for the processing	Retention period
To manage the recruitment process, assess your application, qualifications and qualities, and determine your fitness for the open position at Immedica.	Contact Details, Demographic Information, Professional Information, Compensation Data, Business	Legitimate interest	During the recruitment process and then for twenty-four (24) months after the recruitment process has been completed.
To communicate with you, including to conduct interviews with you.	Contact Details, Professional Information	Legitimate interest	During the recruitment process and then for twenty-four (24) months after the recruitment process has been completed.
To conduct cognitive tests or personality assessment or other suitability evaluations, fitted to the corresponding open position.	Contact Details, Professional Information	Legitimate interest	During the recruitment process and then for twenty-four (24) months after the recruitment process has been completed.
If you are offered an employment with us, to evaluate the compensation and other benefits to be offered to you.	Contact Details, Professional Information, Compensation Data	Legitimate interest	During the recruitment process and then for twenty-four (24) months after the recruitment process has been completed.

Purpose of the processing	Categories of personal data used for the purpose	Legal basis for the processing	Retention period
If applicable, to perform background or employment checks.	Contact Details, Professional Information	Legitimate interest	During the recruitment process and then for twenty-four (24) months after the recruitment process has been completed.
To verify your identity, academics or qualifications in relation to your application.	Contact Details, Professional Information	Legitimate interest	During the recruitment process and then for twenty-four (24) months after the recruitment process has been completed.
To administer your application using internal or external recruitment platforms.	Contact Details, Demographic Information, Professional Information, Interests Information, Compensation Data	Legitimate interest	During the recruitment process and then for twenty-four (24) months after the recruitment process has been completed.
If applicable, to safeguard our rights in the event of a legal claim or dispute.	Contact Details, Demographic Information, Professional Information, Interests Information, Compensation Data	Legitimate interest	During the recruitment process and then for twenty-four (24) months after the recruitment process has been completed. In the event of a claim or dispute, the personal data may be processed for the duration of the claim or dispute and until such claim or dispute has been time-barred.

7. WHO WE SHARE YOUR PERSONAL DATA WITH

Immedica will not share or transfer your personal data to third parties other than those indicated in this Notice. In connection with the activities and for the same purposes as those listed in this Notice, your personal data can be accessed by, or disclosed to, the following recipients with a justified need to access the information in accordance with applicable legislation:

Category of recipient	Categories of personal data
Staff	Contact Details, Demographic Information, Professional Information, Interests Information, Compensation Data
External Service Providers	Contact Details, Demographic Information, Professional Information, Interests Information, Compensation Data

8. TRANSFER OF PERSONAL DATA TO OTHER COUNTRIES

We strive to process your personal data within the EU/EEA. However, due to the global nature of Immedica’s operations, Immedica shares personal data to companies in the Immedica group and to External Service Providers when we perform the activities described in this Notice. Some of the recipients of your personal data as stated above may reside outside the EU/EEA. The level of legal protection for personal data is not the same in all countries and may not provide the same level of protection as the data protection laws in the EU/EEA or of the country in which you live.

In case of a transfer of your personal data to recipients based in countries outside the EU/EEA, Immedica will take reasonable efforts and adopt adequate safeguards to keep your personal data processed in accordance with applicable requirements under the GDPR. These safeguards consist of one of the following legal mechanisms:

- (a) **Standard Contractual Clauses.** According to these clauses, the recipient of your personal data needs to protect your personal data and provide you with rights and protection that are on the same level as EU-standards. These clauses have been adopted by the European Commission.

- (b) **Adequacy Decision by the European Commission.** This means that we transfer personal data to countries outside the EU/EEA which have adequate level of data protection, according to a decision adopted by the European Commission. [Follow this link](#) to see which countries that have received an adequacy decision by the European Commission.

9. YOUR RIGHTS

You have several rights in accordance with applicable data protection legislation, including the GDPR. You have the right to:

- **request information** about your personal data processed by Immedica;
- **request correction** of your personal data if incorrect or incomplete;
- **request transfer** of your personal data to you or another person in a commonly utilizable format;
- **file a complaint** to a data protection authority;
- **object to processing** of your personal data as far as such processing is only based on Immedica's legitimate interest;
- **request the deletion** of your personal data if they are no longer necessary for the purposes of processing or there is no legal ground for their further processing.

Please note, however, that these rights may be limited in order to fulfil and comply with legal obligations. Your rights are limited where there is a legal ground for processing your personal data, for example we cannot delete information that has been collected as part of an adverse reaction report to any of our pharmaceutical products unless it is inaccurate. Immedica may require you to provide proper identification before we comply with any request to access or correct your personal data.

10. HOW TO CONTACT US

The company responsible for the processing of personal data and that acts as the data controller under this Notice is:

Immedica Pharma AB
Solnavägen 3H
113 63 Stockholm
Sweden

If you want to reach any of us, have questions or want to exercise your rights explained above, you are welcome to contact us. Please do so by sending an e-mail to privacy@immedica.com.

11. CHANGES TO THIS NOTICE

We work continuously with improving our products and services and may update this Notice from time to time. We encourage you to periodically review this page for the latest information on our privacy practices.