

Candidate Privacy Notice

This notice describes how Sobi AB, the controller, collects and uses personal information about you in accordance with its data protection obligations.

What information we hold about you?

We will process the following personal information about you:

- your name, address and contact details, including email address and telephone number
- details of your qualifications, experience and employment history
- for North American applicants, we collect data on ethnicity, gender, veteran status and disability status to be in line with local legislation and reporting to the local government
- information about your entitlement to work in the country to which you are applying

How is your personal information collected?

We collect personal information about candidates from:

- You, the candidate
- Recruitment agencies registered on Sobi's Preferred Supplier List
- Publicly accessible source such as LinkedIn.

We may also collect personal data about you from third parties, such as information from the background check provider, and/or references supplied by former employers. However, such information will only be collected when your application for employment is successful.

How will we use information about you?

To pursue Sobi's legitimate interest as a business and to be able to fulfil our recruitment process in adequate manner, we will use your personal information to progress your application with a view to offering you an employment contract and comply with legal or regulatory requirements.

We will not be able to process your application successfully if you fail to provide information necessary for us to consider your application.

Sobi's North American organisation has a legal obligation to collect information on gender, disability, ethnicity, and veteran status in order to be compliant with local North American legislation. This does not apply to any other country or region.

The personal data may also be used for anonymous statistics for internal purposes by Sobi in which case the information will be used collectively.

Who has access to your data?

Your personal data may be shared internally for the purposes of the recruitment process. This includes members of the HR team, Hiring Managers in the business area with a vacancy and IT staff if this is necessary for the performance of their duties.

We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used, or accessed in an unauthorized way.

Some personal data may be transferred to and handled by local Sobi affiliates and authorities, both inside and outside the European Union. The purpose of such transfers may be the duty to report to authorities and the need of supplying information for cooperation within the group of affiliated companies. The personal data will be stored at externally hosted databases in Frankfurt, Germany. Sobi operates around the world and this means that your personal data may be transferred outside the European Economic Area (EEA), in some cases to jurisdictions which may not have an adequate level of protection. However, we have taken appropriate safeguards to require that your personal data will remain protected in

accordance with this notice. These measures include, where applicable, implementing EU standard contractual clauses with our third-party contractors.

Data Retention

We will retain your personal information for a period in line with your local legislation from the date you have provided your consent. Your data is anonymised at the end of that period. See Appendix below for more details around local retention rules.

If we wish to retain your personal information on file, on the basis that a further opportunity may arise in future and we may wish to consider you for that, we will write to you separately, seeking your explicit consent to retain your personal information for a fixed period on that basis.

Your Rights

Under certain circumstances, by law you have the right to:

- request access to your personal data
- request us to change any incomplete or inaccurate information we hold about you
- request us to delete or remove your data where there is no good reason for us continuing to process it;
- object to processing of your data where we are relying on a legitimate interest
- request to suspend the processing of personal information about you
- request to transfer your data to another party

If you wish to exercise any of these rights, please contact the primary recruiter for the position for which you are applying for, write Sobi AB, Swedish Orphan Biovitrum AB (publ), SE-112 76 Stockholm, Sweden. +46(0)8 697 20 00 or write to the DPO at privacy@sobi.com.,

You also have the right to file a complaint to the supervisory authority:
Swedish Supervisory Authority, IMY, www.imy.se

Appendix – Candidate retention rules per country

Australia	1 year
Austria	7 months
Belgium	5 years
Canada	3 years
China	15 years
Croatia	5 years
Czech Republic	10 years
Denmark	1 year
France	2 years
Germany	6 months
Greece	6 months
Hungary	10 years
Ireland	6 years
Italy	10 years
Japan	5 years
Kuwait	10 years
Kingdom of Saudi Arabia	2 years
Netherlands	4 weeks
Norway	5 years
Poland	5 years
Portugal	5 years
Romania	5 years
Russia	10 years
Slovakia	10 years
Slovenia	10 years
Spain	5 years
Sweden	6 months
Switzerland	5 years
Turkey	1 year
United Arab Emirates	5 years
United Kingdom	6 months
United States of America	7 years