

Global Privacy Policy for Welltec Job Applicants

December 2025

Thank you for applying for a job with Welltec!

1. Who is the data controller of your personal data?

This Global Privacy Policy for job applicants is issued on behalf of the Welltec Group so when we mention "Welltec", "we", "us" or "our" in this Global Privacy Policy, we are referring to the relevant company in the Welltec Group responsible for processing your data, and accordingly acting as data controller.

The Welltec company you are applying for a job within is the data controller of your personal data. You can find a list of all Welltec companies who may be data controllers of your data in Appendix 1.

Welltec A/S in Denmark administrates and handles the recruitment process in some cases on behalf of other Welltec companies as a data processor pursuant to an intra-group data processing agreement. You may contact the HR department in Denmark if you have any questions regarding this Privacy Policy or the processing of your personal data:

Welltec A/S
CVR no.: 13 47 88 05
Gydevang 25
3450 Allerød
Denmark
Email: hrdenmark@welltec.com
Telephone number: +45 4814 3514

2. Purposes, types of personal data, and legal basis

To evaluate your application, we will process the personal data, which you have disclosed in your job application and CV as well as any attachments. Typically, the categories of personal data will be contact information, educational background, professional background, and interests.

We will also evaluate your performance and competences during potential interviews. The legal basis for our processing of your personal data is your application for execution of an employment contract with Welltec, cf. Article 6(1)(b) of the GDPR and our legitimate interest in processing the information you have given us as part of our overall assessment of your ability to handle the position in question cf. Article 6(1)(f) of the GDPR.

Further, we might search the internet for relevant and available information, including content from social media. We will typically search for information regarding your previous jobs, activities, competences, performance, as well as your general appearance. We process your personal data collected as part of the test on the basis of Article 6(1)(f) of the GDPR, as we have a legitimate interest in finding the most suitable candidate for the position.

If the job position requires you to complete personality tests or similar you will be informed hereof when we have processed your application. The results of such tests will be treated confidentially but will be included in



our evaluation of your application. Our legal basis for such processing of personal data is Article 6(1)(b) of the GDPR.

For EU countries: If you are a foreign candidate outside EU/EEA, we may be legally required to obtain a copy of your passport cf. Article 6(1)(c) of the GDPR.

As part of our evaluation of you and your application, we may wish to take references from your previous and/or current employers. We will only take up references from persons you have explicitly stated in your job application or have informed us of. Our legal basis for such processing is Article 6(1)(f) of the GDPR as we have a legitimate interest to ensure that your statements are true and in accordance with your previous employers.

We recommend that you do not disclose sensitive personal data, such as information revealing racial or ethnic origin, religion, trade union membership, sexual orientation, health, etc. in your application. In the unlikely event that a certain health condition is required for the ability to perform the duties related to the position in question, we might – after a concrete assessment – request health information from you. Our legal basis for such processing of personal data will be dependent on the fulfilment of our employment law obligations in accordance with Article 9(2)(b) and Article 9(2)(f) of the GDPR (and for Denmark also s. 12 of the Danish Data Protection Act).

3. When will we delete your personal data?

If you are offered a position with Welltec, your application and additional relevant personal data obtained during the recruitment procedure will be stored in your employee file.

If you are not offered a position, we will store your application and any additional personal data obtained during the recruitment procedure for a period of 6 months following our rejection, unless you have provided your consent to the storage hereof for a longer period.

4. Will your personal data be disclosed or transferred to third parties?

Your personal data may be disclosed to third parties when providing relevant services to Welltec or by other means process personal data on behalf of Welltec such as service and hosting providers. Such service providers will only process the personal data on basis of a data processor agreement and in accordance with our instructions.

We will not transfer your personal data to separate data controllers with exemption of contact details that may be forwarded to immigration authorities if you are a foreign candidate when we are legally required to cf. Article 6(1)(c) of the GDPR.

5. What rights do you have?

You have a right of access to the personal data processed about you, subject to certain statutory exceptions. Furthermore, you have the right to object to the processing and request restriction of the processing of your




personal data. In addition, you also have the right to request rectification, including completion if necessary or that your personal data is deleted subject to certain exceptions.

In certain situations, you may also request that we provide you with a copy of your personal data in a structured, commonly used, and machine-readable format and request us to transmit such personal data which you have provided us with to another data controller.

Any consent that you may have provided during the recruitment procedure may be withdrawn at any time. The withdrawal of your consent will affect the future processing of your personal data but will not affect the lawfulness of processing based on consent before its withdrawal. If you wish to withdraw a consent, you may contact us as stated below.

6. Are you able to complain?

If you have any complaints regarding the processing of your personal data, please do not hesitate to contact us. You may also file a complaint with your local data protection authorities, a list of which can be found here: https://edpb.europa.eu/about-edpb/board/members_en.

Version	Approved	Changes
1.0	Anja Rose, VP Global HR <div>Signed by:  03 December 2025 11:16 AM CET 9E3F7531D63A4AF...</div>	