DISCOVERY
LIFE SCIENCES

Science at your Service.™

Privacy Notice
(Employment Candidates - Europe)

Introduction

You are being provided a copy of this Privacy Notice because you are applying for work with Discovery Life Sciences (whether as an employee or contractor). This Privacy Notice applies to all personal information collected from you for and on behalf of Discovery Life Sciences ("we", "us", or "DLS") that we process in connection with our recruitment processes. Please read this Privacy Notice carefully to understand DLS's views and practices regarding your personal information and how we will treat it. This Privacy Notice applies to job applicants only who are located in Europe.

When you apply for a job opening posted by us, this Privacy Notice applies to our processing of your personal information. If you apply for a job opening via the application function on a job site or similar online service provider, that other function and/or service provider may also retain your personal information and may also collect information from us with respect to the progress of your application. Any use by another party of your data will be in accordance with that party's privacy notice, and we encourage you to check the privacy policies of those third parties before you provide your personal information to them.

Information We Collect

For purposes of this Privacy Notice, personal information means any information about you collected in connection with the recruitment process. DLS may collect personal information directly from you, as a job applicant, or may receive personal information from third parties, for example, in connection with a background, employment, or reference check, subject to your consent where required by law. We may collect, store, and process the following categories of personal information in connection with our recruiting activities:

- Personal contact details such as name, title, addresses, telephone numbers, and personal email addresses
- Work history and other relevant experience including information contained in a resume, CV, cover letter, or job application
- Education information including degrees awarded, transcripts, and other information provided in support of the job application
- Information collected during phone screenings and interviews
- Details regarding the type of employment sought, desired salary, willingness to relocate, job preferences, and other information related to compensation and benefits
- Reference information and information received from background checks, where applicable, including information provided by third parties
- Information related to previous applications to DLS or previous employment history with DLS
- Any additional personal details that you otherwise voluntarily provide to us

The provision of full and complete information in support of a job application is necessary for selection purposes. Failure to provide any of the data may affect the processing and outcome of your application.

We may collect and process the following categories of sensitive personal information when you voluntarily provide them or we receive them from a third party with your consent, when relevant for a particular position, and only as permitted or required by applicable law:

- Physical or mental health or condition or disability status to determine appropriate workplace accommodations and evaluate fitness for a particular position
- Race or ethnic origin to ensure legally compliant equal opportunity monitoring and reporting
- Unlawful or objectionable conduct, criminal charges, or convictions to evaluate fitness for a particular position

Should you be asked for and provide your consent to collect sensitive personal information about you, you may at any time withdraw that consent to process such data. The withdrawal of your consent shall not affect the lawfulness of processing based on your consent before you withdrew it.

If you send us correspondence, such as emails, we may keep a record of that correspondence in compliance with our retention practices as further detailed in section *Retention and Deletion* of this Privacy Notice. We will also track record of your progress through any hiring process we conduct.

How We Collect Information

DLS collects information in a variety of ways that fit broadly into the following general categories:

- Direct Interactions: Information that you provide when you provide for a job position. This includes information provided through an online job site, via email, in person at interviews and/or by any other method.
- Indirect Interactions: This includes information obtained by recruitment agencies and background check providers.
- Publicly Available Data/Data from Third Parties: Other data you may have made publicly available, or data provided by third-party sources, such as candidate databases. These sources may include your CV or resume'. We reserve the right to combine information from third parties to the information you provided, for instance to develop a full candidate profile.
- Referrals: We may receive your personal information from a third party who recommends you as a candidate for a specific job opening or for our business more generally or from individuals you have identified as referral sources.

How We Use and Share Your Information

<u>Employment Recruitment and Hiring</u>

We only process your personal information as described in this Privacy Notice or as otherwise required or permitted by applicable law in connection with carrying out our application and recruitment process. We may process your personal information for the following legitimate business purposes:

- Considering your application in respect of a role for which you have applied or any available openings at DLS if you have not applied for a specific position
- Assessing your skills, qualifications, and suitability for the role for which you have applied or any available openings at DLS is you have not applied for a specific position
- Communicating with you in respect of the recruitment process
- Enhancing any information we receive from you with information obtained from third parties
- Finding appropriate candidates to fill our job openings
- Carrying out background and reference checks, where applicable
- Helping our service providers involved in the recruitment process to improve their services

- Keeping records related to our hiring processes
- Complying with legal and regulatory requirements

We will use your sensitive personal information in the following ways and only with your explicit consent:

- We will use information about your disability status to consider whether we need to provide appropriate accommodations during the recruitment process, for example whether adjustments need to be made during a test or interview.
- We will use information about your race or ethnic origin, religious or philosophical beliefs, sexual orientation, and gender identity to ensure meaningful equal opportunity monitoring and reporting.
- We will use information about your socio-economic background, refugee/asylum seeker status and time spent in local authority care to assess the content and strength of the work experience, educational and other achievements you inform us of.

We will collect information about your criminal convictions history only if we would like to offer you a role conditional on checks and any other conditions, such as references, being satisfactory. In these cases, we are entitled to carry out a criminal records check in order to satisfy ourselves that there is nothing in your criminal convictions history which makes you unsuitable for the role. We have in place appropriate safeguards which we are required by law to maintain when processing such data.

The legal bases for the processing of your personal information is our legitimate interests in the recruitment of employees for our Company. We also need to process your personal information to decide whether to enter into an employment relationship and/or contract with you. If you apply for a job with our Company via a service provider or site, you may be requested to give your consent for your personal information to be shared with other parties, such as DLS. In such case, we rely on your consent which you have freely given during the application process to receive your personal information from such provider.

Automated Decision Making/Profiling

We may use the technology offered by our processors to select appropriate candidates for us to consider based on criteria expressly identified by us or as typical in relation to the role for which you have applied. The process of finding suitable candidates via this method is automatic; however, any decision as to who we will engage to fill a job opening will be made personally by our staff. Any automated decision-making will not have a significant impact on you.

Disclosure to Others

We do not sell your personal information. We will only disclose your personal information to third parties where required by law or to our employees, contractors, designated agents, or processors who require such information to assist us with administering the recruitment process, including processors who provide services to us or on our behalf. We may use processors for various purposes, including, but not limited to, obtaining employment verification and background checks. These processors may be located outside of the country in which you live or the country where the position you have applied for is located. Processors are required to implement appropriate security measures to protect your personal information.

We may also disclose your personal information for the following additional purposes where permitted or required by applicable law:

- To other members of our group of companies (including outside of your home jurisdiction, such as the United States) for the purposes set out in this Privacy Notice and as necessary to administer the application and recruitment process
- As part of our regular reporting activities to other members of our group of companies

- To comply with legal obligations or valid legal processes such as search warrants, subpoenas, or court orders. When we disclose your personal information to comply with a legal obligation or legal process, we will take reasonable steps to ensure that we only disclose the minimum personal information necessary for the specific purpose and circumstances.
- To protect the rights and property of DLS
- During emergency situations or where necessary to protect the safety of persons
- Where the personal information is publicly available
- If a business transfer or change in ownership occurs
- For additional purposes with your consent where required by law

Protection of Personal Data

We have implemented appropriate physical, technical, and organizational security measures designed to secure your personal information against accidental loss and unauthorized access, use, alteration, or disclosure. In addition, we limit access to personal information to those employees, agents, contractors and other third parties that have a legitimate business need for such access.

Your Rights as a Data Subject

It is important that the personal information we hold about you is accurate and current. Please keep us informed if your personal information changes during the recruitment process. By law you *may* have the right to request access to, correct, amend, or erase the personal information that we hold about you or object to or restrict the processing of your personal information under certain circumstances as well as the right to data portability when the processing of your data is based on your consent. Depending upon the jurisdiction where you are located, some of these rights may not apply. If you want to access, review, verify, correct, request erasure of your personal information, or object to the processing of your personal information, please contact the external data protection officer or DLS's Privacy Officer using the contact information provided at the end of this Privacy Notice. To protect your privacy and the security of your personal information, we will take reasonable steps to verify your identity before updating or removing your information. If we cannot respond to your request, we will inform you of the reasons why, subject to any legal or regulatory restrictions.

Retention and Deletion

Except as otherwise permitted or required by applicable law or regulation, we will only retain your personal information for as long as necessary to fulfill the purposes for which we collected it, including for the purposes of satisfying any legal, accounting, or reporting requirements this is normally 6 months.

If you are offered and accept employment with DLS, the personal information we collected during the application and recruitment process will become part of your employment record and we may use it in connection with your employment consistent with our employee personal information policies. If you do not become an employee, or, once you are no longer an employee of DLS, we will retain and securely destroy your personal information in accordance with our data retention processes and applicable laws and regulations.

Cross Border Transfers

For most positions, it is not intended that your personal information will be transferred to other countries. However, you should note that, depending on the role for which you are being considered and the DLS team involved in the interview process, your personal information may be transferred to,

accessed from and stored in the United States and other jurisdictions that may not be deemed to provide the same level of data protection as your home country, as necessary to perform our recruitment processes and for the purposes set out in this Privacy Notice. DLS has implemented data transfer agreements amongst its affiliates to secure the transfer of your personal information to these jurisdictions outside of your country/jurisdiction of residence. If you like to receive a copy of these, you can contact the Company's data protection officer using the contact information at the end of this Privacy Notice.

How Your Dispute or Complaint May Be Resolved

Any questions, concerns or complaints regarding the use of your personal information should be directed to the external data protection officer or DLS Global Privacy Officer using the contact information provided above. If you have a complaint about the collection or use of your personal information and are dissatisfied with our response to any issues that you raise with the external data protection officer and/or DLS Global Privacy Officer and would like to seek an independent recourse mechanism, you may contact your local Data Protection Authority (DPA). A listing of each EU country's DPA may be found here: https://edpb.europa.eu/about-edpb/board/members_en

Changes to This Privacy Notice

We reserve the right to update this Privacy Notice at any time and such revised notices will be made publicly available on our website.

Questions & Concerns

Discovery Life Sciences has appointed a Global Privacy Officer to oversee compliance with this Privacy Notice. If you have any questions or concerns about this Privacy Notice or DLS's collection and use of your personal information, you can contact our Global Privacy Officer or the external data protection officer using the contact information provided below.

Identification of Data Controller

The Company legal entity that is the data controller of your personal information is the entity that is hiring for the job posting for which you have applied. A listing of the Company legal entities/data controllers is here:

Country Where Company Legal Entity is Located	**Company Legal Entity/Data Controller**
Germany	Discovery Life Sciences Biomarker Services GmbH
Bulgaria	Discovery Life Sciences (Bulgaria) EOOD
Romania	Discovery Life Sciences (Romania) SRL
Poland	Discovery Life Sciences (Poland) Z o.o
Ukraine	East West Biopharma LLC AllBio LLC
Switzerland	Discovery Life Sciences (Switzerland) GmbH
United Kingdom	Discovery Life Sciences (UK) Limited

If you have applied for a remote position and your country is not listed above, please contact our Global Privacy Officer or the external data protection officer using the contact information provided below for identification of the correct data controller.

The contact information for the data controllers listed above is:

Company Legal Entity/Data Controller	Discovery Life Sciences Global Privacy Officer	External Data Protection Officer
Discovery Life Sciences Biomarker Services GmbH Germaniastraße 7 34119 Kassel	Lisa M. Montague Hieb, Juris Doctor, CIPP/E, CIPM Compliance@dls.com +1 256 583 4449	Dr. Barbara Tomasi MyData-TRUST DPO.DLS@mydata-trust.info +49 32 212296564
Discovery Life Sciences (Bulgaria) EOOD Sopharma Business Towers Building: B,fl 18 5 Lachezar Stanchev Str. 1756 Sofia, Bulgaria	Lisa M. Montague Hieb, Juris Doctor, CIPP/E, CIPM Compliance@dls.com +1 256 583 4449	Dr. Barbara Tomasi MyData-TRUST DPO.DLS@mydata-trust.info +35 9 24967768
Discovery Life Sciences (Romania) SRL 51 Calea Mosilor, Floor 7, District 3, Room 1	Lisa M. Montague Hieb, Juris Doctor, CIPP/E, CIPM Compliance@dls.com +1 256 583 4449	Dr. Barbara Tomasi MyData-TRUST DPO.DLS@mydata-trust.info +40 376 300 280
Discovery Life Sciences (Poland) Z o.o 12 Bobrzyńskiego Street Kraków, Poland	Lisa M. Montague Hieb, Juris Doctor, CIPP/E, CIPM Compliance@dls.com +1 256 583 4449	Dr. Barbara Tomasi MyData-TRUST DPO.DLS@mydata-trust.info +48 222922933
East West Biopharma LLC AllBio LLC Peremohy Avenue, 118, 03115, Kyiv, Ukraine	Lisa M. Montague Hieb, Juris Doctor, CIPP/E, CIPM Compliance@dls.com +1 256 583 4449	None
Discovery Life Sciences (Switzerland) GmbH Untermueli 7, 6302 Zug - 4th Floor	Lisa M. Montague Hieb, Juris Doctor, CIPP/E, CIPM Compliance@dls.com +1 256 583 4449	None
Discovery Life Sciences (UK) Limited c/o Rouse Partners LLP 55 Station Road, Beaconsfield Bucks HP9 1QL	Lisa M. Montague Hieb, Juris Doctor, CIPP/E, CIPM Compliance@dls.com +1 256 583 4449	None

In addition (and as further described in the Section *Cross Border Transfers* above), if your personal data is provided to the Company's global headquarters in the United States, a US legal entity is also a data controller of your personal information:

Discovery Life Sciences, LLC
800 Hudson Way, Suite 1700
Huntsville, Alabama 35806 USA
Attention: Global Privacy Officer
Email: Compliance@dls.com

The European employer and the US legal entity will in that case act as joint controllers. If you wish to have information on the essence of the arrangement between the joint controllers regarding the processing of your personal information, you can contact the data protection officer using the contact details mentioned above.