DATA PROTECTION NOTICE CANDIDATES
RECRUITMENT PROCESS

Section 1 - Introduction

This data protection notice (the "**Notice**") concerns the personal data collected during the examination of your application, which is processed by the Human Resources department of Tillotts Pharma France S.A.S. ("**Tillotts**" - R.C.S. Paris n° 817.483.134, established at 40-48 rue Cambon, 75001 Paris, France), enabling it to manage the recruitment process of its future employees. Tillotts is the data controller in relation to this personal data.

We respect the privacy rights of individuals and are committed to processing personal data responsibly and in accordance with applicable law. This Notice sets out the personal data we collect and process about you, the purposes for which it is processed and the rights you have in relation to it.

If you have any questions about this Notice, please contact us using the details provided in Section 8 below.

Section 2 - What are the purposes of processing your personal data?

The purpose of the data processing carried out by the Human Resources Department is to: manage the recruitment process; carry out compulsory formalities and complete the administrative file of successful candidates. If you wish, the information you provide may be added to our CV library or used to respond to other job offers.

Section 3 - What is the legal basis for processing your personal data?

The legal basis for the processing carried out by the Human Resources Department is the need to carry out pre-contractual measures at your request in the context of the recruitment process of Tillotts. If your application is not successful, the processing may also be carried out on the basis of your consent, if you agree to your data being stored for the purpose of building up a CV library and, where appropriate, proposing you new job offers.

Section 4 - What categories of personal data will be collected and processed?

To meet these purposes, only personal data that is strictly necessary to assess your suitability for the job offered or to measure your professional skills will be requested during the selection phase. To this end, we will ask you for data relating to the qualifications you have obtained, your professional experience, and your professional skills and aptitudes in relation to the position offered. Failure to provide this information will make it impossible for you to take part in the recruitment process. In the event that your application is selected for the conclusion of a contract, we will ask you for the information and supporting documents required to complete the compulsory formalities. The provision of this information is a precondition for the conclusion of an employment contract for successful candidates. In addition, the provision of certain categories of information and supporting documents (civil status, address, social security identification number, residency status, etc.) has a regulatory nature for successful candidates. Consequently, failure to provide this information will make it impossible to conclude the employment contract.

Section 5 - How long will your data be kept?

Data is kept for as long as is necessary to complete the recruitment process. Data concerning successful candidates will be included in their administrative file and will be kept for the retention period applicable to this file (i.e. up to five years after the end of the employment relationship).

After obtaining, where applicable, their consent, the data of unsuccessful candidates (for employment contracts) will be kept for a period of up to two years from the last contact with the candidate, with a view to building up a CV library and, where appropriate, proposing new job offers.

Candidate data may be kept in an intermediate archive for evidential purposes for a period of up to five years from the end of the recruitment process.

Section 6 - Who has access to the data collected during the examination of your application?

Your file will be treated as confidential. The only persons who have access to the personal data contained in your file are those in charge of the departments interested in your application (recruitment officers, managers, etc.). In the event of a positive outcome to the recruitment process, in order to finalize the recruitment, the Human Resources department will be required to pass on some of the information collected to the organizations informed of your recruitment (in particular unemployment insurance, health insurance, retirement, sickness fund).

Your personal data may also be accessed by, or transferred to, any regulatory body, state authority, court or national and/or international public body, where we are required to do so by law or regulation, or at their request.

The personal data we collect about you may also be processed, accessed or stored in a country outside the country where Tillotts is located, which may not offer the same level of protection for personal data.

If we transfer your personal data to companies located in other jurisdictions outside the European Economic Area, we will ensure that we protect your personal data by i) applying the level of protection required by the applicable data protection law to which Tillotts is subject, ii) acting in accordance with our internal policies and standards and, iii) only transferring your personal data on the basis of an adequacy decision adopted by the European Commission (where such a decision exists) or standard contractual clauses approved by the European Commission (available on request), unless otherwise specified. With regard to transfers of personal data to other companies in the group, the Tillotts group has adopted internal rules designed to guarantee effective levels of personal data protection, notably in the event of data being transferred outside of the European Economic Area.

Section 7 - How is the security and confidentiality of your personal data ensured?

Tillotts takes all necessary precautions with regard to the risks presented by its processing to ensure the security of personal data and, in particular, at the time of collection, during transmission and storage, to prevent it from being distorted, damaged or accessed by unauthorised third parties. Tillotts also ensures that authorised third parties with access to personal data provide security guarantees equivalent to those of Tillotts.

Section 8 - What are your rights and how can you exercise them?

You have the right to access your personal data. You also have the right to rectify and erase this data, to limit its processing, to object to its processing and to request its portability, in accordance with the legal conditions governing the application of these rights. If the legal basis for the processing of your personal data is your consent, you have the right to withdraw your consent to the processing at any time. When exercising your rights, Tillotts may, if necessary, ask you to provide proof of identity to verify your identity. This information will only be kept for as long as is necessary for this purpose. If you have any questions about the protection of your data or wish to exercise your rights, you can contact us at the following address: dataprivacy@tillotts.com. In the event of a complaint, you are free to make a request to the supervisory authority in your country of residence:

- In France, this is the Commission nationale de l'informatique et des libertés ("CNIL" - http://www.cnil.fr/ - Place de Fontenoy 3, TSA 80715, 75334 PARIS CEDEX 07).

- In Belgium, this is the Autorité de Protection des Données ("APD" - https://www.autoriteprotectiondonnees.be/ - Rue de la Presse, 35, 1000 Brussels).

- In the Netherlands, this is the Autoriteit Persoonsgegevens ("AP" - https://www.autoriteitpersoonsgegevens.nl/ - Hoge Nieuwstraat 8, 2514 EL Den Haag).

Section 9 - Update of the Notice

This notice may be updated periodically to reflect necessary changes in our privacy practices. In this case, where necessary, we will inform you and indicate the most recent update date at the top of the notice.