

Global Privacy Information – Recruitment

1 Introduction

Pareto Securities Group («**Pareto**») is committed to uphold and safeguarding the privacy of job applicants and prospective candidates for employment. We handle personal data in accordance with the relevant legislation applicable at any given time. Personal data encompasses information and assessments that can be associated with individuals, including name, residential address, telephone number, e-mail address and IP address.

This privacy notice describes how we handle and protect your personal data in connection with Pareto's recruiting processes.

The privacy notice applies to the following parties: Pareto Securities AS, Pareto Securities AB, Pareto Securities OY, Pareto Securities Ltd, Pareto Securities Inc, Pareto Securities Pte Ltd, Pareto Securities Pty Ltd and Pareto Securities AG, as well as Pareto's branches in Denmark and Germany. Each company is the data controller for the processing of personal data of their respective employees. Please be advised that local regulations may apply to specific rules and adjustments.

You should familiarise yourself thoroughly with the contents of this privacy notice. When we refer to "you", we are addressing an individual who is either a job applicant or a prospective candidate for employment. In this capacity, your consent is granted for the processing of personal data in accordance with this privacy notice and in compliance with the relevant legislation applicable at any given time.

By submitting your personal data to us, you acknowledge that:

- **Voluntary Provision:** You are not required to provide any requested information, but failing to do so may result in not being able to continue your candidacy for the position you have applied for.
- **Accuracy and Completeness:** All representations you make are warranted to be true and correct to the best of your knowledge and belief. You affirm that no relevant adverse information has been knowingly omitted. Providing inaccurate information may render you ineligible for employment.

More detailed information on how we process personal data is available in our Global Privacy Notice at www.paretosec.com.

2 Controller

Within the Pareto Securities Group, the data controller will correspond to the specific Pareto Securities entity with which you maintain a relationship.

The ultimate responsibility rests with the Chief Executive Officer of each group entity. Daily oversight and management are overseen by the Pareto Securities Group IT department in collaboration with our Compliance department.

3 Which personal data we collect

Pareto typically collects personal data directly from candidates during the application process. This information includes details such as your name, address, contact information, employment and educational background, achievements, and assessment results. Additionally, we may collect personal data from third parties, including professional recruiting firms, your references, previous employers, Pareto's employees with who have interviewed you, and employment background check providers, to the extent permitted by applicable law. It is important to note that we do not actively seek sensitive personal data (such as ethnicity, health information, trade union membership, sexual orientation, or philosophical beliefs) unless permitted by relevant legal provisions.

4 How we use the personal data

We collect and use your personal data for legitimate human resources and business management purposes, which include the following:

- **Candidate Identification and Evaluation:** Our data processing aims to identify and assess potential candidates for employment, as well as for future roles that may arise.
- **Recordkeeping for Recruitment and Hiring:** We maintain records related to recruiting and hiring processes.
- **Compliance with Legal Requirements:** Our data practices ensure adherence to legal obligations and industry standards.
- **Protecting Legal Rights:** To the extent of Ensuring compliance with legal requirements and practices.

Additionally, we may analyse your personal data or aggregated/pseudonymised data to enhance our recruitment and hiring procedures, thereby improving our ability to attract qualified candidates.

We process your personal data for the aforementioned purposes under the following circumstances:

- **With your Consent:** When you provide consent for data processing.
- **Employment Contract:** When data processing is necessary for entering into an employment contract with you.
- **Legal Obligation:** When compliance with legal requirements mandates data processing.
- **Legitimate Interests:** When data processing aligns with our legitimate interests as a globally operating employer.

Should we wish to retain your personal data for future employment considerations, we will seek your consent - either before or after you formally apply for a job opportunity.

5 Data retention

Personal data will only be stored by Pareto for as long as there exists a legitimate need and a lawful right to do so. At a minimum, data will be stored in compliance with Pareto's statutory storage obligations.

If you accept an employment offer from us, any relevant personal data collected during your pre-employment period will be incorporated into your personnel records and retained according to specific country requirements. Please refer to our Privacy Notice for Employees for further details.

Should we not proceed with your employment, we may, with your written consent, retain and use your personal data for system administration purposes, potential future role considerations, and research. However, this retention period will not exceed 18 months.

6 Disclosure to third parties

Recruiters and interviewers within Pareto may access your personal data. Additionally, administrative staff and IT personnel at Pareto may have limited access to your personal data for job-related purposes.

Pareto uses third-party service providers to offer a recruiting software system. We also share your personal data with other third-party services that aid us in talent recruitment, pre-employment screening, testing, and enhancing our recruiting practices.

To ensure consistency with this privacy notice and safeguard the confidentiality, availability, and integrity of your personal data, Pareto maintains processes for third-party service providers. When

necessary, by law, we establish legal mechanisms mechanism to ensure adequate data protection for your personal data in third countries.

7 Security

Pareto has implemented widely accepted technical and operational security standards to safeguard personal data against loss, misuse, alteration, or destruction. Authorised personnel from Pareto and our third-party service providers are granted access to this data, and they are obligated to treat it confidentially.

Given Pareto's extensive business operations reliant on IT systems, our IT services suppliers and their sub-suppliers may access personal data when necessary to provide services. We have data processing agreements with these parties, ensuring secure data storage and prohibiting personal data use for their own purposes.

Disclosure of personal data occurs in specific circumstances: upon client request or to comply with legal or public authority requirements. Importantly, Pareto does not engage in the sale of personal data.

8 Your rights

You may exercise your right to request access to personal data collected by us for purposes such as review, modification, or deletion. Additionally, you have the right to request a copy of the personal data we hold about you and to rectify any inaccuracies. Furthermore, you can request that we cease processing your personal data. Such requests should be submitted in writing to the address specified in Section 9.

To safeguard your privacy and security, we will verify your identity before granting access to your personal data. We will diligently investigate and respond to your requests in accordance with applicable law. However, there may be circumstances where we are unable to fully comply with your request – such as when disclosing your information would reveal another individual's identity.

Moreover, you have the right to file a complaint with the competent Data Protection Authority, which may serve as the supervisory authority in your country of residence or place of work, if you believe that our handling of personal data processing is not in compliance. The relevant authority for Pareto Securities Group is the Norwegian Data Protection Authority <https://www.datatilsynet.no/om-datatilsynet/kontakt-oss/>

9 Contact details

For any inquiries related to Pareto's personal data processing, please feel free to reach out to Line Caliskaner, Pareto's appointed data protection officer. You can contact Line via mail at dataprotection@paretosec.com or by telephone: + 47 22 87 87 00.