

IWC GROUP'S PRIVACY NOTICE (RECRUITMENT)

The IWC Group (“**IWC**”) is subject to the Danish Data Protection Act and the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 (“**GDPR**”), according to which you are entitled to be informed about your rights in respect of the personal data IWC processes about you.

1. DATA CONTROLLER

The IWC Group consists of:

- International Woodland Company ApS, CVR no. 15013176, Scherfigsvej 10, st.th., Copenhagen, Denmark,
- IWC Investment Partners A/S, CVR no. 34465290, Scherfigsvej 10, st.th., Copenhagen Ø, Denmark, and
- International Woodland Company Holding A/S, CVR no. 34079226, Scherfigsvej 10, st.th., Copenhagen Ø, Denmark,

which combined are data controller.

2. PERSONAL DATA, DATA PURPOSE AND LAWFUL PROCESSING

In connection with your application, IWC may collect, use, process, and store the following personal data, to the extent necessary:

- Identification and contact details: name, address, e-mail address, phone number, date of birth (if provided)
- Application information: résumé, cover letter, education and career history, references you provide, documents submitted with your application, photos or videos you choose to submit
- Recruitment assessments: results from skills or proficiency tests, reports from personality tests (if you have consented to take them), interview notes
- Compliance requirements: passport details (for work permit or travel purposes where applicable), confirmation of right to work, or background screening (only if relevant to the position and permitted by law)

The personal data we collect is used to:

- Assess your qualifications and suitability for the position
- Communicate with you during the recruitment process
- Carry out tests or assessments relevant to the position
- Comply with legal obligations, e.g. confirming right to work
- Keep records necessary to manage the recruitment process

We may process your personal data on these legal bases:

- To take steps prior to entering into an employment contract (GDPR Art. 6(1)(b))
- Where you have given consent, e.g. to participate in a personality test or to retain your application data for future positions (GDPR Art. 6(1)(a))
- Where necessary for the legitimate interests of IWC in managing a fair and efficient recruitment process (GDPR Art. 6(1)(f))
- To comply with legal obligations, such as immigration or right-to-work checks (GDPR Art. 6(1)(c))

IWC may share your personal data internally in the IWC Group if IWC has a legitimate interest in so doing; cf. article 6(1)(f) of the GDPR.

3. RECIPIENTS AND PROCESSORS OF YOUR PERSONAL DATA

Your personal data will be processed by IWC unless processing by a third party is relevant to the nature or the type of our business.

Your data may be transferred to our data processors, including but not limited IT Forum Gruppen A/S or Admincontrol AS.

Your personal data may also be forwarded internally in the IWC Group.

4. TRANSFER TO A THIRD COUNTRY

IWC has subsidiaries, partners and data processors in the EU, the US, Australia, and New Zealand. Accordingly, your personal data may be transferred to a third country as part of our regular procedures.

Where such transfers occur, they will be carried out in compliance with applicable data protection law. In most cases, transfers are safeguarded by the European Commission's Standard Contractual Clauses (Decision (EU) 2021/914), or any successor clauses adopted by the Commission. In certain limited circumstances, transfers may also take place on the basis of GDPR Article 49 derogations.

5. RIGHT TO ACCESS, RECTIFICATION, ERASURE, RESTRICTION, AND OBJECTION

You are entitled to access the personal data IWC registers about you. If you request such access, IWC will forward you a copy of the registered data. Electronic inquiries will be answered electronically, and if you request several copies of the personal data, you should expect to pay a reasonable fee to cover the expenses defrayed by IWC.

You are entitled to object to any processing of personal data about you.

You are furthermore entitled to demand to have any personal data about you rectified, erased, or that the processing of your data be restricted.

In accordance with the Danish Data Protection Act and the GDPR, under certain specific circumstances IWC may be exempt from complying with the above-mentioned obligations.

Should you want to request (1) access to or (2) the rectification, erasure, or restriction of any personal data or (3) should you have any objections regarding the processing of your personal data, use the contact information below.

6. DATA PORTABILITY

In some cases, you are entitled to have your personal data returned or transferred to another data processor.

7. DURATION OF STORAGE OF YOUR PERSONAL DATA

If you are not offered a position, your personal data will normally be erased six months after completion of the recruitment process, unless you have specifically agreed to a longer retention period (e.g. for future vacancies).

If you are hired, your application data will be transferred to your employee file and processed in accordance with IWC's Employee Privacy Notice.

8. CONTACT

If you want us to update, amend or delete the personal data that we have recorded about you, wish to get access to the data being processed about you, or if you have any questions concerning the above guidelines, you may contact us at: bnc@iwc.dk.

You may also write to us at the following address:

Scherfigsvej 10, st.th.,
2100 Copenhagen
Denmark

9. COMPLAINTS

You may complain about the processing of your personal data. Your complaint should be submitted to The Danish Data Protection Agency, Carl Jacobsens Vej 35, 2500 Valby, Denmark, e-mail: dt@datatilsynet.dk or you may also lodge a complaint with your local EU/EEA supervisory authority.