

Privacy policy for applicants

Solvias appreciates your visit on our Solvias application site and your interest in our company. Privacy is important for Solvias and we do take privacy into account in our business processes.

We process personal data in accordance with the data protection provisions of the General Data Protection Regulation of the European Union ("GDPR") or other applicable data protection laws.

Personal data from your application and the attachments ("application documents") will be collected, processed and used by Cergentis B.V. / Solvias NL in the Netherlands and Solvias AG in Switzerland and, depending on the individual case, by the companies affiliated with Solvias AG for the purpose of carrying out the application procedure. Solvias AG or, depending on the position to which you apply, Solvias SAS in France, Cergentis B.V. / Solvias NL in the Netherlands or Solvias Inc. in the USA are responsible for the data processing described here.

If you have any further questions regarding the processing of your personal data, please send us an e-mail to privacy@solvias.com.

How do we collect personal data? We collect personal data directly from you when you apply for a job on our application site or when you attend an interview.

We may also receive personal data if you apply through third parties such as recruitment agencies or consultants. In such cases, the third party may also be a data controller of your personal data. To exercise your data protection rights for the processing of data by third parties, you may need to contact the third party through whom you applied for a job. We may also receive personal data about you if an existing employee has recommended you for a position as part of an employee referral program.

We may also take personal data from professional social networks such as LinkedIn or other job boards and other publicly available sources (only where relevant) to actively approach you with job offers. We will ask for your consent to store your data when we first contact you.

What personal data about you is processed? In connection with your application for an open position, we may process the following personal data (not exhaustive list):

Contact details and general information (e.g. surname, first name, last name, gender, date and place of birth, nationality, e-mail and/or postal address, phone number, residence status); information about family, hobbies or interests (not mandatory and only to the extent that you deem such information necessary and provide it in your CV/resume); data about previous salaries and any additional benefits (e.g. salary level and amount, bonuses, shares, options, insurance, etc.); data about education,

professional status and preferred positions (e.g. salary level and amount, bonuses, shares, options, insurance, etc.). We may also collect data on education, professional status and preferred positions (e.g. previous employment and training, professional qualifications, university transcripts, letters of recommendation, certifications and experience, previous employers and their contact details, preferred locations, roles and languages, information required for a background check where necessary and legally permissible, and other information voluntarily provided in your letter of application). To the extent necessary and legally permissible, sensitive personal data about you will only be collected if you voluntarily allow disclosure or if such data is somehow necessary for the application process (e.g., due to a position in a laboratory in the toxicological field).

For what purposes do we process your personal data and why is this justified? By clicking the "accept privacy policy" button on the application site, you consent to the storage and processing of your data and make your personal data available to us for the purpose of finding or filling a position. Your consent to data processing will be recorded.

We process personal data for the following purpose(s): Managing your application; telephone or electronic communications, including interviews conducted in person on site or via electronic media; personality or other suitability assessments; background or employment checks (where required and permitted by law); verifying your identity, academic background or qualifications in relation to your application; general analysis to improve our internal processes; managing your application via internal or external recruitment platforms such as job boards.

Our application processes are not based on automated decision-making.

Who will have access to your personal data and to whom will your data be transferred? Your application documents are accessible to the personnel managers of Solvias AG and of the company to which you are applying as well as to the managers responsible for the respective positions. In exceptional cases, employees of our IT-partner engaged for support purposes may also have access to the application documents you provide.

All employees of Solvias as well as our IT-partner and third parties engaged for support are obliged to keep personal data confidential as part of their (employment) contractual relationship. Data processing is based on general data security standards in accordance with the current state of the art.

Your data will not be transferred to companies outside Solvias and its affiliated companies or used for other purposes. Data processing will generally take place in Switzerland or the European Union or at the location of the company where you are applying for a job. When we transfer your personal data to Solvias companies in other jurisdictions, we will ensure that your personal data is protected by (i) applying the level of protection required for us and the processing of your personal data and (ii) acting in accordance with our policies and standards.

How do we protect your personal data? Our companies use technical and organizational security measures to protect personal data against accidental or intentional manipulation, loss, alteration, destruction or access by unauthorized persons. When personal data is collected and processed, data is transmitted in encrypted form to prevent misuse of the data by third parties. The security measures are continuously adapted in line with technological developments.

How long do we store your personal data? Applications for a specific open position will be deleted no later than six (6) months after the position has been filled. If you have given your specific consent, we will consider your application for other open positions within Solvias AG and its affiliated companies. In this case, the application documents will be deleted after twelve (12) months.

What rights do you have and how can you exercise them? In accordance with and as far as provided by applicable law, you have the right to access, rectification and erasure of your personal data, the right to restriction of processing or to object to our data processing in addition to right to receive certain personal data for transfer to another controller (data portability). Please note, however, that we reserve the right to enforce statutory restrictions on our side provided for by law, for example if we are obliged to store or process certain data, have an overriding interest in doing so (insofar as we are entitled to invoke this) or require it for the assertion of claims. Please further note that the exercise of these rights may conflict with your contractual obligations. We will inform you in advance if this is not already contractually regulated. In general, exercising these rights require that you prove your identity (e.g., by a copy of identification documents where your identity is not evident otherwise or can be verified in another way).

Every data subject has the right to enforce his/her rights in court or to lodge a complaint with the competent data protection authority. The competent data protection authority in the Netherlands is the Dutch Autoriteit Persoonsgegevens (DPA) (<http://www.dutchdpa.nl>).

Amendments to this privacy policy: We may amend or update this policy from time to time by posting a new privacy policy on the site.

Utrecht, February 2025