

Applicant Data Storage Policy

As part of any recruitment process, Reaction Biology Corporation and its direct and indirect subsidiaries (depending for which company you apply for, hereinafter in each case referred to as "**Reaction Biology**" or "**we**") processes personal data relating to job applicants. Reaction Biology is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations. Please also see our Privacy Policy (<https://www.reactionbiology.com/privacy-policy>).

The party responsible for the processing of the Personal Data is, depending on which company you apply for:

Reaction Biology Corporation
One Great Valley Parkway, Suite 2
Malvern, PA 19355
Attn: Customer Service
Phone: +1 877.347.2368
Email: dataprotection@reactionbiology.de

or

Reaction Biology Europe GmbH
Engesserstr. 4
79108 Freiburg, Germany
Phone: +49-761-769996-0
Email: dataprotection@reactionbiology.de

or

Bioassay Labor für biologische Analytik GmbH
Im Neuenheimer Feld 515
69120 Heidelberg, Germany
Phone: +49-761-769996-0
Email: dataprotection@reactionbiology.de

or

PSL Peptide Specialty Laboratories GmbH
Im Neuenheimer Feld 515
69120 Heidelberg, Germany
Phone: +49-761-769996-0
Email: dataprotection@reactionbiology.de

1. Scope and purpose of data collection

If you send us an application (e.g. via email or via our online application portal), or we have obtained personal data on your qualifications and activities from generally accessible data sources (in particular professional social networks) as permitted within the framework of the application procedure, we collect and process your personal data (such as contact and communication data, application documents (in particular cover letter, letter of motivation, resume, certificates, references), information in the context of job interviews etc.) to the extent necessary to decide on the establishment of an employment relationship. The legal basis for this is Art. 6 para. (1) lit. b EU Data Protection Regulation (GDPR). Your personal data will be passed on within our company exclusively to people who are involved in the processing of your application (these are the employees of our HR department and the relevant decision-makers regarding the vacant position in question). Your data will not be passed on to third parties.

As Reaction Biology would like to evaluate all applicants only on the basis of the qualifications, we ask you to omit any "special categories of personal data" pursuant to Art. 9 GDPR (e.g. a photo showing your ethnic origin, information about disabilities, etc.) in your letter of application or other documents submitted by you during the application process to the extent possible. If you have provided any such special categories of personal data, we process these data if and to the extent permitted under applicable law with your express consent on the legal basis of Art. 9 para. (2) lit. a GDPR. You can withdraw your consent at any time via email to dataprotection@reactionbiology.de.

2. Data retention period

We will only retain your personal data for as long as this is reasonably necessary and in compliance with our regulatory requirements and legal obligations.

If your application for employment is successful and you accept an offer of employment, personal data collected during the application process will be transferred to your personnel file and retained during your employment. Legal basis for this is Art. 6 para. (1) lit. b GDPR.

If your application is not successful and we are unable to offer you a position, if you decline an offer of employment, or if you withdraw your application, we reserve the right to retain the data you provide for up to six (6) months from the termination of the application process (rejection or withdrawal of the application). After this period, the data will be deleted, and the physical application documents destroyed. This retention process serves in particular for purposes of proof in the event of a legal dispute. If it is apparent that the data will be required after the 6-month period has expired (e.g. due to an impending or pending legal dispute), it will not be deleted until the purpose for continued storage no longer applies.

3. International Transfer of Applicant Data

The applicant data will be transferred to servers located in the USA and stored there. Employees of Reaction Biology within or without the USA can access such data. If you are resident outside the United States, we transfer and process your applicant data on the basis of [Standard Contractual Clauses \(SCCs\)](#) issued by the EU Commission implementing decision 2021/914 of 4 June 2021.

4. Your rights

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require us to change incorrect or incomplete data;
- request the transfer of your data to another party;
- object to the processing of your data where we are relying on its legitimate interests as the legal ground for processing; and
- require us to delete or stop processing your data provided we are no longer under a legal obligation to process such data. Reaction Biology can also refuse to delete your data if in our view it is necessary for it to retain the data, for defense of legal claims against us, or the statutory period for bringing an employment or such related claim against Reaction Biology has not yet expired (see above under Section 2).

To exercise any of these rights, please send an email to us at dataprotection@reactionbiology.de.

If you believe that Reaction Biology has not complied with your data protection rights, you can complain to the supervisory authority which is responsible for the protection of personal data in the relevant country.

You are under no statutory or contractual obligation to provide data to Reaction Biology during the recruitment process. However, if you do not provide the information, we may not be able to process your application properly or at all.

November 2023