Applicant Privacy Notice

Effective date: 23/10/2026

Version: 1.1

Famly respects and cares about your privacy. This Applicant Privacy Notice (“Notice”) describes the information we collect about you and how we use, process, disclose and protect your information. We also explain your data protection rights.

Famly ApS, Borgergade 2, 5., 1300 Copenhagen K, Denmark and its affiliated legal entities (“Famly”, “us”, “we”, and “our”) as a data controller may collect certain personal data from you for the purpose of recruitment. By submitting your application, you accept the practices described in this Notice.

Types of data collected

We collect the following types of data in relation to recruitment:

- Full name
- Email address
- Phone number
- Date of birth
- Your CV, cover letter and any other documentations you upload to the application
- Employment history
- Educational history and achievements
- Salary expectations, if applicable
- Competence assessment results
- Personal data of references, if provided
- Notes we take about you during the recruitment process
- Any other information you voluntarily submit to us in connection with the application and/or recruitment process.
- Link to your profile on a social media platform
- Information about skills that you input
- The source (job platform) of the application - ex. The Hub, LinkedIn, etc.

Methods of collecting data

We collect most of the data directly from you via our application platform and interviews. However, we may also collect personal data from your references (with your consent), assessment providers (competence assessment) and third parties such as LinkedIn.

Reasons for collecting data

We collect your data for the following reasons (purpose & legal basis):

- Process your job application for employment
- Manage your relationship with us, such as communication with you about the process, facilitate meetings etc.
- Evaluate you and your suitability in the recruitment process
- Check your entitlement to work in the country you have applied for
- Comply with legal requirements
- Combine information (“aggregate”) or remove pieces of information (“de-identify”/“anonymise”) to limit or prevent identification of any individual to help us gather statistics or trends among our applicants. Once anonymised data protection law no longer applies to the processing.

We generally collect the above information for our legitimate interests to evaluate your application and manage the requirement process (as long as your interests and fundamental rights don’t override those interests), for the establishment, exercise or defence of legal claims, and/or with your consent to process the data. We may also have a legal obligation to collect and process your data.

Sharing of data

We may share your data with the following:

- Internally with our employees who are involved in the recruitment process. The data is only shared on a need-to-know basis
- Third party service providers we use in the recruitment process, such as application platforms and competence assessment tool
- Affiliates under common ownership or control of Famly ApS
- Recruitment agencies, we may in some cases use such services
- Your reference as we might need to share some personal data with them when we speak with them.
- Public or government authorities as we might need to share your personal data to comply with our legal obligations or court order.

We do not sell or rent your data to marketers or third parties.

Data storage and transfer

We always make sure that there is an agreement in place regarding how our third party providers process the data on our behalf. Generally, we use third-party providers that store your data for us within the EEA/UK. However, some of our third-party providers may process and store the data outside the EEA/UK. When the processing requires a transfer outside the EEA/UK, we will ensure the transfer is adequately protected in accordance with the GDPR and/or UK GDPR.

Retention of your data

We only keep your personal data for the time necessary to fulfil the purposes of which it is collected for. If you are offered a position at Famly and you accept to join the Famly team, we continue to process your personal data but for a different purpose as is set out in a specific

Employee Privacy Notice. If you are not offered or do not accept the job for which you have applied for, we will delete your data after 12 months after receiving the application, unless you authorise us to retain your personal data for longer with respect to potential future job opportunities.

Security of your data

The security of your personal data is very important to us. We follow generally accepted industry standards to protect the information. We have in place technical and organisational measures to prevent that your personal data in our possession accidentally or illegally gets deleted, released, lost, impaired or gets to the knowledge of any unauthorized persons, abused or in any way processed against the GDPR and/or UK GDPR.

If we become aware of a data breach, we will inform you and the authorities in accordance with applicable law.

Detailed information on use of third-party providers

We use certain third-party providers to help us in the recruitment process. We generally use the following providers:

- Recruitee B.V, a platform we use for the application forms. All applications are collected on Recruitee or other local platforms unless the applicant applies for the job via The Hub.
- The Hub AS, a platform where we can publish our job advertisements and applicants can apply for the job directly through the Hub platform.
- LinkedIn, a social platform where we publish job ads, posts about openings and from where we may source applicants.
- Thomas International Denmark A/S, a tool we use for competence assessment tests.

We may also use other local platforms and sites such as Indeed.com.

Your rights and choices

It’s important to us that you are aware of all your data protection rights and opt-in/opt-out choices. You are entitled to the following:

The right to access - you have the right to request for copies of your personal data.

The right to rectification - you have the right to request us to correct any information you believe is inaccurate.

The right to erasure - you have the right to request us to erase your personal data, under certain circumstances.

The right to portability - you have the right to receive your personal data in a structured, commonly used and machine-readable format (as may be applicable)

The right to object to processing - you have the right to object to processing if you think we process your data unlawfully or that we are not entitled to process some of your personal data.

Withdraw your consent - if the processing is based on your consent you have the right to withdraw it at any time. Your withdrawal will not affect the lawfulness of the processing carried

out before you withdraw your consent.

If you make a request to us, we will answer your request as soon as possible and in any event within one month of receiving your request. If the request is very complex we can extend the period by two additional months. We may decline to process your request if it is unreasonably repetitive, requires disproportionate technical effort, jeopardises the privacy of others, would be extremely impractical or for which access is not otherwise required.

If you have any questions regarding our processing activities or you wish to exercise your rights, you can send us an email: privacy@famly.co

Data Protection Officer

Famly has a Data Protection Officer, who is responsible for matters relating to privacy and data protection. This Data Protection Officer can be reached at the following address:

Famly ApS
Attn. Data Protection Officer
Borgergade 2, 5.,
1300 Copenhagen K
Denmark
privacy@famly.co

Contact and complaints

If you have any questions or comments about this Notice, you can contact us by email to privacy@famly.co.

If you have any concerns about the processing of your personal data, please reach out to us. You also have the right to lodge a complaint with a European data protection authority, for example the Danish Data Protection Agency. You will find information on how to lodge a complaint with the Danish Data Protection Agency on their website: https://www.datatilsynet.dk/borger/klage/-saadan-klager-du.

Changes to this Notice

We may update this Notice from time to time. Please revisit this page periodically to stay aware of any changes. We always indicate the new effective date at the top of this page under “Last updated”. When we update it, we will take appropriate measures to inform you, consistent with the significance of the changes we make.