

PRIVACY NOTICE: RIGHT TO INFORMATION ON CANDIDATE PERSONAL DATA PROTECTION

First, we would like to thank you for the interest you have shown so far in the job you are about to apply for.

For the purposes of the data protection legislation, “UNIVERSAL DIAGNOSTICS, S.A, UNIVERSAL DX, INC. and UNIVERSAL DX raziskave in razvoj, d.o.o.” (onwards, the “**Company**”) informs you of the processing of the personal data that the Company would make in case you complete your application.

In this document, you are being informed of the Company’s use of your personal data and your rights under the data protection legislation. Please note that these rights include the right of access, rectification, erasure, restriction of the processing, objection and transfer of your data erasure and modification.

1. Controller

“UNIVERSAL DIAGNOSTICS, S.A.”, a company based in Seville, Insur Building, 3rd Floor, Office 15, Diego Martínez Barrio Avenue 10, 41013, with VAT A90030651, is the controller of your personal data.

If you are applying for a job or sending your resume directly to “UNIVERSAL DX raziskave in razvoj, d.o.o.”, with registered office at Cesta na Poljane 3A, 1210 Ljubljana – Šentvid, Slovenia or with “UNIVERSAL DX, INC” with registered office in City of Wilmington, County of New Castle, State of Delaware the company you had applied to will also be the data controller of your personal data.

As far as required by the applicable legislation, the personal data collected during the selection process for the position in the Company for which you have applied, shall be included in a personal data file owned by the Company.

If you have any question regarding the processing of your personal data, please contact the Company through the following email address: data.protection@universaldx.com.

1. Categories of Personal Data

The Company will collect and process the following categories of personal data as part of the recruitment process:

- **Identification and Contact Details:**
 - Full name, address (only for candidates that will work remotely at the time of sending the offer), telephone number, email address, and any other contact information you provide.
- **Professional and Employment Information:**
 - CV, cover letter, previous employment history, qualifications, skills, and references.
- **Education and Training Information:**
 - Details of your educational background, degrees, certifications, and relevant training.
- **Assessment Information:**
 - Results from any technical, psychotechnical, psychological, or personality assessments conducted during the recruitment process.
- **Other Information You Provide:**
 - Any other personal data you voluntarily provide during the recruitment process, such as salary expectations or availability for work.

The personal data collected will be used solely for the purposes outlined in this privacy notice and in accordance with applicable data protection laws.

2. Purpose and legal basis of the processing

The Company processes your personal data for different purposes based on two legal grounds: **your express consent** and the Company's **legitimate interest**.

Purposes Based on Consent:

We will process your personal data on the basis of your **express consent** for the following

purposes:

- **Pursuing your job application:** This includes reviewing your CV, cover letter, and any other application materials provided.
- **Obtaining your full professional and personal profile:** We will use your information to assess your qualifications, experience, and skills in order to evaluate your suitability for the job position.
- **Processing your potential incorporation into the Company's workforce:** If you are selected, we will process your personal data to facilitate your hiring and onboarding process.
- **Assessing your references:** We may contact the references you provide to gather further information about your suitability for the position.
- **Carrying out assessments and tests:** The Company may conduct technical, psychotechnical, psychological, and personality tests to evaluate your suitability, and these results will be processed and stored for the purposes of your job application.

Purposes Based on Legitimate Interest:

We will also process your personal data on the basis of the Company's **legitimate interest** for the following purposes:

- **Internal analytics and process improvement:** We may use aggregated data (anonymized where possible) to analyse our recruitment process and improve our hiring practices, ensuring efficiency and fairness.
Retention of your data for one year post application to contact you should any suitable roles arise.

If you fail to provide the personal data or other necessary information required by the Company throughout the selection process, it could involve the non-inclusion of you as a candidate in a selection process or the suspension of a selection process.

As part of our recruitment process, we use automated tools, including AI based systems, to assist with the evaluation of candidates. These tools may help screen applications based on predefined criteria and flag key aspects for further human review. Any decisions made using these tools are subject to human oversight, ensuring fairness and accuracy.

3. Retention period of personal data

Your personal data will be retained only for as long as is necessary for the purposes for which it was collected, in line with the Company's data retention policies and pursuant to applicable regulations.

If your application is unsuccessful, we will retain your personal data for a period of **one year** for the purpose of considering your candidacy for future similar opportunities. Once this data is no longer necessary for such purposes, it will be securely deleted, unless we are legally required to retain it for a longer period.

You have the right to object to the retention of your personal data at any time, and any such request will be assessed in accordance with applicable data protection laws.

At the end of the initial one-year retention period, we may contact you to request your consent to retain your personal data for an additional year in order to consider you for other relevant opportunities. If such consent is not provided, your data will be deleted.

4. Personal data communications and sharing

The Company's service providers in the systems, technology and administrative sectors may have access to your personal data, as part of the provision of services that these third parties provide to the Company. All service providers processing personal data are obliged to enter into contracts and data processing agreements with the Company and will only have access to the personal information they need to carry out such services. They are required to keep your personal data confidential and may not use it in any way other than that which we have requested from them.

Your data will only be transferred or communicated when it is legally required by any competent authorities, including judges and courts or State security forces, among others.

5. International data transfer

Your personal data can be transferred to companies of technological services and maintenance of systems of the Company located outside of the European Union ("EU") when

necessary to support the activities of the Controller. Your data may also be transferred to our subsidiary located in the United States.

These transfers may take place based on contracts and data processing agreements with such companies located outside the EU and will be done on the basis of standard data protection clauses adopted by the European Commission to the transfer of data to third countries in accordance with Article 46.2 of the GDPR and/or where the European Commission has decided that the third country ensures an adequate level of protection. In case you would like to request a copy of these contractual clauses and/or of the countries to which it is possible to transfer your data, please, contact the Company at the following email address to make your request: data.protection@universaldx.com.

6. Rights of the data subject

You may exercise the rights of access, rectification, erasure, restriction of the processing, objection and transfer of your data by contacting the Company through the following contact details: data.protection@universaldx.com or to the address in Seville: Insur building, 3rd floor, office 15, Diego Martínez Barrio Avenue 10, 41013, to the attention of the Data Protection Officer (DPO).

The request must be duly signed by you, include your full name and address, and indicate the rights you wish to exercise. We may need to request further information from you to verify your identity.

Additionally, you have the right to:

- **Withdraw consent:** Where the processing of your personal data is based on your consent, you have the right to withdraw that consent at any time. To withdraw your consent, please contact us at data.protection@universaldx.com. Withdrawal of consent will not affect the lawfulness of any processing based on your consent before its withdrawal. Please note that withdrawing consent may affect our ability to process your job application or provide certain services.
- **Object to the processing of your personal data based on legitimate interests or processing by AI systems:** If you are concerned about the use of AI in evaluating your job application, you may object to this processing.
- **Request human intervention:** You may request a human review of any decision made by AI, ensuring that a person re-evaluates your application in case you feel that

automated processing has affected your rights.

You can contact our Data Protection Officer (DPO) should you have any queries or reason for complaint: data.protection@universaldx.com.

You will also have the right to file a complaint with the Spanish Data Protection Agency if you consider that there has been a breach of data protection legislation regarding the processing of your personal data. You can contact them at:

[Agencia Española de Protección de Datos | AEPD](#)

You can also contact your local data protection authority.

7. Security

We are committed to ensuring that your information is secure with us and with the third parties who act on our behalf. We have a number of security precautions in place to prevent the loss, misuse or alteration of your information. All staff working for the Company have a legal duty to keep information about you confidential and all staff are trained in information security and confidentiality. The Company has strict information security policies and procedures in place to ensure that information about you is safe, whether it is held in paper or electronic format.

8. Changes to this privacy notice

We may change this Privacy Notice from time to time. This may be necessary, for example, if the law changes, or if we change our practices in a way that affects personal data protection.

This Privacy Notice may be amended from time to time to reflect changes in applicable data protection laws or in our processing activities, including but not limited to changes in the manner in which personal data is collected, used, or disclosed. In the event of any material amendments, you will be notified using the contact details provided in connection with your application.