

Data Privacy Statement - applicants

Updated 22.4.2026

DATA PRIVACY STATEMENT - APPLICANTS

This Data Privacy Statement will define why and how AB Enzymes GmbH and AB Enzymes Finland Oy process the personal data of applicants in the context of the recruitment process. Please read the Privacy Statement carefully in advance.

KEEPER OF A REGISTER

In Germany AB Enzymes GmbH and in Finland AB Enzymes Finland Oy (hereinafter "Companies"), act as the data controllers in accordance with data protection legislation. AB Enzymes GmbH and AB Enzymes Finland Oy are responsible for ensuring that the processing of personal data is carried out in accordance with this Privacy Statement and applicable data protection legislation.

Registrars contact details:

AB Enzymes GmbH
Business ID: HRB 7648
Feldbergstrasse 78, 64293 Darmstadt, Germany

AB Enzymes Finland Oy
Business ID: 0861194-9
Tykkimäentie 15, 05200 Rajamäki, Finland

Responsible for data protection issues in human resources:

Germany:
Name: Angela Harth (van Keussler Rechtsanwälte) for AB Enzymes
Address: Feldbergstrasse 78, 64293 Darmstadt, Germany
Email: ah@keussler.com

Finland:
Name: AB Enzymes Finland Human Resources
Address: Tykkimäentie 15, 05200 Rajamäki, Finland
Email: hr (a) roal.fi

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COLLECTION OF PERSONAL DATA

Companies collect for example the following information from jobseekers that is necessary for the recruitment process:

- basic information such as name, home address, email address and telephone number;
- information in the job application and curriculum vitae, such as information on education, previous work experience, qualifications and other skills, language skills and recommendations, the jobseeker's availability during a possible employment relationship and a wish to start the employment relationship;
- information related to personal and aptitude assessments;
- information about the medical check, if the medical check is a prerequisite for being elected to a job. The information from the medical check may contain sensitive information, for example related to a person's health;
- the job applied for or the jobseeker's wish for a future job, in the case of an open application; and
- information relevant to the recruitment process, such as information on the progress of the jobseeker's recruitment process, interviews with the jobseeker in support of recruitment, interview notes and application, information on possible suitability assessments and information on selection for the job applied for;
- from the selected person for senior management as well as for financial duties, credit information.

We regularly collect personal information related to recruitment directly from the job seeker. Companies may occasionally collect personal information from other individuals with the consent of the job seeker, for example:

- referees, if they have been named in the job application or consent has been sought in the interview; or
- recruitment companies, for example to carry out suitability assessments or to process job applications.

During the recruitment process, potential candidates may be asked for an interview at our facilities. Our premises must record camera surveillance to ensure personal safety, chemical safety, and property security. Camera surveillance recordings will be retained for a maximum of one (1) year. Terror screening is done for all selected persons.

LEGAL BASIS AND PURPOSE OF PROCESSING

We process job applicants' personal information to handle the recruitment process, including processing job applications, informing about the recruitment process, and conducting job interviews. The main legal basis for the processing of personal data is to take pre-employment measures at the request of the job applicant. The processing of personal data may also be based in part on the consent of the job applicant if the employee participates in a suitability assessment or, where applicable law allows or requires the consent of the job applicant.

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DATA TRANSMISSION

We may transfer and disclose job applicants' personal information to third parties in the following cases:

- trusted third-party service providers, such as outsourced suitability assessment providers, who act on our behalf and do not have an independent right to access the information we provide to them;
- within the group, when the job applicant has shown interest in other job positions in the group companies or due to the centralized recruitment process;
- if our company is involved in a business combination; and
- when we believe in good faith that disclosure is necessary to protect our rights, to protect you and others, to investigate fraud, or to respond to requests from authorities.

DATA TRANSMISSION OUTSIDE EU/ETA AREA

We do not process a job applicant's personal data outside the European Union or the European Economic Area.

DATA RETENTION

The job applicant's data will in principle be retained during the recruitment process and thereafter in accordance with statutory retention and application periods.

The data of job applicants who are not selected for the job will be retained for at least one (1) year from the date of notification of the recruitment decision to the non-selected, after which the data will be deleted unless Companies have right or obligation to retain personal data for longer under applicable law or to respond to a legal claim.

The retention periods of the personal data of job applicant selected for the position are determined in accordance with the retention periods of the personnel administration, which are described in more detail in the data protection report of the personnel administration.

DATA PROTECTION

We have the necessary technical and organizational security measures in place to protect personal information from destruction, misuse and unauthorized access. For example, we restrict access to your information to those individuals in the recruitment process who need to process that information for their work.

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YOUR RIGHTS

When registered, you are protected by the following rights under applicable data protection law:

- You have the right to request from us access to personal information about you and the right to request that such information be rectified;
- You have the right to request the deletion of personal data about you from us within the limits and in accordance with applicable data protection law. Please note that a request to delete personal data during the recruitment process also means interrupting the recruitment process for you, as it is not possible to process the application without processing the personal data;
- You have the right to request a restriction on processing or to object to processing within the limits and in accordance with applicable data protection law;
- You have the right to transfer data from one system to another, ie to receive personal data about yourself in a structured and publicly available form, and to transfer it to another controller within the limits and in accordance with applicable data protection law;
- You have the right to lodge a complaint with a national data protection authority (Data Protection Officer) or another data protection authority of the European Union or the European Economic Area if you consider that your statutory rights have been violated;

You can send the above requests to our contact person concerning Germany to careers (a) abenzymes.com and concerning Finland to hr (a) roal.fi.

AMENDMENT OF THE PRIVACY STATEMENT

We reserve the right to change and update this Privacy Statement. If we make changes to the Privacy Statement, we will add information to the Vacancies section of companies' websites. You can find the latest version of the Privacy Statement on the privacy page of our website.

CONTACT INFORMATION

If you have any questions about the Privacy Statement or personal information concerning you, you can contact the Human Resources Department: in Germany to careers (a) abenzymes.com and in Finland to hr (a) roal.fi.