

LYTEN'S RECRUITMENT PRIVACY POLICY

Introduction

Lyten, Inc. ("**Lyten**"), Lyten Europe S.A., Lyten Sweden AB, Lyten AB, Lyten Labs AB and Lyten Ett AB (each a "**Subsidiary**"), (collectively, the "**Companies**" or "**we**") are seeking to fill certain positions within these Companies. The Companies will process the candidates' applications to determine who will be offered employment. The information in this document is addressed to you who are applying for a position within one of the Companies and includes information on how the Companies will process your personal data to evaluate your suitability for employment.

Who is the data controller?

Lyten acts as a joint controller with each individual Subsidiary for the personal data processed in connection with your application. This creates four separate joint controller arrangements: (1) Lyten, Inc. and Lyten Europe S.A., (2) Lyten, Inc. and Lyten Sweden AB, (3) Lyten, Inc. and Lyten AB, (4) Lyten Inc. and Lyten Labs AB, and (5) Lyten, Inc. and Lyten Ett AB. Each pairing operates as joint controllers independently of the others.

Categories of personal data

We collect and process the personal data you provide to us when you apply for a position with one of the Companies. The other sources from which we collect personal data are outlined below under "Where do we collect data about you".

Personal data we process includes:

- Basic information such as your name and any current and/or previous employing entity, places of work, job titles and periods of employment.
- Contact details such as address, e-mail address and telephone number.
- Details in CV and cover letter, e.g. educational background, certifications, work experience, affiliations, interests and language skills and other qualifications.
- Salary and benefits.
- Where applicable, details in relation to terminated employments and whether you have expressed an interest in being hired.
- Work permit and nationality.
- Information related to copyrights and inventions you may have contributed to.
- Other information you choose to share.
- Information obtained from third parties, such as Google, your public social media activity, results communicated by screening and background check providers, information communicated by references, typically data relating to education, work results and experiences, qualifications, personal traits.

Where do we collect data about you?

In addition to collecting data from you, we collect data about you via:

- Previous employer or other references.
- Publicly available sources, including e.g., authorities and social media platforms.
- Third parties that conduct background checks and screenings (e.g. IP and export control).

Purpose and legal basis for processing

We process your personal data for the following purposes:

Purpose	Legal basis
For the purpose of evaluating your chances of obtaining employment with the Companies and, where applicable, for the purpose of offering you employment and entering into an employment contract with you.	Our legitimate interest in recruiting new employees for the Companies (<i>legitimate interest</i>).
For the purpose of fulfilling our obligations under applicable law.	The processing is necessary for compliance with the recruiting Subsidiary's legal obligations (<i>legal obligation</i>).
For the purpose of establishing, exercising or defending legal claims that may arise from a recruitment process.	Our legitimate interest in establishing, exercising or defending legal claims (<i>legitimate interest</i>).

Retention period

We will keep your personal data for the purpose of evaluating your chances of obtaining employment with one of the Companies until the position for which you have applied is filled.

We also keep the data in accordance with retention periods provided by law, and as necessary for the establishment, exercise or defense of any legal claims that may arise from your application. Any personal data that is not necessary for these purposes will be deleted upon conclusion of the recruitment process in which you have been involved, unless you were offered and accepted employment, in which case your personal data will continued to be processed in accordance with our privacy policy for employees. If your application is in relation to potential future opportunities, and if an open role for which you are qualified is not identified within 12 months of your application, your personal data will be deleted.

Who may have access to your personal data?

We may share your personal data with trusted third parties that provide services to us or otherwise work for the benefit of us. Such third parties include e.g. providers of IT and cloud service providers and providers of background checks and screenings (e.g., IP and export control). Third party recipients of your personal data will process your data either as our data processor, or in their capacity as a separate controller. We enter into agreements with our data processors to ensure that your personal data is processed in accordance with this policy. If you have granted your previous employer consent to their sharing of your personal data with one of the Companies, and we have obtained such consent on behalf of your previous employer, we will inform your previous employer that you have consented.

Your personal data will be processed in the US

Please note that, as Lyten is a US-based company, your personal data will be processed in the US once you submit your application to us. If we transfer personal data to a recipient that is also based outside the EU/EEA, we will take the necessary measures to ensure that the data is processed securely. This may involve ensuring that there is an EU Commission decision stating that the third country in question provides an adequate level of protection, or by implementing an appropriate safeguard, such as the EU Commission's standard contractual clauses. If you would like a copy of the safeguards we have implemented or information on where these safeguards are available, please contact us by using the contact details provided below.

Cookies

We process the information collected by cookies that are placed on your device when you visit our recruitment platform, https://lyten.wd503.myworkdayjobs.com/en-US/Lyten_EU_Career_Site (the "**Website**"). If such information includes personal data, we will handle it in accordance with this Privacy Policy. Data collected by these cookies may include user identifiers, device identifiers (such as browser type and operating system), session data, timestamps, IP addresses, and other technical information necessary for session management, service consistency, and security protection.

We only use cookies that are necessary for the Website to function properly. The purpose of processing the information collected by cookies is to ensure our Website's functionality. This processing is based on our legitimate interest in ensuring that our Website functions as intended.

What rights do you have regarding your personal data?

Right of access	You have the right to receive information about what personal data we hold about you and how we process that data. You also have the right to receive a copy of this information.
Right to rectification and erasure	You have the right to have inaccurate data rectified and completed. You also have the right to have your personal data deleted in certain cases, for example if it is no longer necessary for the purpose for which it was collected.
Right to object and right to restrict processing	You have the right to object to the processing of your data based on legitimate interest. You also have the right to request restriction of the processing, for example if you consider the data to be inaccurate.
Right to data portability	In certain cases, you have the right to receive the personal data you have provided to us in a structured and machine-readable format. You may also have the right to have the data transferred to another controller where technically feasible.

You also have the right to lodge a complaint about Lyten's processing of your personal data with a data protection supervisory authority, particularly in the EU member state of your habitual residence, place of work, or place of the alleged infringement.

Contact information

If you have any questions or comments about our processing of your personal data, you can contact us at the contact details below.

Lyten, Inc.

HRhelp@lyten.com