

INFORMATION ON THE PROCESSING OF PERSONAL DATA OF JOB APPLICANTS WITHIN SKISTAR AND WHOLLY AND PARTLY OWNED COMPANIES WITHIN THE SKISTAR GROUP (VERSION 2025-05)

Data controller

SkiStar AB (publ), corporate identity number 556093-6949

Address: Sälffällsgården 780 91 Sälen, Sweden

Telephone: 0280-880 50

E-mail: dpo@skistar.com

SkiStar AB is the data controller for the processing of the personal data we collect from you. SkiStar Norge AS, corporate identity number NO 977 107 520 MVA, is part of the SkiStar Group and processes your data when you are in contact with one of our Norwegian destinations. SkiStar AB and SkiStar Norge AS therefore have joint personal data responsibility for certain data we collect about you when you are in contact with a Norwegian destination, but SkiStar AB has overall responsibility for the entire group's operations and exercises a dominant influence over the group companies. SkiStar AB is your main contact, and it is to us that you turn for questions and to exercise your rights. However, what is stated in this information document applies to all companies within the SkiStar Group.

1 PERSONAL DATA THAT MAY BE PROCESSED WHEN YOU APPLY FOR A JOB WITH US

When you apply for a job with us, we process your personal data in connection with the application, the possible further recruitment process and all the way to employment. We would therefore like to inform you about our processing of your personal data and about your rights under data protection legislation.

Below is a description of the personal data we may process when you apply for a job with us. We have categorized the personal data into specific categories of personal data to make it easy for you to get an overview of what data we may process and when. In the following sections, we describe for what we use these categories of personal data.

Comments/references/evaluation (e.g., related to the person, previous employer, interview notes)

Contact information (e.g., e-mail address, postal address, telephone number)

Data on criminal convictions and offences (e.g., criminal record extracts)

Education/career (e.g., education, professional qualifications, historical career, experience, publications)

Identity data (e.g., name, social security number (used in specific cases and printed separately), date of birth, gender, nationality)

Image/video (e.g., picture in CV, video interview)

Information provided by the job seeker in the whistleblowing service/reporting channel (The reporting person can choose to report anonymously or to appear with their personal data. The data is shared with SkiStar to the extent necessary).

Information provided by the jobseeker (e.g., answers to selection questions, information in email correspondence, chat, telephone)

Lifestyle-related data (e.g., interests)

Psychological information (e.g., personality, character)

Recruitment information (e.g., CV, cover letter, grades)

SkiStar never collects more information about you than is necessary, for example, we only collect criminal records from job applicants for positions that include handling children.

2 WHAT THE PERSONAL DATA IS USED FOR AND ON WHAT LEGAL BASIS

In the table below you can read about 1) the purpose for which we use your personal data, 2) the categories of personal data we may use for each purpose and whether we have received the data from you or another source, and 3) the legal basis on which we use your data. If you want to read about when we delete your personal data, see section 4.

Purpose of the processing of personal data	Types of personal data and where they come from	Legal basis for processing under the GDPR
Administering and managing recruitment (<i>application, selection, interviewing, referencing</i>), including resource and recruitment planning, statistics, application, and recruitment procedures	<p><u>Data that comes from you:</u></p> <ul style="list-style-type: none"> • Contact information • Education/career • Identity data • Image/video • Information provided by the jobseeker • Lifestyle-related data • Psychological information • Recruitment information <p><u>Data that comes from someone other than you:</u></p> <p>SkiStar:</p> <ul style="list-style-type: none"> • Comments/references/evaluation 	Balancing of interests (SkiStar's interest in processing the data has been deemed to outweigh the data subject's interest and the processing is necessary for the purpose)
Administering criminal record extracts for certain posts (<i>provided only at the start of employment</i>)	<p><u>Data that comes from someone other than you:</u></p> <p>The police</p> <ul style="list-style-type: none"> • Contact information • Data on criminal convictions and offences • Identity data including social security number 	Legal obligation (there are laws or regulations that require the controller to process certain personal data in its activities)

Conduct and administer personality tests	<u>Data that comes from you:</u> <ul style="list-style-type: none"> • Contact information • Identity data • Psychological information 	Balancing of interests (SkiStar's interest in processing the data has been deemed to outweigh the data subject's interest and the processing is necessary for the purpose)
Information for jobseekers about SkiStar	<u>Data that comes from you:</u> <ul style="list-style-type: none"> • Contact information • Identity data 	Balancing of interests (SkiStar's interest in processing the data has been deemed to outweigh the data subject's interest and the processing is necessary for the purpose)
Provide and administer whistleblowing service/reporting channel and investigate any reports therein	<u>Data that comes from you:</u> <ul style="list-style-type: none"> • Information provided in whistleblowing service/reporting channel 	<p>For Sweden: Legal obligation (there are laws or regulations that require the controller to process certain personal data in its operations)</p> <p>For Norway: Balancing of interests (SkiStar's interest to process the data has been deemed to outweigh the data subject's interest and the processing is necessary for the purpose)</p>

3 WHO MAY WE SHARE YOUR PERSONAL DATA WITH?

To fulfil the purposes of our processing of your personal data, we use a number of different IT services and systems in our operations, for example to manage and process your job application. Some systems are installed locally by us and only our staff have access to the data. In these cases, there is no transfer to third parties. However, some systems are cloud solutions or installed at the supplier's premises and involve us transferring personal data to the supplier. In these cases, the provider is our data processor and processes the data on our behalf and according to our instructions.

Your personal data may also be transferred or shared with SkiStar's central HR functions, the interview manager, and the manager/leader of the position(s) for whom you are applying. Your personal data may also be disclosed to other wholly or partially owned companies within the SkiStar Group for the purposes stated.

The whistleblowing service/reporting channel is a secure system provided by KPMG AB, a party independent of SkiStar, and is thus completely independent of SkiStar and can receive reports around the clock. SkiStar has chosen this solution to promote reporting and ensure that independent and autonomous persons manage incoming cases.

4 HOW LONG WE KEEP YOUR PERSONAL DATA

Personal data submitted to us in connection with a job application/recruitment is stored for two years from the date of the decision that the recruitment does not lead to employment. If the recruitment leads to employment, all application documents are stored for the duration of the employment and for at least two years after the end of the employment.

5 YOUR RIGHTS

Right to information. You have the right to be informed about how we process your personal data. We do this through this policy and by answering any questions you may have.

Right to access your personal data. You have the right to receive a copy of the personal data we hold about you, as well as information about how we process it, by means of a so-called 'extract from the register'. If we receive a request for an extract, we may ask for additional information to ensure that we disclose the data to the right person. A copy is free to request.

Right to object. You always have the right to object to processing conducted based on our legitimate interest under the GDPR. In this case, we will balance the interests based on your specific situation to assess whether there is still a legitimate reason for us to process your personal data for the stated purpose.

Right to data portability. For automated processing carried out on the basis of consent or contract where the personal data was collected directly from you, you have a right to data portability, which means that you have a right to request your personal data in a structured, commonly used and machine-readable format.

Right to rectification, erasure, or restriction. You have the right to request that your data be deleted, completed, or rectified. If you believe that information about you is inaccurate or incomplete, you have the right to request that it be corrected or completed. You also have the right to request that the processing of your personal data be restricted in certain cases, for example while we rectify it. If you wish to have your data erased, you can contact us at personuppgift@skistar.com. If we receive a request for erasure, we may ask for additional information to ensure that you are you. However, please note that if we still have a legitimate reason to keep your data, for example under law or contract, your request may be rejected in whole or in part.

Right to lodge a complaint with the supervisory authority. If you believe that we are processing your personal data incorrectly, you have the right to lodge a complaint with the Data Protection Authority. Read more on the [website of the Data Protection Authority](#).

5.1 How do you exercise your rights?

If you have any questions about the processing of your personal data, wish to lodge a complaint or exercise any of your rights, please contact us using the Contact information below.

dpo@skistar.com

or by post to

SkiStar AB, Attn: DPO, Fjällvägen 25, 780 91 Sälen

6 CHANGES TO THIS INFORMATION

We may change this information document from time to time and any changes will take effect automatically after they are published on [skistar.com](https://www.skistar.com).