



Data Privacy Notice for Job Applicants

This privacy notice (“Notice”) describes how IO Biotech ApS and IO Biotech UK Limited (“IO Biotech”, “us”, “our”, “we”) collects and otherwise processes individually identifiable information about you (“Personal Data”).

This Notice applies to the processing of your Personal Data during the recruitment process where you are applying for a job with IO Biotech. IO Biotech is considered a controller with respect to your Personal Data processed for these purposes.

IO Biotech ApS - Ole Maaløes Vej 3, 2200 København, Denmark

IO Biotech UK Limited - 18 Maryport Street, Usk, Monmouthshire, NP15 1AE, United Kingdom

Data Protection Officer - privacy@iobiotech.com

This Notice may be amended and replaced from time to time and we will notify you of material amendments in advance of such amendments becoming effective.

1. Processing of Personal Data

We will process Personal Data that we collect directly from you during your application and recruitment process. We may also collect Personal Data about you from third parties such as, recruiters and from other publicly available sources.

Such Personal Data may include:

- Name, date of birth and personal contact information, address, gender, citizenship, country of residence and social security number.
- Work and education history, compensation information/history, professional qualifications, achievements and awards, skills, experience and certifications.

The processing of Personal Data may be necessary in order for us to fulfil our legal obligations and where in our legitimate interests to consider you for a role or vacancy in accordance with our recruitment process. Where the processing of Personal Data is necessary in order for us to fulfil our legal and regulatory/contractual obligations, failure by you to provide certain Personal Data in whole or in part, could make it impossible for us to consider your application.

Your Right to Object - Please note that you have a right to object to processing of your Personal Data where that processing is carried out for our legitimate interests. Please note however that we may not be able to fulfil this request in all instances.

2. Disclosure of Personal Data

We may disclose Personal Data to:

- third party service providers, for example, external recruiters, personality profile providers and other human resource tool providers,
- consultant and professional advisors, independent public accountants and auditors,

- third parties in the context of mergers and acquisitions, joint ventures or strategic opportunities (e.g. to lawyers, accountants, auditors and potential new investors for due diligence purposes), public authorities (e.g. courts of law, tax authorities) and social services organizations (e.g. the social security administration), or
- to the extent IO Biotech reasonably considers it necessary, to third parties for the purposes of complying with applicable law or regulations, investigating potential infringements of the law or IO Biotech policies and / or establishing, exercising or defending legal rights of IO Biotech and / or their respective directors, officers or employees (e.g. in connection with litigation, arbitration or similar proceedings).

3. International Transfers of Personal Data

IO Biotech will, for the purposes identified above, transfer Personal Data to its affiliates (including IO Bio US Inc.), and to other recipients as referred to above, that are located in countries outside the European Economic Area (“EEA”)/ UK, including the US, and which are not considered to provide an adequate level of data protection. Personal Data will only be transferred from the EEA/UK to a recipient in a country which is not considered to provide an adequate level of data protection when the transfer is made in compliance with applicable data protection and privacy laws.

IO Biotech has entered into standard contractual clauses (“SCCs”) for transfers of Personal Data from IO Biotech ApS and IO Biotech UK Limited, to IO Bio US Inc. The categories of Personal Data processed by IO Bio US Inc. are set out above. IO Bio US Inc., may also transfer Personal Data to the third party recipients who may be located outside the EEA/UK for the purposes set out above. IO Bio US Inc., will only make such onward transfers to recipients ensuring appropriate safeguards pursuant to applicable data protection and privacy laws, or where otherwise permitted by the SCCs.

Where IO Biotech transfers Personal Data to other recipients outside of the EEA/UK, IO Biotech will ensure that the transfer complies with applicable data protection and privacy laws (e.g., by entering into SCCs with the recipient, relying on the recipients Binding Corporate Rules, or by relying on a derogation such as, where the transfer is necessary for performance or a contract or the establishment or defence of legal claims).

You can request further information in relation to international transfers and/or a copy of the SCCs by contacting the Data Protection Officer.

4. Retention of Personal Data

If you apply for a job with IO Biotech and there are no vacancies, we will promptly delete any Personal Data you have provided to us. If we consider your application for a job but the recruitment process does not result in an employment, we will maintain your Personal Data for a maximum of six (6) months from receipt, if in compliance with applicable law(s), after which your Personal Data will be deleted. Should the recruitment process result in your employment by us, you will be provided with a further Data Protection Notice which addresses the processing of your Personal Data by us in the employment context. This Data Protection Notice provides further information around applicable retention periods.

5. Rights in relation to your Personal Data

Except as provided under applicable law, you are generally entitled to (1) obtain access or request the rectification or deletion of inaccurate Personal Data that IO Biotech holds about you, (2) to ask for a copy of your Personal Data to be provided to you, or a third party, in a digital format, and (3) object to the processing of your Personal Data. If you would like to make such a request, or ask any questions about the



processing of your Personal Data, please contact the Data Protection Officer. When contacting us please provide proof of your identity and specify your request. We will respond to your request in writing, or orally if requested, as soon as practicable and in any event not more than one month after receipt of your request – unless we are entitled to extend this period in which case we will inform you of this extension. Please note that you also have a right to lodge a complaint with the competent data protection authority.