

GDPR Information Notice for Candidates

SPOTLIGHT MEDICAL

Version 1.0 – October 2025

As part of its recruitment activities, SPOTLIGHT MEDICAL processes candidates' personal data for the purpose of managing applications. This may include, in particular, first name, last name, date of birth, postal address, email address, skills and personal qualifications (CV), diplomas, and any other personal data strictly necessary for recruitment purposes.

Such personal data are processed solely for purposes permitted by law within the framework of the employer–candidate relationship. The legal basis for processing these personal data is the implementation of pre-contractual measures between the employer and the candidate, as well as SPOTLIGHT MEDICAL's legal obligations as an employer.

Personal data are retained in accordance with the recommendations of the French Data Protection Authority (CNIL), i.e. for a period of two (2) years from the date of the last contact between the employer and the candidate. At any time, you may exercise your right to object to the retention of your personal data. After the two (2)-year retention period, the continued storage of your personal data is subject to your prior consent.

The recipients of your personal data are exclusively SPOTLIGHT MEDICAL employees. There are no external recipients.

More generally, SPOTLIGHT MEDICAL places particular importance on the protection of your personal data and undertakes to implement all appropriate technical and organizational security measures to ensure their security, confidentiality, and protection.

SPOTLIGHT MEDICAL undertakes to ensure the effective exercise of candidates' data protection rights, subject to the applicable legal conditions and obligations to which it is bound. The Management of SPOTLIGHT MEDICAL and the Data Protection Officer (DPO), where appointed, undertake to respond to any request relating to the protection of personal data as promptly as possible.

You have the right to access your personal data and to request their rectification or erasure. You also have the right to object to processing, to request restriction of processing, to data portability, and the right not to be subject to an automated decision. You may also define instructions regarding the retention, erasure, and disclosure of your personal data after your death.

To exercise these rights, subject to the applicable legal conditions, or for any questions relating to the processing of your personal data in this context, you may contact our Data Protection Officer (DPO) by email at dpo@spotlightmedical.com or by post at:
Data Protection Officer, SPOTLIGHT MEDICAL,

29 rue du Faubourg Saint-Jacques,
75014 Paris, France.

If you wish to lodge a complaint, you may contact the French supervisory authority responsible for data protection, the *Commission Nationale de l'Informatique et des Libertés* (CNIL):

- By post: 3 Place du Fontenoy, TSA 80715, 75334 Paris Cedex 07, France
- Online: <https://www.cnil.fr/fr/plaintes/>