

JOB APPLICANTS PRIVACY NOTICE

MeiraGTX, including all our affiliates (“MeiraGTX” also referred to as “we”, “us” or “our”), values your privacy and is strongly committed to protecting your personal data. This Privacy Notice applies to job applicants and explains how we receive, collect, use and transfer your personal data.

INFORMATION WE MAY PROCESS ABOUT YOU

We collect and process your personal data within the recruitment process and in accordance with applicable laws. We may collect this information directly from you, through our agents such as recruitment agencies, affiliates or referrals, or through publicly accessible sources such as recruitment portals, websites and other digital platforms.

We may collect and process information about you including:

- General information such as your full name, email address and other contact details, sex, age, race and/or other personal characteristics;
- Educational and professional details such as your work experience, professional qualifications, organisational or institutional affiliations;
- Information on your current employment such as your compensation, benefits and notice period, unless prohibited by law; or
- Information on your right to work in the country you are applying for.

WHY WE PROCESS YOUR INFORMATION

We may process your personal data for the purposes of:

- **Recruitment** which includes interviewing, assessing eligibility, making hiring decisions and tracking job applications;
- **Conducting our business operations and fulfilling our legitimate business interests** which includes business as usual activities for the effective operation of our organization; or
- **Complying with a legal or regulatory obligation** where we are legally required or permitted to process such as equal opportunities and anti-discrimination monitoring and accessibility arrangements, or in connection with a suspected or actual legal proceeding or an internal investigation or audit.

We process your personal data for the above purposes based on one of the following legal bases:

- To take steps to enter into an employment relationship;
- To fulfill the legitimate business interests pursued by us or our service providers acting on our behalf or by a third-party for the management of the recruitment process insofar as such interests do not pose a high risk to your rights and freedoms; or
- Exercising or performing any right or obligation which is conferred or imposed by law on MeiraGTX in connection with the recruitment process.

DISCLOSURE OF YOUR INFORMATION

We will only disclose your information in accordance with the applicable laws and for the above-stated purposes, to the following parties:

- Third-party service providers for the provision of services to us such as parties supporting us with our IT systems. We have appropriate contracts in place that define

the legitimate use and sharing of personal data in accordance with this Privacy Notice and oblige such service providers to only process personal data that is necessary for the performance of the contract or are required by applicable laws.

- Our affiliates, subsidiaries and/or divisions that may be located in the United Kingdom, European Union and the United States.
- Regulatory authorities and other public bodies for the purposes of, including but without limitation, responding to official requests or inquiries, complying with a court order, administrative or judicial process, or when the disclosure is otherwise required by applicable laws and regulations.

Some of these third parties may be located in a country where the applicable laws regarding the use of personal data differ from those in your own country. Where your personal data is transferred abroad, we will ensure a commensurate level of protection is applied to the personal data and that applicable laws and regulations are complied with (e.g. for residents of the European Economic Area (“EEA”) this includes the use of European Commission approved standard contractual clauses).

HOW LONG WE RETAIN YOUR INFORMATION

We generally retain personal data for as long as needed for the specific business purpose(s) for which it was collected. In some cases, we may be required to retain your personal data for a longer period where applicable laws or regulations require or allow us to do so.

If your application is unsuccessful, we may retain your personal data for a limited period of time, in accordance with applicable local laws, contractual requirements and internal retention schedules, or in order to notify you of any future employment opportunities that might be relevant to you. You have the right to ask for the erasure of this data from our records as outlined in the ‘Your Rights’ section below.

INFORMATION SECURITY

We implement appropriate technical, physical, and organizational measures which are intended to safeguard any information you provide to us, and to protect it from unauthorized access, loss, misuse, alteration or destruction.

YOUR RIGHTS

You have rights in relation to your personal data arising from the applicable data protection legislation. These include the right to:

- **Access, rectify and erase your personal data:** You may have the right to request access to information that we hold about you; request corrections or updates to your personal data; or, in some cases, ask us to erase your personal data except to the extent that we are required or permitted to retain it by law.
- **Restriction of processing:** You may have the right to request the restriction of processing of your personal data, in which case, your personal data will only be processed for certain purposes.
- **Data portability:** If processing is based on your consent or a contract you have entered into with us, you have the right to receive the personal data which you have provided to us in a structured, commonly used and machine-readable format and you may have the right to transmit the personal data to another entity without hindrance from us.
- **Object:** Where we rely on legitimate interests as a legal basis for processing personal data, you have the right to object, on grounds relating to your situation, at any time to the processing of your personal data by us and we are required to no longer process



your personal data. If you exercise this right, your personal data will no longer be processed for such purposes unless otherwise authorized by law.

- **Submit Complaints:** You also have the right to lodge a complaint with a data protection authority if you are not able to resolve a problem directly with us and wish to make a complaint regarding the use of your personal data.

If you wish to exercise one of the above-mentioned rights, please refer to the 'Contact Us' section.

CONTACT US

If you have any queries about this Privacy Notice or you wish to exercise your rights and/or make complaints concerning our handling of your personal data, you may contact us at privacy@meiragtx.com.

The relevant national data protection authority is responsible for overseeing compliance of the privacy laws in each EEA country. You may contact your local data protection authority for more information about your rights, or if you are not able to resolve a problem directly with us and wish to make a complaint. A list of European data protection authorities is available here: http://ec.europa.eu/justice/data-protection/article-29/structure/data-protection-authorities/index_en.htm.

Effective Date: January 24, 2020