

THE STUDENT HOTEL



TSH Applicant Privacy Statement

This Applicant Privacy Statement outlines the information we hold about the people who apply to work with TSH and how we handle that data.

What is the purpose of this statement?

This privacy statement describes your privacy rights regarding the collection, use, storage, sharing and protection of your personal information by TSH Management B.V., TSH Southern Europe Management S.L.U. and any of our related affiliates and subsidiaries worldwide (collectively, "TSH" "us" or "we").

Unless specifically stated, this notice applies to you, regardless of the country in which you are located. TSH is a "data controller". This means that we are responsible for deciding how we hold and use personal information about you. We are required under data protection legislation to notify you of the information contained in this privacy notice.

Data that will be processed as part of the application process

We collect and process personal information about you when you apply for a job (whether as an employee, contractor, partner or otherwise) with us. This may include, to the extent permitted by the law of your country:

Information you provide to us - We may collect and store any information you provide to us through your application, including, device and browser. IP-address, source website behavior on our website, contact information (such as your name, address, phone number, email address, and other similar information); CV, cover letter, previous work experience, future business plan, education, and transcripts; desired salary, work experience, type of employment sought, date available, employee referral; Identification, such as your passport number, government identification numbers (e.g. Social Security Number) where permitted, immigration status; and any other information you submit to us, including any correspondences you may have with us during the application process.

Information from other sources - We also may obtain information about you from other sources, to the extent permitted by applicable law, such as through your contact with or from third parties, including recruiters, clients, employment research firms, identity verification services, occupational health providers, the references you provide to us, websites and other publicly accessible information on the Internet. Where permitted by local law, we may request background or credit checks from public authorities or financial institutions to evaluate your eligibility for employment in a specific role (Management or role of significant influence and/or integrity) or certain projects.

THE STUDENT HOTEL



Purpose of processing personal data

TSH may process your personal information for the following purposes:

- To learn more about the behavior of the visitors of our careers website to improve our recruitment process and this website
- To assess your skills and interest in career opportunities at TSH, process your application, analyze your qualifications and verify your identity and your eligibility to work for TSH (whether as an employee, contractor, Partner or otherwise).
- To communicate with you about your application, respond to your inquiries, schedule interviews, appointments and phone calls and send notices to you about other open positions.
- To protect the security of TSH premises, assets, systems, and intellectual property, enforce company policies and permit the functionality of our online portal, including to authorize the creation of online accounts and reset passwords.
- Where permitted by applicable law we may conduct background checks, which may include verification of skill proficiency, criminal history, financial history and other information that may be necessary for determining your qualifications and eligibility
- To comply with applicable laws and protect TSH legitimate business interests and legal rights, including, but not limited to, use in connection with legal claims, compliance, regulatory, auditing, investigative and disciplinary purposes (including disclosure of such information in connection with legal process or litigation) and other ethics and compliance reporting requirements.
- To assess qualifications in the event you are employed with TSH and subsequently transfer to a different TSH team or entity.

Legal ground

We process your personal information because it is necessary to assess your job application (for example, reviewing your qualifications is necessary to determine your eligibility for a position).

TSH may also process your personal information where we are required to by law (for example, to comply with record keeping, auditing, tax or other employment law obligations), or when it is in TSH's legitimate interests and when these interests are not overridden by your privacy and data protection rights, such as to

protect the security of our facilities.

With whom the data will be shared

Personal information will be restricted internally to departments and employees on a need to know basis in accordance with internal policies.

Personal information may be shared with government authorities and/or law enforcement officials if required for the purposes above, if mandated by law or if required for the protection of TSH legitimate interests in compliance with applicable laws.

THE STUDENT HOTEL



We may also share personal information with organizations that assist us with recruitment activities, such as with recruitment agents, and third parties conducting background checks.

Retention Period

TSH will retain your personal information for as long as we need it to process your application. If your application results in employment with us, the information provided may be retained for purposes of your employment.

Security

TSH takes appropriate technical, administrative, physical and procedural security measures, consistent with local and international information practices, to protect your personal information from misuse, unauthorized access or disclosure, loss, alteration, or destruction.

Your Rights

If you have any questions about our information handling practices or if you wish to access your personal information you should contact privacy@thestudenthotel.com. You have the right to ask TSH for a copy of your personal information; or to correct, delete or restrict processing of your personal information; or to receive a copy of your personal information in a structured, machine-readable format. In addition, you can object to the processing of your information in some circumstances and, where we have asked for your consent, you may withdraw it at any time. These rights may be limited in some circumstances, for example if fulfilling your request would reveal personal information about another person, if we have compelling legitimate interests, or if you ask to delete information which we are required by law to keep. Changes to this Privacy Statement This Privacy Statement may be updated periodically to reflect changes in our data practices. We will post a notice on our applicable websites, applications or materials to advise of any significant changes to our Privacy Statement and indicate in the notice when it was most recently updated.