

U.S. CANDIDATE PRIVACY NOTICE

Last Updated: July 28, 2026

This U.S. Candidate Privacy Notice ("Notice") supplements the SERB PHARMACEUTICALS(" **SERB Group**", "**SERB**") [Global Candidate Privacy Policy](#) and applies to all U.S.-resident job applicants, including interns and trainees ("Applicant," "you", "your") to BTG International Inc., a United States-based subsidiary of SERB Group, and its [affiliates](#) ((hereinafter referred to as the "**Company**", "**we**", "**us**", "**our**"). This Notice explains the kinds of personal information we may collect, how we intend to use and share that information, and the rights you may have related to processing activities within the recruitment context under applicable U.S. federal privacy laws and those states that have adopted comprehensive privacy legislation and others that may come into effect from time to time, including, but not limited to, California, Connecticut, Colorado, Nevada, Oregon, Virginia, Texas, and Utah (the "Applicable US Data Privacy Laws").

1. Personal Information we collect

The Company collects the following types of personal information during the recruitment process for the business purposes described below:

Categories of personal information	Details of personal information	Purposes
Identifier:	Surname, first name, aliases, date and place of birth, gender, age, signature, e-mail address, postal address, other contact details including mobile phone number, social security number.	Identification and examination of your application; Communication; Creation of an internal CV database; Carrying out statistical studies; Criminal and background check; Legal and compliance requirement:
Professional and work-related information	Professional background and qualifications (academic and professional), degree, education, nationality and work permit for the place where you are applying, passport, visa, immigration status and documentation, other official documentation in support of eligibility for employment.	Assessment of abilities, skill and suitability for the applied job; Legal and compliance requirement.
Other information related to hiring	Any information included in your CV and cover letter, interview response, skill and behavioral test or questionnaires, history of applications and recruitment	Hiring evaluation; Assessment of abilities, skill and suitability for the applied job;

	activities, results of background checks, criminal background check.	Creation of an internal CV database; Carrying out statistical studies; Legal and compliance requirement.
Internet or similar network activity	browsing history, search history, information regarding your interaction with the website, application, or advertisement	IT system operation and security. Access authorization.

We may collect your sensitive personal information as defined under the Applicable US Data Privacy Law, which may involve your social security number, geolocation data, health information, and other information included in your CV, for the purpose of completing the recruitment process. For instance, certain position you apply for requires the provision of information relating to your medical or disability situation.

We may retain your personal information for as long as necessary to fulfill the purposes for which it has been collected, carry out our human resources operations, resolve disputes, establish legal defenses, conduct audits, pursue legitimate business purposes, enforce our agreements, comply with applicable laws, or based upon other criteria, including, but not limited to, the sensitivity and volume of such data, and as required or permitted by Applicable US Data Privacy Laws.

2. Use of your personal information

In addition to the uses described above, you can find more detailed information about how we may use and treat your personal information in Section 2 “HOW WE PROCESS YOUR DATA” of our [Global Candidate Privacy Policy](#).

Your personal information is not (i) “sold” or (ii) “shared” (for purposes of targeted advertising) by us, nor do we have actual knowledge of any such activity involving the personal information of minors under 16 years of age.

Processing of sensitive personal information is carried out exclusively for the purposes outlined above, to the extent permitted under law.

3. Disclosure of Your Personal Information

We may share your personal information as detailed below within our group entities, to our service providers, for recruitment support and data hosting, to legal adviser or attorneys and potential purchasers, and to competent authorities upon their requirements.

Categories of personal information	Details of personal information	Recipient of personal information
Identifier:	Surname, first name, aliases date and place of birth, gender, age, signature, e-mail address, postal address, other contact	The entities of the SERB Group; Third parties for recruitment-support service;

	details including mobile phone number, social security number,	Our hosting and archiving technical service providers; Legal adviser or attorneys, and potential purchasers in the context of restructuring operations, disposals, mergers and acquisitions or litigation; Law enforcement authorities.
Professional and work-related information	Professional background and qualifications (academic and professional), degree, education, nationality and work permit for the place where you are applying, passport, visa, immigration status and documentation, other official documentation in support of eligibility for employment.	The entities of the SERB Group; Third parties for recruitment-support service; Our hosting and archiving technical service providers; Legal adviser or attorneys, and potential purchasers in the context of restructuring operations, disposals, mergers and acquisitions or litigation; Law enforcement authorities.
Other information related to hiring	Any information included in your CV and cover letter, interview response, skill and behavioral test or questionnaires, history of applications and recruitment activities, results of background checks, criminal background check.	The entities of the SERB Group; Third parties for recruitment-support service; Our hosting and archiving technical service providers; Legal adviser or attorneys, and potential purchasers in the context of restructuring operations, disposals, mergers and acquisitions or litigation; Law enforcement authorities.
Internet or similar network activity	Browsing history, search history, information regarding your interaction with the website, application.	Cookies settings provider; Our hosting and archiving technical service providers;

		The entities of the SERB Group;
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4. Your Data Rights

As per Applicable US Data Privacy Law, you may be entitled to make a request to exercise your privacy rights. Subject to certain exceptions and depending on the law of your state of residence, you may have the following rights:

4.1 Access to and portability of information

You can request that the Company provide information to you about our collection and use of your personal information including: (i) confirming whether we are processing your personal information; (ii) obtaining access to or a copy of your personal information; and (iii) receiving an electronic copy of personal information that you have provided to us, or asking us to send that information to another company in a structured, commonly used, and machine readable format (also known as the “right of data portability”)

4.2 Right to Deletion

You also have the right to request that the Company delete any of your personal information that we collected from you subject to certain exceptions prescribed by law. Please note that the recruitment process and your application may be interrupted if you request to delete the personal information which is crucial to hiring.

4.3 Right to correct

You may request to correct your personal information if it is inaccurate or incomplete.

4.4 Right to withdraw your consent or limit the use of your sensitive Personal Information

You may request to revoke your consent for certain processing activities with respect to your sensitive Personal Information and/or right to limit the use and disclosure of your sensitive Personal Information.

4.5 Right to opt-out of the processing of your Personal Information for purpose of profiling

You may request to opt-out of the processing of your Personal Information for purpose of profiling, which may result in decisions with legal or similarly significant effects concerning you.

4.6 Right to appeal and Right to lodge a complaint

You may have a right to appeal a decision we make relating to your request to exercise your rights under applicable local law. To appeal a decision, please reach out to our Group DPO at DPO@serb.com.

If the appeal is denied, you can submit a complaint to the attorney general or relevant data protection authority in your jurisdiction.

Exercising your rights. If you would like to exercise any of these rights, contact us as set forth below. We will process such requests in accordance with applicable laws. To protect your privacy, we will take steps to verify your identity before fulfilling your request. You have the right to not receive discriminatory treatment or be retaliated against for exercising these rights.

Authorized agents. Under Applicable US Data Privacy Laws, an agent authorized to act on your behalf may make a verifiable consumer request to exercise the rights described above related to your

personal information. You may also make a verifiable request on behalf of your minor child. To authorize an agent, provide written authorization signed by you and your designated agent and contact us as set forth below for additional instructions.

5. Cookies:

When you visit our website, it may store or retrieve information on your browser, mostly in the form of cookies. This information might be about you, your preferences or your device and is mostly used to ensure the site functions as you expect it to. We are not able to connect such data to you as an individual.

For more details regarding the cookies we use and the relevant purposes, you can refer to our [Website Legal Notice](#). You can manage the performance cookies at any time by visiting Customize Cookies Center at the bottom of our website.

6. Minors

Our website and any online service are not intended for children, and we do not knowingly collect children's personal information under the age of 13 without their parents' verified consent, except to inform them of the necessity of obtaining such consent before collecting their personal information.

If you are a parent or guardian and wish to review information collected from your child, or have that information modified or deleted, you may contact us as described in "Contact Us" below. If we become aware that a child has provided us with personal information in violation of applicable law, we will delete any personal information we have collected, unless we have a legal obligation to keep it.

7. Change to this Privacy Notice

The Notice is currently effective as of July 28, 2026. The Company reserves the rights to change and update this Notice at any time. If there are any material changes to this Notice, we will notify you as required by applicable law.

8. Contact Us

If you have any questions about our privacy practices or this Notice or our privacy practices, or to exercise your rights as detailed in this Notice, please contact us at:

BTG International Inc.
Attention : Data Privacy Officer
Four Fall Corporate Center
300 Conshohocken State Road
Suite 300
West Conshohocken, PA 19428
Phone: + 484-702-1030
DPO@serb.com