

PRIVACY STATEMENT

Marimekko Corporation and its affiliates are committed to protecting your privacy and processing your personal data in accordance with applicable data protection legislation and good data protection practices. In this privacy statement, "Marimekko" refers to the company that you are applying to have a role in, which acts as the controller of your personal data jointly with Marimekko Corporation.

This privacy statement describes how Marimekko processes your personal data during the recruitment process, including information on what data Marimekko processes, for what purposes, and how you can influence the processing of your personal data.

Updated 12 December 2024

1. FROM WHERE DATA IS COLLECTED?

Marimekko starts to process your personal data when you apply for a role, or when you submit an open application to Marimekko. Data is collected directly from you and includes the data that you submit via the online application system, such as your CV, application letter, contact details, work experience, education, language skills, IT skills, salary request, and documents certifying work permit.

Marimekko may also collect your personal data from other sources to the extent permitted by applicable legislation, such as the interviews and other communications with you, recruitment agencies, public CV databases (e.g. LinkedIn), your references, authorities in connection with background checks, as well as personality and aptitude assessment providers.

2. HOW DOES MARIMEKKO PROCESS THE DATA?

The legal basis for processing your personal data is Marimekko's legitimate interest based on your job application and the recruitment process. We may also process your personal data based on your consent for example for personability and aptitude assessments and the collection of information from your references.

If Marimekko chooses to employ you, Marimekko retains the necessary personal data for the employment and as required by applicable laws. Your personal data will be processed according to Marimekko's privacy statement for employees' personal data.

If Marimekko does not employ you, your personal data will be deleted approximately 12 months from the submission of the application. Personal data for open applications will be stored for approximately 12 months from the submission of the application.

3. WHEN IS THE DATA DISCLOSED TO OTHERS?

Marimekko may disclose your personal data to companies belonging to the Marimekko group. In addition, Marimekko uses external service providers in the processing of your personal data. Marimekko obliges such service providers contractually to ensure a sufficient level of data security to protect your personal data and to comply with applicable laws. These service providers act as processors of personal data.

Marimekko may also disclose your data to authorities if it is necessary to prevent or investigate fraud or other illegal activities. Marimekko may also disclose your data to other parties by order of a competent court. In addition, Marimekko may disclose your data in connection with a possible sale of business or other corporate transaction to the buyer of the business or other relevant party related to the transaction.

If Marimekko transfers your personal data outside the EU/EEA, it will ensure that there is an appropriate legal basis for the transfer and that the data processing and data security comply with the requirements of applicable laws.

4. HOW DOES MARIMEKKO PROTECT THE DATA?

Marimekko has implemented appropriate technical and organizational security measures to protect personal data against accidental or unlawful destruction, loss or alteration, unauthorized disclosure or access, and other unlawful or unauthorized processing. Security measures include, for example, keeping software versions of our systems up-to-date, security solutions for our communications networks, multi-

factor authentication solutions, and storing physical documents in locked and fire-resistant facilities. In addition, the databases and their backups can only be accessed by certain persons, all persons processing personal data must have personal authorization, only our specifically authorized employees or authorized third parties have access to our premises or the right to process the data, and anyone who is granted access to personal data is obliged to keep it confidential. Access levels depend on the type of data required for access to or processing of data by the person's job description. In addition, we regularly communicate and train our personnel on data protection.

5. YOUR RIGHTS

You can influence the processing of your personal data in the following ways:

- You have the right to access your data: You have the right to request access to your personal data or copies thereof. You can also obtain information about their type, processing and disclosure.
- You can withdraw your consent: If and to the extent the processing of your personal data is based on consent, you can withdraw your consent at any time. If you withdraw your consent, Marimekko will still process your personal data on other legal grounds, for example to comply with applicable laws.
- You can review and edit your personal data: You have a right to request any incorrect, unnecessary, or outdated data to be corrected or deleted and any missing data to be completed.
- You can request the erasure or restriction of processing of your data: If you believe that your personal data is inaccurate or incorrect, that the processing is not lawful, that Marimekko processes your data contrary to the purpose of the processing, or if you wish to object to the processing, you can request that the data be erased or restricted. Marimekko will investigate your request as soon as reasonably possible before deciding on further action.
- You can object to the processing of your data: You have the right to object to the processing of your personal data on a justified basis.
- You can request the portability of your data to another controller: You have the right to receive the personal data you have provided to Marimekko in a structured, commonly used, and machine-readable format and, if you wish, to transmit that data to another controller.
- You can lodge a complaint with a supervisory authority: If you believe that Marimekko is processing your personal data in a way that violates your legal rights, you can lodge a complaint with your local supervisory authority. A list of the websites of the supervisory authorities is available [here](#).

6. CONTACT INFORMATION

Marimekko Corporation, business ID 0111316-2
Essi Weseri, Data protection officer

If you have a request, notification, or any other question regarding the processing of your personal data, you can contact us by sending an email to privacy@marimekko.com.

7. AMENDMENTS

Marimekko may amend this privacy statement from time to time. When changes are published, the effective date at the beginning of this statement will change to the effective date on which the changes take effect.