

Privacy Policy

Permascand AB, reg. no. 556137-5022 ("**Permascand**") processes your personal data when you enter into a customer or supplier agreement with Permascand, participate in a recruitment process at Permascand, or visit Permascand's website. The purpose of this policy is, among other things, to help you understand what personal data about you Permascand processes and why. In addition to this privacy policy, Permascand may in certain cases provide supplementary information regarding specific personal data processing. Such information shall, where applicable, apply in addition to the provisions set forth in this privacy policy.

1. Controller

Permascand is the data controller for the processing of personal data described in this privacy policy, unless otherwise expressly stated.

2. Permascand's processing of personal data

2.1 The tables below describe what categories of personal data that Permascand processes about you, the purposes for which Permascand processes the personal data, the legal basis on which the processing is carried out, and how long Permascand will process the personal data when you (2.1.1) are a customer of or supplier to Permascand, (2.1.2) participate in a recruitment process at Permascand, or (2.1.3) visit Permascand's website.

2.1.1. Customers and suppliers

Categories of personal data	Purpose	Legal basis	Retention period
1. Contact and identity information, including name, title, telephone number, address, e-mail address, company name, registration number and any personal data included in our correspondence.	To administer the contractual relationship. E.g. to respond to inquiries, manage customer and supplier relationships, and provide our products and services.	Permascand processes your personal data based on a legitimate interest assessment, where Permascand's legitimate interest consists of being able to administer the contractual relationship. In cases where a customer or supplier agreement exists, the legal basis for processing is the performance of the agreement.	The data is normally stored during the contractual relationship and up to 24 months after the end of the customer or supplier relationship.

	To enable Permascand to defend itself against legal claims or take legal action. E.g. in the event of a dispute arising from the contractual relationship.	Permascand processes your personal data based on a legitimate interest assessment, where Permascand's legitimate interest consists of being able to safeguard and defend Permascand's legal interests.	The data is stored for a period of 10 years.
	To fulfil legal obligations incumbent upon Permascand. E.g. pursuant to the Swedish Accounting Act (1999:1078) and applicable tax legislation.	Fulfilment of legal obligation. Permascand processes this data in order to comply with legal requirements, e.g. pursuant to the Swedish Accounting Act (1999:1078).	The data is stored in accordance with applicable legal requirements. E.g. accounting and financial records are stored until the end of the seventh calendar year in which the financial year ended.

2.1.2. Applicants

Categories of personal data	Purpose	Legal basis	Retention period
1. Contact and identity information. E.g. name, personal identification number, telephone number and e-mail address.	To receive your expression of interest/application and provide you with feedback on the same.	Permascand relies on a legitimate interest assessment, where Permascand's legitimate interest is to ensure staffing needs and conduct recruitment to ensure that operations are conducted in an appropriate manner. If you have given your consent for Permascand to process personal data related to your application after the recruitment process has ended or in connection with a spontaneous application, the processing is based on your consent.	Your personal data may be stored for up to 24 months after the position you applied for has been filled, or longer if any legal proceedings are initiated during this time regarding the recruitment in which your data was used. This is primarily based on the limitation periods under applicable discrimination legislation. When you have submitted an expression of interest or consented to Permascand processing your personal data after the recruitment process has ended, Permascand will store the data for 24 months from your submission or until you withdraw your consent.
	To comply with discrimination legislation and other legal obligations.	The processing is necessary to fulfil legal obligations incumbent upon Permascand, e.g. pursuant to the Swedish Discrimination Act (2008:567).	If you are employed by Permascand, the

	To protect Permascand against or make legal claims.	Permascand relies on a legitimate interest assessment, where Permascand's legitimate interest consists of being able to defend itself against or make legal claims.	personal data will be stored during your employment.
	To communicate activities and news in Permascand's operations and other marketing about Permascand. This only occurs if you have submitted an expression of interest for such information.	Permascand relies on a legitimate interest assessment, where Permascand's legitimate interest is to be able to send direct marketing to you. If you object to processing for direct marketing purposes, the personal data will no longer be processed for that purpose. If you have given your consent for Permascand to process personal data related to your application after the recruitment process has ended or in connection with a spontaneous application, the processing is based on your consent.	
2. Content in expression of interest or job application. E.g. the information you provide to Permascand, such as information about education, grades or previous employers.	To process your expression of interest/application as part of Permascand's recruitment of personnel and in particular Permascand's assessment of your suitability, as well as to determine the extent to which you match Permascand's needs.	Permascand relies on a legitimate interest assessment, where Permascand's legitimate interest is to ensure staffing needs and conduct recruitment to ensure that operations are conducted in an appropriate manner. If you have given your consent for Permascand to process personal data related to your application after the recruitment process has ended or in connection with a spontaneous application, the processing is based on your consent.	

3. Information that Permascand prepares within the framework of the recruitment process in which you participate. E.g. assessments about you as well as suitability for the position applied for and notes from interviews.	To process your expression of interest/application as part of Permascand's recruitment of personnel and in particular Permascand's assessment of your suitability, as well as to determine the extent to which you match Permascand's needs.	Permascand relies on a legitimate interest assessment, where Permascand's legitimate interest is to ensure staffing needs and conduct recruitment to ensure that operations are conducted in an appropriate manner. If you have given your consent for Permascand to process personal data related to your application after the recruitment process has ended or in connection with a spontaneous application, the processing is based on your consent.
4. Information that Permascand obtains from third parties. E.g. test results or statements from references, when applicable.	To process your expression of interest/application as part of Permascand's recruitment of personnel and in particular Permascand's assessment of your suitability, as well as to determine the extent to which you match Permascand's needs.	Permascand relies on a legitimate interest assessment, where Permascand's legitimate interest is to ensure staffing needs and conduct recruitment to ensure that operations are conducted in an appropriate manner. If you have given your consent for Permascand to process personal data related to your application after the recruitment process has ended or in connection with a spontaneous application, the processing is based on your consent.
5. Information about the reference person. E.g. name, telephone, e-mail and any other information Permascand obtains from candidates when providing a reference.	Contact with the reference person.	Permascand relies on a legitimate interest assessment, where Permascand's legitimate interest is to ensure and conduct recruitment that meets Permascand's needs, so that operations can

	be conducted in an appropriate manner. If you have given your consent for Permascand to process personal data related to your application after the recruitment process has ended or in connection with a spontaneous application, the processing is based on your consent.
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2.1.3. Website visitors

Categories of personal data	Purpose	Legal basis	Retention period
1. Information about logging of your visit to Permascand's website. E.g. IP address, browser and operating system, time of visit and approximate location.	To evaluate the customer experience and enable analysis of Permascand's visitor logs.	Permascand relies on a legitimate interest assessment, where Permascand's legitimate interest is to process your personal data in connection with your visit to Permascand's website for the purpose of managing Permascand's visitor logs and enabling analysis of such logs and evaluating your customer experience.	The data collected via these logs is anonymized immediately and is therefore not stored in our systems.
2. Non-essential cookies.	To compile statistics and improve our website.	Permascand processes your personal data based on your consent.	As long as the data is needed to fulfil the purpose of the processing or until you withdraw your consent. You may withdraw your consent at any time.

2.2 How Permascand obtains the personal data

Permascand obtains personal data from you. Permascand may also obtain personal data from public authorities (e.g. the Swedish Tax Agency).

2.3 Recipients of personal data

Your personal data may be shared with service providers such as IT and hosting providers, recruitment systems and professional advisors who are data processors for their respective processing. Your personal data may also

be shared with authorities that, pursuant to applicable legislation, may request extracts of your personal data. Such authorities are data controllers for their respective processing.

If Permascand were to be acquired by or merged with another company, personal data may be shared with such companies.

Permascand strives to only process your personal data within the EU/EEA. In the event that such transfer nevertheless occurs, for example to providers of external IT services, Permascand ensures in advance of such transfer that appropriate safeguards are taken to ensure that your personal data is protected in a secure manner, for example by entering into standard contractual clauses. For more information about this and the appropriate safeguards that we have taken, please contact us.

3. Cookies

Permascand uses cookies when you visit Permascand's website. Permascand uses the term "cookies" as a collective term for web beacons, pixel tags and other similar identifiers and/or tracking technologies. Cookies are small text files that are stored on the visitor's device and are used to improve the visitor's experience on the website.

Cookies are used to store information or access information stored on, among other things, a user's computer or phone. Cookies can, for example, remember a user's activity on a website and store information during and between uses of the website. The information may, for example, relate to language settings or login details. Cookies may also be used for other purposes, for example to tailor marketing based on the user's interests or to optimize website performance.

By adjusting the settings in your browser, you can choose whether you want to allow websites to save and read data in cookies. You can also choose to delete previously stored cookies. If you choose not to allow cookies, or otherwise restrict the use of cookies, it may affect your experience of our website and its functionality. You can always change your cookie settings through the cookie banner.

Which cookies we use and for what purposes is set out in the cookie banner. Which cookies we use depends on which cookies you have given your consent to.

4. Your rights

As a data subject, you have certain rights regarding how your personal data may be processed, including the following:

- **Right to be informed.** You may request information at any time about what personal data Permascand processes about you.
- **Right to request access.** You may request a copy of your personal data that Permascand processes.
- **Right to request rectification.** You may request that Permascand correct inaccurate or incomplete information about you.
- **Right to request erasure.** You may request erasure of your personal data.

This right applies in the following situations:

- The personal data is no longer necessary for the purposes for which it was collected or otherwise processed.
- You object to the processing and there are no overriding legitimate grounds for the processing.
- The personal data is being processed unlawfully.
- The personal data must be erased to comply with a legal obligation.

In certain cases, Permascand may be prevented from immediately erasing certain of your personal data due to e.g. legal requirements or to establish, assert or defend legal claims.

- **Right to request restriction of processing.** You may request that the processing of certain personal data be restricted to specific purposes only. This right applies e.g. in the following situations:
 - You contest the accuracy of the personal data, for a period enabling Permascand to verify whether the personal data is accurate.
 - The processing is unlawful and you oppose the erasure of the personal data.
 - Permascand no longer needs the personal data for the purposes for which it was collected, but you need it to establish, assert or defend legal claims.
 - Pending verification of whether Permascand's legitimate grounds for processing the personal data override your legitimate grounds, in connection with your objection to the processing.
- **Right to object to processing.** You may object to Permascand processing any of your personal data, e.g. if the processing is based on a legitimate

interest assessment. If you object to processing, Permascand may no longer process the personal data that is the subject of the objection, unless Permascand can demonstrate compelling legitimate grounds for the processing that override your interests, rights and freedoms, or if the processing is for the establishment, exercise or defence of legal claims.

- **Right to data portability.** In certain cases, you may request to receive and transfer your personal data to another party. This right applies to personal data that you have provided to Permascand and that is processed to fulfil an agreement with you, and where the processing in question is carried out by automated means. This only applies where technically feasible.
- **Right to withdraw consent.** If you have given your consent to Permascand for Permascand to process personal data relating to, e.g., health, you may withdraw your consent at any time. Permascand will then cease processing the personal data covered by the consent; however, the lawfulness of the processing carried out by Permascand while Permascand had your consent will not be affected.
- **Right to lodge complaints with supervisory authorities.** If you believe that Permascand processes your personal data in a manner that violates the GDPR or applicable data protection legislation, you may lodge a complaint with the Swedish Authority for Privacy Protection (Sw. *Integritetsskyddsmyndigheten*).

You may at any time request to exercise any of your rights by contacting Permascand. Contact details are set forth below in section 7. If you believe that Permascand processes your personal data in violation of the GDPR or other data protection legislation, you may lodge a complaint with the Swedish Authority for Privacy Protection (Sw. *Integritetsskyddsmyndigheten*). The authority's contact details can be found on their website www.imy.se.

5. Security

Permascand takes appropriate security measures to protect your personal data from unauthorized access, use, alteration and dissemination. For example, processing takes place in premises with good physical security and in IT systems that have good IT security. When other companies, in their capacity as data processors, process personal data on behalf of Permascand, Permascand ensures that they are bound by data processing agreements. Permascand also imposes requirements on security and confidentiality in accordance with applicable laws. We implement appropriate technical and organizational measures to protect personal data, including encrypted connections (TLS), access controls, and internal data protection procedures.

6. Updates

Permascand may update this privacy policy from time to time. If Permascand makes significant changes to this privacy policy, including but not limited to new processing of personal data or new technology that Permascand uses to process personal data, Permascand will notify you in writing.

7. Contact details

If you have any questions or comments regarding how Permascand processes personal data, please contact us via e-mail, info@permascand.com.

This Privacy Policy is updated from time to time. The Privacy Policy was last updated on February 18, 2026.