



## CANDIDATE PRIVACY NOTICE

Effective date: September 26, 2025

### 1. SCOPE

This Candidate Privacy Notice applies to any person that interacts with **Fever**, as defined under [Section Z](#), worldwide whenever:

- You are a job applicant;
- You are a potential candidate for employment; and
- You are applying for recruitment programs such as internships.

### 2. HOW FEVER COLLECTS YOUR PERSONAL INFORMATION

We collect personal information in a variety of ways, including:

- Directly from you: when you apply for a position at Fever, including through LinkedIn (or other job application platform) or through our Careers section in our website.
- Indirectly from other third party sources: such as third party recruitment providers, government agencies, consumer and credit reporting agencies, background checking agencies and from other suppliers of information.

Where we obtain your information from third parties, we take reasonable steps to ensure that they are legally permitted to disclose such information to us and that you were provided with adequate transparency about this collection.

Please note that when you apply through a third party recruitment provider, including third party websites, you should refer to their Privacy Notice to understand the personal data they collect and how they will use it.

### 3. WHAT INFORMATION DOES FEVER PROCESS AND FOR WHAT PURPOSES

In order to comply with the duty of information contained within the applicable data protection regulations (mainly the General Data Protection Regulation "GDPR", among others), we want to provide you as much information as possible regarding the personal data processing operations Fever carry out, which categories of data and for what specific purposes and legitimization in each of all personal data processing operations.

The categories of personal data we may collect include:

- First name, middle name and last name;
- Address;
- Phone number;

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- Email;
- Documentation to confirm your identity and your right to employment;
- CV or career history details;
- Professional references and results of pre-employment checks (where legally permitted);
- Any information you voluntarily provide as part of the recruitment process.

When you submit your application for employment through our website, we may collect: browser and device information; and information collected through cookies and similar technologies.

When applying, we kindly ask that you share only the information that is relevant to your application. In particular, we ask that you avoid including details considered sensitive under data protection laws (for example, information about your racial or ethnic background, political opinions, religious or philosophical beliefs, health, biometric or genetic data, or trade union membership). This helps us ensure that your application is assessed fairly and in line with our legal obligations.

If, however, you voluntarily provide us with special categories of personal data, we will process such data only where strictly necessary and permitted by law (for example, to comply with equality monitoring obligations).

We may use the information we collect about you, either on its own or combined with other information: (i) where it is necessary to perform and administer a potential employment contractual relationship with you; (ii) for our own legitimate interests to provide you with better services or career experience; (iii) where we have obtained your consent (such as for certain marketing purposes); or (iv) for compliance with applicable laws.

We have in place different information security policies and procedures to manage the security and protection of the personal data and other information we hold and process. All these policies & procedures are constantly reviewed to adapt to new technologies and applicable regulations. Please know, however, that no data transmission, processing or storage system can be guaranteed to be 100% secure.

### **4. HOW LONG WILL FEVER RETAIN YOUR DATA**

We keep your personal data and other information only as long as necessary for the purpose it was collected. Please note that we have configured our dedicated recruitment ATS so that your information will be stored for a maximum period of 1 year. 30 days before the end of this period, we will contact you for your permission to continue storing and processing your information.

In case of your refusal or lack of response, and once personal data and/or other information is no longer needed for its initial purpose it will be deleted in accordance with our policies and procedures related to data retention, data disposal or we will proceed to anonymize all your information, removing any identifying elements so that it cannot be re-identified in the future.

In the event that you withdraw your consent or once our relationship with you has come to an end, in particular, when your application for employment has been concluded and has not resulted in an accepted offer of employment, we will only retain personal data that enable us: (i) maintain business records for analysis and/or audit purposes; (ii) defend or bring any existing or potential legal claims; and (iii) comply with record retention requirements under the law, in particular, as required under legislation concerning the prevention, detection and investigation of illegal work.

### 5. HOW FEVER SHARE AND DISCLOSE YOUR INFORMATION

We may share and disclose personal data and other information with:

- Other companies that are part of the Fever Group.
- Our vendors that provide us with services related to information technology and related infrastructure provision, such as website hosting, data centers and cloud computing;
- Our vendors that help us conduct recruitment campaigns and source candidates on our behalf;
- Law enforcement agencies or regulatory agencies, when required or permitted by law.

When you apply for an open position at Fever you understand that your personal data and other information may be transferred to a country other than your own for processing or storage. You also understand that data protection rules of other countries may be different from those of your country. In certain circumstances, courts, law enforcement agencies, regulatory agencies or security authorities in those other countries may be entitled to access your personal data or other information.

To ensure an adequate level of data protection in case of international data transfers, we rely on widely recognised data protection mechanisms, such as adequacy decisions or Standard Contractual Clauses approved by the European Commission or any other privacy or data protection authority in the world. These mechanisms are particularly in place for data transfers from inside the European Economic Area (EEA), Switzerland or from any other third country or jurisdiction in the world (like the US or UK) that requires the existence of adequacy decisions or appropriate safeguards for international data transfer. We may transfer your personal data and other information outside the European Economic Area and Switzerland, such as to the United States or UK for our legitimate interests or in case it is needed to fulfill the recruitment process.

### 6. WHAT ARE YOUR RIGHTS?

You can exercise (to the extent provided to you by applicable law) your rights to access; to rectification; to erasure; to restriction of processing; to data portability; to object and to not to be subject to automated individual decision-making; to make a complaint about how Fever process your personal data, by contacting us at:

Data Protection Officer  
[dpo@feverup.com](mailto:dpo@feverup.com)  
Calle Fernando El Santo 16, Madrid, 28010 (Spain)

In order to process your rights requests, Fever may need to verify your identity for your security and protection of your personal data and other information. We will respond to your request without undue delay. If you consider that we have not given you a satisfactory response to your request to exercise a right or complaint, you can file a complaint before the Spanish Data Protection Agency (*Agencia Española de Protección de Datos - AEPD*), which is our Lead Supervisory Authority within the European Union (EU). Please visit [www.aepd.es](http://www.aepd.es) for further details or [this link](#) in order to contact other competent Data Protection or Supervisory Authorities in Europe.

**7. FEVER GROUP ENTITIES**

For the purposes of this Privacy Notice, references to “**Fever**” mean, jointly, all the companies that compose the Fever group.

**The Fever group includes the following entities:** Kzemos SAU; Kzemos Australia Pty Ltd.; Kzemos Austria GmbH; Kzemos Belgium SRL.; Kzemos Brasil Eventos Ltda.; Kzemos Events Inc.; Singular Events Inc.; Kzemos Chile SpA; Kzemos Colombia S.A.S.; Kzemos Denmark ApS; Kzemos FZ-LLC; Kzemos Events LLC; Kzemos Finland Ab; Kzemos France SAS; Kzemos Production France SAS; Kzemos Germany GmbH; Kzemos Experiences India Private Limited; Kzemos Italy s.r.l.; Kzemos Japan G.K; Kzemos Arabia For Entertainment Events LLC (KSA)- Single Person LLC; Kzemos Korea Ltd.; Kzemos S.A. de C.V.; Kzemos Morocco SARLAU; Kzemos France SAS (Dutch Branch); Kzemos Australia Pty Ltd (NZ branch); Eventos Singulares Flander (Norwegian Branch); Frenetic Rituals Unipessoal Lda.; Kzemos Puerto Rico CRL; Kzemos Singapore Pte. Ltd.; Kzemos South Africa Pty Ltd.; Kzemos Korea Ltd.; Eventos Singulares Flander S.L.U.; Kzemos Technologies S.L.U.; Eventos Singulares Candles, S.L.U.; Kzemos Sweden AB; KZEMOS FZ-LLC; KZEMOS EVENTS LLC; Kzemos UK Ltd.; Singular Events UK Ltd.; Fever Labs Inc.; Mad Hatter Experience LLC; Casfid Tech Investments SL; Casfid Servicios Tecnologicos SL; Enterticket SL DICE FM Holdings Ltd. (and its subsidiaries).

**Note:** The composition of the Fever group may evolve over time. Any such changes will be reflected in an updated version of this Candidate Privacy Notice.