

[Appendix 1]

Notification – Personal Data

In Ascendis Pharma we will on an on-going basis, electronically or otherwise, process your personal data. Processing means any operation or set of operations that is performed on personal data or on sets of personal data, such as collection, recording, storage, retrieval, destruction or use.

The terms for Ascendis Pharma’s processing of your personal data are outlined in this Notification. The Notification is applicable to employees, external consultants with an Ascendis Pharma email account, and board members working with Ascendis Pharma.

Not all the personal data processed on employees will be processed on external consultants with an Ascendis Pharma email account or board members. Also, some of the personal data processed on board members will not be processed on employees or external consultants with an Ascendis Pharma email account – this will be explicitly stated.

The processing will be done in accordance with good data processing practices and as prescribed by the laws governing the processing of personal data in force at all times.

What personal data we collect

We collect and process the following categories of ordinary personal data:

Ordinary personal data	Denmark	Germany	USA
Name	X	X	X
Employee id	X	X	X
Contact details (next of kin)	X	X	X
Gender	X	X	X
Date of birth	X	X	X
Marital status		X	X
Private and work-related contact details	X	X	X
National identification number	X	X	X
Salary and other compensation	X	X	X
Bank details	X	X	X
Benefit plan enrolment election			X
Tax information	X	X	X
Pension scheme information	X	X	X
Position and title	X	X	X
Job description	X	X	X
Resume/CV	X	X	X

Ordinary personal data	Denmark	Germany	USA
Education	X	X	X
Employment date	X	X	X
Employment FLSA status			X
Photo	X	X	X
I-9 documentation			X
Employee/Manager competence and development conversations	X	X	X
Absence due to illness, maternity leave, etc.	X	X	X
Time registration	X	X	X
Employment benefits	X	X	X
Employee expenses	X	X	X
Travel management and other information (e.g., travel destinations)	X	X	X
Reimbursement	X	X	X
Military status			X
Workers' compensation classification			X
Contact for emergencies and other medical and health issues	X	X	X
System and application access data (System ID, LAN ID, Email account, Instant messaging account, Mainframe ID, System passwords, Access logs, Activity logs, Country code)	X	X	X
IP-address, including the PC to which the IP-address belongs	X	X	X
On-line traffic	X	X	X
Employee access code	X	X	X
Canteen registration	X		
Training /courses	X	X	X
Filming and recording of internal meetings	X		X
Completion rate in training systems	X	X	X
Warrants management	X	X	X
Company credit card details and use	X	X	X
Printer logs	X	X	X
Work permits, visas, etc.	X	X	X

Ordinary personal data	Denmark	Germany	USA
Personality test/professional test	X	X	X
Disciplinary matters	X	X	X
PTO time off			X
Date of birth combined with other identifier		X	X
Car registration number (if relevant for parking permits)	X		

Confidential personal data	Denmark	Germany	USA
Social security number (in Denmark: CPR-number)	X	X	X
Copy of passport and/or driver's license	X	X	X

We collect and process the following special categories of personal data:

Special categories of personal data	Denmark	Germany	USA
Health information (e.g., specific information on sickness in connection with sickness absence)	X		X
Covid-19 vaccine status and related health information (e.g., symptoms, date of onset of symptoms)			X*
Ethnicity			X
Disability status		X	X

* Covid-19 vaccine status will also be collected from non-US employees when visiting the US offices

Applicable to board members only: We will process personal data related to criminal convictions when we collect your criminal records. Our processing of the personal data relating to criminal convictions is based on the Danish Data Protection Act section 8(3), cf. GDPR article 10.

In addition, for the purposes of complying with Nasdaq Rule 5605(f), which require companies listed on Nasdaq to publicly disclose certain diversity information regarding members of the board of directors, we will process personal data related to gender, ethnicity and sexual orientation. The processing of such data will be based on your specific consent which may be withdrawn at any time.

Purpose of processing personal data

The purpose of processing your personal data is general personnel administration during your employment with Ascendis Pharma.

Ascendis may process your personal data for the following purposes:

- Staff administration, management and administration of compensation (salary, bonuses, benefits, tax reporting, warrant management, travel arrangement etc.), training and other HR related processing's related to your employment with Ascendis Pharma

- Planning and administration of the Ascendis' workforce covering the entities of Ascendis Pharma
- Appointments, promotions and demotions
- Personal development records, performance management and appraisals, effectiveness assessment, etc.
- Analysis and management of employee works skills, certifications, licenses and competencies
- Recording and maintaining employment history, absence records and disciplinary records
- Completion of employee satisfaction surveys
- Administration of employee expenses
- Facility management, work environment and related security
- IT security
- Provision and support of IT systems, user profiles, investigations, etc.
- Handling of claims and disputes
- Compliance with legal, regulatory and other obligations
- Vendor collaboration
- To protect the vital interests of employees, including to protect employees and visitors from, and reduce the risk of exposure and spread of, diseases such as COVID-19 in and through the workplace

Legal basis of processing your personal data

We will only collect and process personal data about you, which is considered necessary in relation to your employment with Ascendis Pharma. The legal basis of processing, with respect to the majority of the personal data that Ascendis collects and processes about you, including your name, contact details, salary, bank details, employment date, education, work experience, employment history, warrant management, canteen registration, training/courses, disciplinary matters, completion rate, company credit card details and IP-address is the performance of the Employment Contract in accordance with GDPR article 6(1)(b).

Applicable to Denmark based employees only (this paragraph only): Or sections 12(1) and (2) of the Danish Data Protection Act (*datubeskyttelsesloven*) if the obligation has its source in another law or a collective agreement or as part of our legitimate interest that arises from other law.

To the extent indicated in the table above, we may process sickness absence, name, gender, social security number, salary, tax and pension information, workers compensation classification, I-9 documentation, employment FLSA status, benefit plan enrolment election, marital status, disability status, military status, citizenship and partner employment in financial institutions to comply with a legal obligation to which Ascendis Pharma is subject in accordance with GDPR article 6(1)(c).

We are further required by law to carry out workplace evaluations. When we carry out workplace evaluations non-anonymized, the legal bases for processing your personal data are the GDPR article 6(1)(c) and the Danish Data Protection Act section 12(1). Furthermore, we have a legitimate interest in processing information about your personality test/professional test, employee engagement surveys, employee/manager competence and development conversations, system and application access data, on-line traffic, employee access code, filming and recording of internal meetings as part of our day-to-day personnel administration in accordance with the GDPR article 6(1)(f).

Ascendis Pharma may also process contact details on your emergency contacts (family, next of kin, friends, etc.). Our legitimate interest in such processing is to be able to contact them in the event of an emergency (e.g., sudden illness) according to Article 6(1)(f) of the GDPR. You are obligated to ensure that the information on your emergency contacts is up to date. If you are not interested in us registering such contact details on your emergency contacts, you are under no obligation to provide us with the information.

Ascendis Pharma will also register and log your use of the Internet. This will be reviewed in connection with controlling measures if it is suspected that your use of the Internet is contrary to Ascendis Pharma's policies. The legal basis is the GDPR article 6(1)(f).

Further, in some cases we may be required to collect and process special categories of personal data, such as health information. Such processing is carried out if it is necessary for complying with obligations and exercising specific rights in the field of employment in so far as it is authorized by applicable law, cf. articles 9(2)(b), 6(1)(c) and 6(1)(f) of the GDPR.

Finally, in limited circumstances, e.g., in relation to the Covid-19 pandemic, we may process health information about you, e.g., vaccine status, as authorized by applicable law and based on our duty to protect the vital interest of employees as well as protect against serious cross-border threats to health, cf. article 6(1)(d) and 9(2)(i) of the GDPR as well as relevant national laws.

Applicable to Denmark based employees only (this paragraph only): E.g., the Danish Sickness Benefits Act (*sygedagpengeloven*) or the Danish Health Information Act (*helbredsoplysningsloven*) or if necessary, for the purpose of pursuing a legitimate interest in accordance with sections 12(1) and (2) of the Danish Data Protection Act.

Your personal data may also be processed in order to comply with legal requirements or to establish or defend legal claims in accordance with articles 6(1)(f) and 9(2)(f) of the GDPR.

Certain processing activities require your prior consent, e.g., in order to process your photo, we will obtain your consent in accordance with GDPR article 6(1)(a).

Applicable to Denmark based employees only (this paragraph only): Your social security number will be processed in accordance with section 11(2) of the Danish Data Protection Act.

Applicable to US based employees only (this paragraph only): We process personal data regarding your ethnicity based on our legal obligation to process this information.

Sharing of your personal data

Your personal data may be shared within the Ascendis Pharma Group and with other relevant third parties.

Your personal data may be made available to third parties when providing relevant services under a contract with Ascendis Pharma such as payroll agencies (administration of salary), expenses and other compensation information, IT hosting and IT maintenance. Such service providers will only process the personal data on basis of a data processor agreement and in accordance with our instructions.

Some of your personal data will be disclosed to our group companies for administration purposes.

Certain personal data will also be reported to government authorities (e.g., the National Board of Injuries) where required by law, e.g., for tax reporting or to private organizations, e.g., pension or insurance providers, travel agencies, law firms, financial institutions warrants and insider management agencies. The legal basis for such disclosure is article 6(1)(b) and (c) of the GDPR. Personal data processed as part of your employment with Ascendis Pharma may be disclosed to third parties as required by law or if you provide consent to disclose your personal data.

Your personal data may also be disclosed to third parties in connection with compensation and benefits to, e.g., parking companies (parking), opticians (screen glasses), vaccine companies (vaccines), newspapers (subscriptions), massage companies (massage), and tele companies (Internet and mobile phone). The legal basis for disclosure of your personal data in these situations is article 6(1)(b).

We may also disclose your personal data to third parties in the context of any sale, merger, acquisition, or corporate reorganization of Ascendis Pharma or business in which Ascendis Pharma is involved.

Should Ascendis Pharma need legal assistance or other advice we may disclose your personal data to our external lawyer, accountant, if the processing is necessary for the establishment, exercise or defense of legal claims in accordance with Article 6(1)(f) and Article 9(2)(f) of the GDPR

Withdrawal of consent

You may at any time withdraw any consents you may have provided us with during your employment with Ascendis Pharma. The withdrawal of consent will affect the future processing of your personal data. If you wish to withdraw a consent, you may contact us as stated below.

Transfer of your personal data to third countries (countries outside EU/EEA)

Applicable to EU/EEA based employees only: When we transfer your personal data to our affiliates in the US, we have made sure that appropriate safeguards are in place by entering into EU Standard Contractual Clauses for data transfer, a copy of which can be obtained by contacting HR. Transfer to a data controller or data processor in a third country will only be made when Ascendis Pharma has secured that appropriate safeguards are in place.

Further personal data collection

If we in specific cases process other personal data about you or perform any other types of processing than described herein, we will inform you specifically.

Your rights

You have a right of access to the personal information that is processed about you during your employment. Furthermore, you have the right to object to the processing and request restriction of the processing of your personal data. You have the right to request that we rectify or delete information that you find is e.g., incorrect or misleading, and Ascendis Pharma is obligated to consider your request. You also have the right to receive a structured and machine-readable overview (called data portability) of the data you have provided to Ascendis Pharma. There may, however, be conditions or limitations to these rights. It is therefore not certain, for example, that you have the right of data portability in the specific case – this depends on the specific circumstances of the processing activity. If you have provided consent to the use of your photo such consent may be withdrawn at any point without reason. You may at any time approach your manager or HR if you have any questions in relation to Ascendis Pharma's processing of your personal data, or if you wish to exercise your rights.

You have the right to complain to the competent Data Protection Supervisory Authority as listed below regarding the processing of your personal employee data:

Denmark:

Datatilsynet, Carl Jacobsens Vej 35, 2500 Valby, Tel.: +4533193200, email: dt@datatilsynet.dk.

Germany:

Landesbeauftragter für den Datenschutz und die Informationsfreiheit Baden Württemberg, Postfach 102932, 70025 Stuttgart, Tel.: 07116155410, email: poststelle@ldi.bwl.de.

Storage of your personal data

Ascendis Pharma controls how your personal data is accessed and stored. Adequate technical and organizational security measures are in place to ensure protection against accidental or unlawful destruction or accidental loss, alteration, unauthorized disclosure or access, in particular when processing involves the transmission of personal data over a network, and against all other unlawful forms of processing. Only authorized employees will have access.

Retention and deletion of your personal data

After your employment has terminated, Ascendis Pharma will delete your personal data in accordance with local laws and regulations.

As a general rule, your personal data will be kept for a period of 5 years following the termination of your employment unless we are required to store your personal data for a longer period due to legal requirements or if necessary, for the purpose of defending a specific claim or dispute. Some of your information will be deleted before 5 years. Some information may, however, be kept for a longer period if required by law.

Bookkeeping material must be retained for 5 years following the termination of the financial year of which the data relates to in accordance with the Danish Booking Act (*bogføringsloven*).

Special categories of personal data will be deleted when the purpose for which it was collected and processed no longer exist.

We may, however, process and store your personal data for a longer period than set out above in an anonymized form which means that we will no longer be able to refer the data back to you.

You may contact HR if you need further information.

Data Controller and contact information

The Ascendis Pharma Group consists of Ascendis Pharma A/S and its affiliates in the US and Germany. The data controller is the affiliate that employs you. Please find the full information regarding the data controllers below:

Ascendis Pharma A/S

Reg. no. 29918791
Tuborg Boulevard 12
2900 Hellerup

Denmark

Tel: +45 70 22 22 44

Ascendis Pharma, Inc.

1000 Page Mill Rd.
Palo Alto, CA 94304

USA

Tel: +1 650 352 8389
Fax: +1 650 618 1592

Ascendis Pharma Endocrinology, Inc.

902 Carnegie Center Blvd; Suite 301
Princeton, NJ 08540

USA

Tel: +1 609 651 8600

Ascendis Pharma GmbH

Im Neuenheimer Feld 584
D-69120 Heidelberg

Germany

Tel: +49 6221 99 89 00

If you want to exercise any of your rights, if you have any questions regarding this privacy policy or the processing of your personal data, you may contact Group Compliance at: dataprivacy@ascendispharma.com.

If you have any complaints regarding the processing of your personal data, please do not hesitate to contact us.

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For employees of Ascendis Pharma GmbH in Heidelberg only

Due to local German requirements beyond the content of the European General Data Protection Regulation, we kindly ask you to thoroughly read the following and confirm your understanding and acceptance by returning a signed copy to HR in Germany. This acceptance is required as it is forbidden to process personal data unlawfully or without authorization or to knowingly or unknowingly breach security of data processing in a manner that leads to destruction, loss, alteration, unlawful publication or unauthorized access of personal data. In case of questions, if you require further assistance or a German translation, please feel free to contact Marcus Schips.

I undertake to adhere to the following instructions:

1. I will diligently and with due care process any personal data that become known to me in connection with my employment for Ascendis Pharma GmbH in line with my work duties and instructions. I will refrain from any processing of personal data that is not necessary to comply with my work duties and instructions.
2. I confirm that I will keep confidential towards third parties all data that become known to me in connection with my employment for Ascendis Pharma GmbH or other information that are not publicly known. I will not use any such data or information for own purposes or other employers or any other third party without the prior written consent of Ascendis Pharma GmbH.
3. I am aware and I will adhere to all existing laws, and internal guidelines on processing and security of personal data.
4. I will immediately inform Ascendis Pharma GmbH (you may either contact Marcus Schips, VP Site Management, Thomas Bauer, Data Privacy Officer or Lotte Sønderbjerg, Managing Director) if I have reason to believe in an unlawful, unauthorized or inconsistent processing of personal data.
5. I am aware that breaches of data privacy are subject to monetary fines in accordance with Art. 83 GDPR or criminal proceedings in accordance with Art 84 GDCR § 42 BDSG-Neu. Any breach of data privacy can also result in a breach of my employment agreement or other confidentiality obligations.
6. This undertaking will be effective without any time limitation and will survive any termination of my employment with Ascendis Pharma GmbH.

Contact information about German Data Protection Officer: Dr. Thomas Bauer, Ringelsgasse 20A, 69226 Nußloch, Tel.: 06224171363, email: thomas.bauer@datenschutz-plus.com.

Name

Place, Date, Signature