

## Pandora Careers – Website Terms of Use & Legal Notice

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### 1. Scope and acceptance

This website (the “Website”) is operated by Pandora A/S and/or its affiliated companies within the Pandora Group (“Pandora”, “we”, “us”).

The Website is intended solely to provide information about career opportunities at Pandora and to support recruitment and employer-branding activities.

By accessing or using this Website, you agree to be bound by these Terms of Use. If you do not agree, please refrain from using the Website.

### 2. Intellectual property

All content on this Website, including but not limited to text, job advertisements, images, videos, graphics, logos, trademarks, design, layout, and software (the “Content”), is owned by or licensed to Pandora and is protected by copyright, trademark, and other intellectual property laws.

You may view, download, or print Content solely for your personal, non-commercial use in connection with exploring career opportunities at Pandora.

You must not, without prior written consent from Pandora:

- Copy, reproduce, distribute, modify, or publish any Content;
- Use the Content for commercial purposes;
- Scrape, harvest, mirror, or republish job postings or employer-branding materials;
- Use Pandora’s trademarks or branding in a manner suggesting endorsement or affiliation.

### 3. Permitted use of the Website

You agree to use the Website only for lawful purposes and in a manner that does not:

- Infringe Pandora’s rights or the rights of others;
- Disrupt or interfere with the Website’s operation or security;
- Involve automated data extraction, bots, or scraping tools.

Pandora may restrict or terminate access to the Website at any time without notice.

### 4. Recruitment disclaimer

Job postings and other recruitment-related information on this Website:

- Are provided for general information purposes only;
- Do not constitute a binding offer of employment;
- May be amended, withdrawn, or closed at any time without notice.

Submitting an application or other information through the Website does not guarantee consideration, interview, or employment.

Employment with Pandora is subject to applicable local laws and the successful completion of relevant recruitment steps.

### 5. Disclaimer of warranties

The Website and its Content are provided “as is” and “as available”.

Pandora makes no representations or warranties, express or implied, regarding:

- The accuracy, completeness, or timeliness of Content;

- The availability or functionality of the Website;
- The suitability of any information for a particular purpose.

Use of the Website is at your own risk.

#### **6. Limitation of liability**

To the fullest extent permitted by applicable law, Pandora shall not be liable for any direct or indirect loss or damage arising from or in connection with:

- Use of or inability to use the Website;
- Reliance on information contained on the Website;
- Technical errors, interruptions, or third-party content.

#### **7. Third-party links**

The Website may contain links to external websites or platforms not operated by Pandora. Pandora is not responsible for the content, availability, or practices of such third-party sites.

Accessing third-party websites is at your own risk.

#### **8. Governing law**

These Terms of Use are governed by the laws of Denmark, without regard to conflict-of-law principles, unless mandatory local law provides otherwise.

#### **9. Changes to these Terms**

Pandora may update these Terms of Use from time to time. Continued use of the Website following changes constitutes acceptance of the updated terms.