

# Data Privacy Notice

This Privacy Notice explains how Aeven processes your personal data. Please see the Aeven website under "Data Privacy Policy" for further information.

## 1. Data Controller

The legal entities responsible (data controllers) for processing your personal data are the following companies in Aeven:

| <b>Aeven A/S</b>   | <b>Aeven Czech Republic, s.r.o.</b>   | <b>Aeven Philippines Inc.</b>   |
|--|---|---|
| CVR: 43 43 21 33<br>Østmarken 3A<br>DK-2860 Søborg<br>Denmark<br>Phone: TBA<br>Email:<br><a href="mailto:privacy@aevengroup.com">privacy@aevengroup.com</a><br><br>Supervisory Authority:<br>Datatilsynet<br><a href="http://www.datatilsynet.dk/">http://www.datatilsynet.dk/</a> | ID no.: 031 37 236<br>Explora Jupiter<br>Bucharova 2641/14 2.NP<br>CZ-158 00 Prague 5<br>Czech Republic<br>Phone: +420 774 684 972<br><br>Supervisory Authority:<br>The Office for Personal Data<br>Protection<br><a href="https://www.uoou.cz/">https://www.uoou.cz/</a> | ID no.: NV2304793<br>10/F, 2251 IT Hub<br>2251 Chino Roces Avenue<br>Makati City 1233<br>Philippines<br>Phone: +63 2 889 0999 |

## 2. Processing Activities

In Aeven we engage in the following processing activities as Data Controllers. Your personal data will only be accessible to Aeven employees with a work-related need to process the information or when Aeven uses authorized processors for processing of your personal data.

| Purpose             | Categories of Personal Data  | Source   | Legal Basis   | Recipients   | Rules for retention of data  |
|---------------------|--|--|---|--|--|
| Recruitment         | <p>Information related to recruitment, such as:</p> <ul style="list-style-type: none"> <li>Name</li> <li>Address</li> <li>Educational background</li> <li>CVs</li> <li>Salary information</li> </ul> | <ul style="list-style-type: none"> <li>The applicant (data subject itself)</li> <li>Third parties such as references and publicly available information</li> </ul>                     | <ul style="list-style-type: none"> <li>GDPR Article 6(1)(a) — consent to recruitment process</li> <li>GDPR Article 6(1)(b) — information necessary to enter into an employment contract</li> <li>GDPR Article 6(1)(f) — legitimate interests (recruitment).</li> </ul>  | <ul style="list-style-type: none"> <li>Aeven</li> <li>Third party service providers (recruitment services and databases).</li> </ul>   | <p>6 months after completion of recruitment process or longer if consent is renewed by the data subject to be retained in recruitment systems.</p>   |
| Marketing and sales | <ul style="list-style-type: none"> <li>Name</li> <li>Address</li> <li>E-mail</li> <li>Cookies</li> <li>Website statistics (Aeven websites)</li> <li>Job title</li> <li>Organization</li> </ul>       | <ul style="list-style-type: none"> <li>The data subject itself (recipients of marketing material)</li> <li>Data gathered by Aeven system (e.g., traffic on Aeven websites).</li> </ul> | <ul style="list-style-type: none"> <li>GDPR Article 6(1)(a) — consent for Aeven’s marketing purposes and cookies.</li> <li>GDPR article 6(1)(a) for third parties marketing purposes</li> <li>GDPR Article 6(1)(f) — legitimate interests for Aeven optimization of website administrative and finalization of presentations</li> </ul> | <ul style="list-style-type: none"> <li>Aeven</li> <li>Cookies service provider</li> <li>Joint presenters for the purpose of targeting presentations to the participants</li> </ul> | <p>Contact information is held during a continued business relationship.</p> <ul style="list-style-type: none"> <li>Information collected for marketing purposes based on consent is deleted if consent is withdrawn and otherwise deleted after 6 months of inactivity, which applies to both leads and customers.</li> <li>Information collected from cookies are either automatically deleted after 14 days, if one or more cookies category are declined, or 12 months, if all cookies are accepted. Necessary cookies will automatically be added.</li> </ul> |

| Purpose  | Categories of Personal Data   | Source  | Legal Basis   | Recipients  | Rules for retention of data   |
|--|---|---|---|---|---|
| Customer relations, contract and service management                                | <ul style="list-style-type: none"> <li>Names</li> <li>Addresses</li> <li>E-mail</li> </ul>  | <ul style="list-style-type: none"> <li>The data subject itself (e.g., when receiving e-mails or letters)</li> <li>Data gathered/created by Aeven systems (e.g., mails)</li> </ul> | <ul style="list-style-type: none"> <li>GDPR Article 6(1)(f) — legitimate interest of Aeven in general contact with our customers and their representatives.</li> </ul>        | <ul style="list-style-type: none"> <li>Aeven</li> <li>Third party data controllers (customers or business relations).</li> </ul>  | Data is retained for the duration of a customer relationship. Data is deleted after the relationship has stopped and statutory limitations apply. |
| IT Service Management/Service Desk used for the provision of services to customers | <ul style="list-style-type: none"> <li>Name</li> <li>E-mail</li> <li>UserIDs (such as initials)</li> <li>Issues or errors</li> </ul>  | <ul style="list-style-type: none"> <li>Customers' systems (e.g., AD or employee databases).</li> <li>Customers' end- users (data subjects themselves).</li> </ul>                 | <ul style="list-style-type: none"> <li>GDPR Article 6(1)(f) — legitimate interest of Aeven in general contact with our customers and their representatives.</li> </ul>        | <ul style="list-style-type: none"> <li>Aeven</li> <li>Third party data controllers (customers or business relations).</li> <li>Third party data controllers (customers)</li> <li>Third party service provider (Data Processors — such as ITSM and tool service providers).</li> </ul> | Data is retained for the duration of a customer relationship. Data is deleted after the relationship has stopped and statutory limitations apply. |
| IT administration  | System administration such as: <ul style="list-style-type: none"> <li>Logs</li> <li>Audit trails</li> <li>AD (employee databases)</li> <li>Initials</li> <li>E-mails</li> </ul> | <ul style="list-style-type: none"> <li>Aeven systems</li> </ul>   | <ul style="list-style-type: none"> <li>GDPR Article 6(1)(f) — Aeven's legitimate interests in ensuring logical IT security primarily as part of customer contracts</li> </ul> | <ul style="list-style-type: none"> <li>Aeven</li> </ul>   | Data is retained for the duration of a customer relationship. Data is deleted after the   |
| Physical security  | <ul style="list-style-type: none"> <li>Video surveillance recordings</li> <li>Log entries at access points (doors)</li> </ul>   | <ul style="list-style-type: none"> <li>Aeven systems</li> </ul>   | <ul style="list-style-type: none"> <li>GDPR Article 6(1)(f) — legitimate interest in ensuring security in office premises.</li> </ul>   | <ul style="list-style-type: none"> <li>Aeven</li> </ul>   | Data is deleted after 30 days as main rule.   |
|  | <ul style="list-style-type: none"> <li>Head scans and/or fingerprints</li> </ul>  | <ul style="list-style-type: none"> <li>Aeven Systems</li> </ul>   | <ul style="list-style-type: none"> <li>GDPR Article 6(1)(a) and Article 9(2)(a) (consent).</li> </ul>   |   |   |

### 3. Data transfers to countries outside the EU/EEA

Aeven will transfer your data to countries outside the EU/EEA. Aeven shares data internally with our affiliate in the Philippines. Data transfers will only be for specific purposes as specified in section 2, and Aeven will always make sure that there are adequate guarantees and safeguards for transfers outside the EU/EEA:

|             |                              |
|-------------|------------------------------|
| Philippines | Standard Contractual Clauses |
|-------------|------------------------------|

### 4. Your right

As Data Subjects you have certain rights. These are described in further detail in our Data Privacy Policy (available at the Aeven website under "Data Privacy").

You can exercise your rights by contacting the Aeven DPO (contact information is available at the Aeven website under "Data Privacy").