

## Privacy Statement

### How does API CONNECTS protect your personal data?

API CONNECTS attaches great importance to your right to privacy and the protection of your personal data. We want you to feel secure that when you deal with API CONNECTS, your personal data are in good hands.

API CONNECTS protects your personal data in accordance with applicable laws and our data privacy policies. In addition, API CONNECTS maintains the appropriate technical and organizational measures to protect your personal data against unauthorized or unlawful processing and/or against accidental loss, alteration, disclosure or access, or accidental or unlawful destruction of or damage thereto.

### Which categories of personal data do we collect and how do we process such personal data?

We collect personal data of our employees, potential employees, clients, suppliers, business contacts, shareholders and website users. If the data we collect are not listed in this privacy statement, we will give individuals (when required by law) appropriate notice of which other data will be collected and how they will be used.

### For which purposes and on which legal basis do we use your personal data?

API CONNECTS uses your personal data only where required for specific purposes.

- **A list of the purposes for which API CONNECTS uses your personal data**
  - Managing our contractual and/or employment relationship with you
  - Facilitating communication with you (including facilitating meetings; communication in case of emergencies, and to provide you with requested information).
  - Operating and managing our business operations including or being part of the provision of our services to our clients and their employees/contractors and their customers, for example in collecting their data as part of surveys, data analytics, Marketing research or other purposes.
  - Complying with legal requirements.
  - Monitoring your use of our systems (including monitoring the use of our website and any apps and tools you use).
  - Improving the security and functioning of our website, networks and information.
  - For audio/video captured during live/recorded events (including virtual events/webinars): to inform interested stakeholders about the content of such events/recordings (including online publication of such recordings for marketing purposes).
  - Assess your suitability for employment for the role for which you are applying, as well as future roles that may become available.
  - Manage your application.
  - Facilitate communication with you.

- **An overview of the legal basis for each such purpose.**
  - Necessary for the performance of a contract to which you are a party.
  - Justified on the basis of our legitimate interests for ensuring that we recruit the appropriate employees.
  - Justified on the basis of our legitimate interests for ensuring proper communication and emergency handling within the organization.
  - Necessary for the compliance with a legal obligation to which we are subject.
  - Justified on the basis of our legitimate interests for ensuring that you receive an excellent user experience and our networks and information are secure.
  - Based on your informed consent obtained prior to the event.

We will process your personal information for the purposes mentioned above based on your prior consent, to the extent such consent is mandatory under applicable laws.

We will not use your personal information for purposes that are incompatible with the purposes of which you have been informed, unless it is required or authorized by law, or it is in your own vital interest (e.g. in case of a medical emergency) to do so.

### **Will we share your personal data with third parties?**

We may transfer personal data to our service providers and professional advisors, public and governmental authorities, API CONNECTS companies/affiliates or third parties in connection with API CONNECTS's operation of its business, including any (potential) corporate or commercial transaction. Such third parties may be located in other countries. Before we do so, we shall take the necessary steps to ensure that your personal data will be given adequate protection as required by relevant data privacy laws and API CONNECTS's internal policies. API CONNECTS may also transfer your personal data to any of its global affiliates/partners in furtherance of any visits to our API CONNECTS locations.

For example, we may disclose personal information to third parties for other business purposes as follows:

We share your information with third-party service providers that provide services to us, including billing, payment processing, customer service, email deployment, advertising and marketing, security and performance monitoring, maintaining or servicing accounts, processing or fulfilling orders and transactions, verifying customer information, research, data hosting, auditing, and data processing;

To protect and defend the legal rights, safety, and security of API CONNECTS, our affiliates, users, or the public, including to protect against fraud and malicious activity; and

For other business purposes described in this privacy statement or for any other purpose disclosed to you at the time we collect the information or pursuant to your consent.

We may also share your information in connection with a substantial corporate transaction, such as the sale of a website, a merger, consolidation, asset sale, initial public offering, or in the unlikely event of a bankruptcy.

### What about sensitive data?

We do not generally seek to collect sensitive data (also known as special categories) through this site or otherwise. In the limited cases where we do seek to collect such data, we will do this in accordance with data privacy law requirements and/or ask for your consent.

The term "sensitive data" refers to the various categories of personal data identified by data privacy laws as requiring special treatment, including in some circumstances the need to obtain explicit consent from you. These categories include racial or ethnic origin, political opinions, religious, philosophical or other similar beliefs, membership of a trade union, physical or mental health, biometric or genetic data, sexual life or orientation, or criminal convictions and offences (including information about suspected criminal activities).

### What about data security?

We maintain organizational, physical and technical security arrangements for all the personal data we hold. We have protocols, controls and relevant policies, procedures and guidance to maintain these arrangements taking into account the risks associated with the categories of personal data and the processing we undertake.

### What are the sources we get your personal information from?

If we do not obtain your personal information directly from you, we may obtain it from the following sources: publicly available sources (registers or the internet), API CONNECTS employees, contractors, (prospective) members of board of directors, shareholders, API CONNECTS's affiliates, subsidiaries and newly acquired businesses, employers of our contractors, public authorities, public websites and social media, previous employers, educational institutions, suppliers and vendors (including third party data providers).

### How long will your personal data be retained by us?

We will retain your personal data only for as long as is necessary. We maintain specific records management and retention policies and procedures, so that personal data are deleted after a reasonable time according to the following retention criteria:

- We retain your data as long as we have an ongoing relationship with you (in particular, if you have an account with us).

- We will only keep the data while your account is active or for as long as needed to provide services to you.
- We retain your data for as long as needed in order to comply with our global legal and contractual obligations.

### **How do we use personal data when you visit our website?**

API CONNECTS collects personal data at its websites in two ways: (1) directly (for example, when you provide personal data to sign up for a newsletter or register to comment on a forum website); and (2) indirectly (for example, through our website's technology).

We may collect and process the following personal data:

Personal data that you provide by filling in forms on our website. This includes registering to use the website, subscribing to services, newsletters and alerts, registering for a conference or requesting a white paper or further information. Pages that collect this type of personal data may provide further information as to why your personal data are needed and how it will be used. It is completely up to you whether you want to provide it.

If you contact us, we may keep a record of that correspondence.

We may ask you to complete surveys that we use for research purposes, although you do not have to respond to them.

Any postings, comments or other content that you upload or post to an API CONNECTS website.

Our website or mobile applications can collect personal data about your computer or your mobile device, including (where available) your IP address, operating system, type of device, device identification number, mobile operating system and browser type, for system administration, to filter traffic, to look up user domains and to report on statistics.

Details of your visits to our website, the pages you view and resources you access or download, including but not limited to, traffic data, location data, weblogs and other communication data.