

## **PERSONAL DATA PRIVACY POLICY EXENS SOLUTIONS**

### **Definitions**

**The Publisher:** The person, natural or legal, who publishes the communications services online for public consultation.

**The Website:** All sites, internet pages and online services provided by the Publisher.

**The User:** The person using the Website and services.

### **1. Type of data collected**

Within the framework of Website use, the Publisher may collect the following categories of data about Users:

- Marital status, identity, identification data, etc.;
- Data related to professional life (CV, education, professional training, distinctions, etc.);
- Connection data (IP addresses, event logs, etc.).

### **2. Communicating personal data to third parties**

Your data will not be communicated to third parties. You are nevertheless informed that it can be disclosed pursuant to a law, regulation or decision of a competent regulatory or judicial authority.

### **3. Information prior to communicating personal data to a third party in the event of a merger or acquisition**

In the event where we are part of a merger or acquisition, or for any other type of asset sale, we guarantee that your personal data will remain confidential. Furthermore, we will inform you before your data is transferred or new confidentiality rules are applied.

### **4. Data aggregation**

We can publish, disclose and use aggregated information (information relative to all our Users, or to User groups or categories that we create so that no individual User can be identified or mentioned) and nonpersonal information to analyse the sector and/or market, to create a demographic profile, for promotional and advertising requirements, and for other commercial requirements.

If you connect your account to that of another service to link login details, the other service can give us your profile and connection information as well as any other information which you have authorized disclosure for. We can aggregate all information relative to our Users, groups and accounts with all personal information available about a User.

### **5. Identity data collection**

Consulting the Website does not require prior registration or identification. It can be done without the communication of personal data (first name, last name, address, etc.). We do not save personal data when you are simply consulting the Website.

## **6. Identification data collection**

We use your electronic identification to look for relationships found in connections, email addresses and services. We can use your contact information so that other people can find your account, in particular through third parties and client applications. You can upload your address book so that we are able to help you find contacts in our network, or so that other Users in our network can find you. We can make suggestions to you and other network Users using the contacts imported from your address book. We may work in partnership with companies that provide incentive offers. To manage this type of promotion and incentive offer, we may share your electronic identification.

## **7. Data collection from terminals**

We neither collect nor store any technical data from your device (IP address, internet provider, etc.).

## **8. Cookies**

We do not use cookies. If we need to use cookies in the future, you would be informed ahead of time and you would have the option of disabling the cookies.

## **9. Storage of technical data**

Technical data is stored only for the length of time required to achieve the purposes mentioned above.

## **10. Storage period for personal and anonymised data**

In accordance with article 6-5° of the law n°78-17 dated 6 January 1978 relative to data processing, data files and civil liberties, personal data subject to processing is not stored beyond the time necessary to fulfil the obligations defined at the conclusion of the contract, or beyond the predefined duration of the contractual relationship.

We store personal data only for the time required to achieve the purposes mentioned in the current Privacy Policy. Beyond this time, personal data is anonymised and stored purely for statistical purposes and will not be exploited in any way whatsoever.

Data purge methods are implemented to provide for the effective deletion of data as soon as the storage and archival period necessary to achieving the specific or imposed purposes is completed. In accordance with article 6-5° of the law n°78-17 dated 6 January 1978 relative to data processing, data files and civil liberties, you also have a right to delete your data, which you can exercise at any time by contacting the Publisher.

For safety reasons, if you have not authenticated yourself on the Website during a three (3) year period, you will receive an email inviting you to connect as quickly as possible, otherwise your data will be deleted from our database.

## **11. Account deletion**

The User may delete their account at any moment, through a simple request to the Publisher or through the account deletion option in the account settings menu, where relevant.

If one or several provisions in the Privacy Policy, or any other document incorporated in the Policy as a reference, are breached, the Publisher reserves the right to terminate or limit, without any prior notice and at its sole discretion, your use and access to services, your account and to all Websites.

## **12. Indications in case of a security breach detected by the Publisher**

We commit to putting into place all appropriate technical and organisational measures to guarantee a level of security that is adapted to the risks of accidental, unauthorised or illegal access, and of disclosure, alteration, loss or the destruction of data that concerns you. In the event that we become aware of unlawful access to your personal data stored on our servers or those of our service providers, or of an unauthorised access resulting in the risks identified above, we commit to:

- Notifying you of the incident as soon as possible;
- Examining the causes of the incident and informing you;
- Taking the necessary measures, as far as is reasonable, to lessen the negative effects and damages that could result from the incident.

Under no circumstances can the commitments, as identified above, relative to notification in the event of a security breach, be equated with any admission of fault or responsibility for the occurrence of the incident in question.

## **13. International transfer of personal data**

The Publisher commits to not transferring Users' personal data outside the European Union.

## **14. Modification of the Privacy Policy**

We commit to informing you in the event of significant changes made to the present Privacy Policy, and to not substantially lower the level of privacy without informing you in advance and obtaining your consent.

## **15. Applicable law and procedure for recourse**

The present Privacy Policy and your use of the Website are governed and interpreted in conformance with French legislation, in particular law number 78-16 dated 6<sup>th</sup> January 1978 relative to data processing, data files and civil liberties. The choice of the applicable law does not affect your rights as a consumer, in accordance with the law applied to your place of residence. If you are a consumer, you and we agree to submit to the non-exclusive jurisdiction of the French courts, meaning that you can take action regarding this Privacy Policy in France or in the European Union country where you live. If you are a professional, all actions against us must be brought before a French court.

In the event of a dispute, the parties must seek an amicable solution before taking legal action. If attempts fail, all disputes relative to the validity, interpretation and/or performance of the Privacy Policy must be brought before French courts, even in the case of multiple defendants or warranty claims.

## 16. Data portability

The Publisher commits to offering you the possibility of retrieving all data that concerns you by simple request. The User is therefore guaranteed better control over its data and retains the possibility of reusing it. This data must be provided in an open and easily reusable format.

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