NOTICE OF DATA PROCESSING ACTIVITIES

We are Lattice, a US-headquartered company that provides people-focused performance management software as a service. You are receiving this Notice of Data Processing Activities ("Notice") as we have obtained your personal information from Cognism Limited or Clay Labs, Inc. (the "Third Parties"). Lattice respects your privacy and wants you to be informed about how we collect, use, and process your personal information.

This Notice covers the use of the personal information we have obtained about you from the Third Parties and supplements the information contained in our Privacy Policy.

The controller of your business contact information is Lattice Technologies Limited (located at 5 New Street Square, London, United Kingdom, EC4A 3TW) jointly with its US parent, Degree, Inc. d/b/a Lattice (located at 2261 Market Street, Suite 10902, San Francisco, CA 94114, USA).

Information about the Processing of Your Business Contact Information

Categories of Personal Information

Lattice has obtained some or all of the following personal information about you: your name, organization email address, organization phone number, location, employment history, skills, employer, employer location, technographic data, chronographic data, and intent data (collectively, your "business contact information"). For more details about the types of business-to- business information the Third Parties collect, see this page on the Cognism website and this page on the Clay Labs website..

This information was obtained from the Third Parties. Lattice does not collect any other personal information about you from the Third Parties, but may obtain information from you directly, or automatically from your computer or device when you engage with us, as described in our Privacy Policy.

Purpose for Processing

Lattice processes your business contact information for the purpose of marketing Lattice's software products to your organization through you. We may also use your personal information to measure the effectiveness of our marketing campaigns, to develop our marketing strategy, and for product development and research purposes.

We do not sell your personal information to any third party. We will only share personal data with third parties where we have your consent to do so, or as otherwise permitted under applicable data protection law.

Our Legal Basis

Your business contact information has been processed by Lattice in reliance on Lattice's legitimate interest in marketing its business-to-business software as a service to your organization through you, for product and marketing development, and research. In some cases, where the Third Parties have obtained your consent to share your personal information with us for marketing purposes, our legal basis for processing your business contact information is your consent.

You can opt out of further communications from Lattice by visiting www.lattice.com/preferences.

Categories of Recipients

Lattice shares your business contact information where necessary with its third-party service providers to undertake our marketing, product development, and research activities described in this Notice. Examples include: cloud hosting providers (to provide data storage and processing services); communication providers such as email messaging platforms and tools (to manage our emails); and data enrichment, analytics, and product search vendors.

International Data Transfers

Lattice Technologies Limited is an affiliate of Degree, Inc. d/b/a Lattice, which is headquartered in the United States. Therefore, please be aware that your business contact information may be transferred to, stored, and processed by Lattice in our facilities and by those third parties with whom we may share your personal information in the United States and other international locations. These countries may have data protection laws that are different from the laws of your country.

Regardless of where your data is located, we will treat all your business contact information in accordance with applicable law and apply the same protections described in this Notice. We also comply with certain legal frameworks relating to the transfer of such data, including ensuring that your business contact information has been transferred pursuant to additional safeguards in the form of an intercompany agreement between the two Lattice entities that incorporates the Standard Contractual Clauses adopted by the European Commission.

If you require further information about our international transfers of personal information, please contact us using the methods set forth in the “Contact Information” section further below.

Information Security

Lattice takes personal information security seriously. We maintain commercially reasonable administrative, technical, and physical safeguards to help protect your personal information from loss, misuse, and unauthorized access, disclosure, alteration, and destruction. For more information, please review our security measures.

Additional Information to Ensure Fair and Transparent Processing

Data Retention

Lattice's policy is to delete, aggregate, or anonymize personal data it has collected in its capacity as a controller when it is no longer necessary for the purpose(s) for which it was collected.

Your Rights

You have the right to object to the processing of your business contact information for marketing purposes and, where we rely on your consent to process your information, you have the right to withdraw your consent at any time. You can do this by clicking on the "unsubscribe" link at the bottom of any marketing email you receive from us or by visiting www.lattice.com/preferences.

You also have additional rights in relation to your business contact information, which can be exercised at any time, such as a right to request access to, rectification of, or erasure of your personal information; a right to restrict processing concerning your personal information; a right to object to processing of your personal information; and a right to data portability. You also have a right to lodge a complaint with a supervisory authority. To submit a privacy request, you can complete the privacy request form or email us at privacy@lattice.com.

The Source of Your Business Contact Information

The source of your business contact information is accessed through a database provided by Cognism Limited, located at Tintagel House, 92 Albert Embankment, London SE1 7TY, United Kingdom or Clay Labs, Inc., located at 111 West 19th Street, New York, NY 10011 USA . Your information was gathered by Cognism and Clay Labs though publicly available sources (websites, social profiles, news articles) and private sources (paywalled websites, financial and market intelligence, data-as-a-service providers) and on the basis of Cognism's and Clay Labs's legitimate interests. You can opt-out of Cognism's database here and Clay Labs's database here.

Contact Us

For questions related to Lattice's GDPR compliance, your privacy rights, or any other topic addressed in this Notice, please contact us at privacy@lattice.com. You can also direct any questions to:

Lattice's European Representative

Osano International Compliance Services Limited
ATTN: JNAA
3 Dublin Landings
North Wall Quay
Dublin 1 D01 C4E0

Lattice's Data Protection Officer

dpo@lattice.com