

Why a Privacy Policy?

This Privacy Policy outlines the commitment of KPI Global Limited and KPI Netherlands BV (collectively referred to as "KPI" or "We") to respect your privacy. As data controllers, we collect, process, and store personal information about you, our customers, prospects, suppliers, candidates, and/or users of the KPI website (the "Website") in connection with your relationship with KPI and the Website accessible at "www.kpi-global.com" (the "Personal Data"). This Privacy Policy is designed to describe our practices regarding the collection, use, processing, storage, disclosure, and transfer of your personal data, in compliance with the General Data Protection Regulation (Regulation (EU) 2016/679) ("GDPR") and relevant applicable laws and regulations.

Customer and Suppliers

Purposes and Legal Bases

KPI collects and processes your Personal Data for the purposes of managing customer and/or supplier relationships, which include:

- Managing relationships with customers, prospects, and/or suppliers;
- Measuring customer satisfaction and supplier compliance with legal standards through surveys;
- Prospecting and direct marketing;
- Managing and following up on offers and orders;
- Proceeding with filings in front of competent authorities;
- Managing invoice payments; and
- Managing contract signatures and contract databases.

The collection and processing of Personal Data are necessary for compliance with our legal obligations, the conclusion and/or performance of a contract with you, and/or for our legitimate interests in promoting our products and services and managing relationships on a global level, based on Art. 6 para. 1 lit. b), c), and/or f) of the GDPR.

Categories of Personal Data

KPI may collect your Personal Data during your interactions with us, such as in the course of business, at professional fairs, or through our Website, either directly from you or your employer, or indirectly from authorized third parties. The categories of Personal Data collected for the purposes set out above include:

- Identification information (e.g., surname, name, gender);

- Contact information (e.g., professional email, phone number, professional address, job title);
- CRM/SRM information;
- Purchase, invoicing, and tax information for supplier management; and
- IP Address.

Recipients

KPI may disclose your Personal Data to authorized personnel within KPI and to processors providing services for customer, prospect, and/or supplier relationship management, including those hosting your Personal Data. In the event of a sale or transfer of our business, your Personal Data may be transferred to the third party, subject to applicable legal requirements. We may also disclose information about you when required by law or to protect the rights, property, or safety of KPI or any person.

Retention Periods

Your Personal Data will be retained for the duration of our relationship with you and as necessary to comply with our legal and regulatory obligations.

Candidates

Purposes and Legal Bases

KPI collects and processes your Personal Data to review and assess your candidacy and manage the recruitment process. The collection and processing of Personal Data are necessary for the preparation of the conclusion and/or performance of an employment contract with you, and/or for our legitimate interests in managing recruitment processes globally, based on Art. 6 para. 1 lit. b), c), and/or f) of the GDPR.

Categories of Personal Data

KPI may collect your Personal Data during job interviews and recruitment processes, either directly from you or indirectly from authorized third parties such as job boards. The categories of Personal Data collected include:

- Identification information;
- Contact information;
- Professional information; and
- Information from previous recruitment sessions.

Recipients

We may disclose your Personal Data to relevant personnel appointed for a certain job listing, HR managers, and other affiliates of the KPI group of companies if you have opted in to be visible for other jobs. In the event of a sale or transfer of our business, your Personal Data related to recruitment may be transferred to the third party, subject to applicable legal requirements.

Retention Periods

If you are not hired, we will retain your Personal Data for 2 years from the date of collection. If you are hired, we will retain your Personal Data for the duration of your employment contract.

Website Users

Purposes and Legal Bases

KPI collects and processes your Personal Data for measuring the audience of our Website, optimizing it, and analyzing its use. The collection and processing of Personal Data are based on our legitimate interest in the functional management of our commercial activity, on the basis of the legitimate interest of the controller referred to in Article 6 §1 f) of the GDPR.

Categories of Personal Data

We may collect your Personal Data through the use of our Website, including information relating to the use of the Website and your IP address.

Recipients

KPI may disclose your Personal Data to personnel within the KPI Group and subcontractors in charge of managing the Website.

Retention Periods

We will retain your Personal Data for a maximum of thirteen (13) months. After this period, your personal information will be deleted from all KPI systems or anonymized.

Transfers

Your Personal Data may be transferred to affiliates within the KPI Group, including entities located outside of the European Economic Area. We have entered into data transfer agreements based on the European Commission model clauses to ensure the protection of your Personal Data.

Data Subjects' Rights

You have the right to access, request correction, deletion, or restriction of your Personal Data, request data portability, and give instructions related to the retention, erasure, and communication of your Personal Data after your death. You also have the right to

object to the processing of your Personal Data and to opt-out of direct marketing communications. Please contact us to exercise any of your rights or if you have any privacy questions:

- For candidates: the email address indicated in the job offer;
- For customers or suppliers: data-protection.officer@kpi-global.com

In case of complaints, you have the right to lodge a complaint with the relevant data protection authority.

Security

We take reasonable measures to protect your Personal Data against unauthorized access, unlawful use, loss, destruction, or damage.

Information and Updates

For any questions, comments, or concerns about your Personal Data or this Policy, please contact us:

- For candidates: the email address indicated in the job offer;
- For customers or suppliers: data-protection.officer@kpi-global.com

This Privacy Policy was last updated on February 1st, 2019, and may be updated periodically to reflect changes in the law, regulations, or company practices.