Personal Data Protection Notice

1. Introduction

Valtus Alliance is committed to protecting the privacy and personal data of its clients, prospects, suppliers, candidates, interim executives, partners, and employees. Each Valtus Alliance Member implements appropriate measures to process personal data responsibly, securely, and in accordance with the data protection and privacy laws applicable to it.

As a global network present in 30+ countries, Valtus Alliance Members comply with the data protection laws applicable in their respective jurisdictions, including, where applicable, the EU General Data Protection Regulation ("GDPR"), the UK GDPR, and other national or regional privacy laws.

This notice explains what personal data may be collected through the Website, how it is used and protected, and — because the Website lets you select a country and directs your request to the corresponding Valtus Alliance Member — who is responsible for that data at each stage.

2. Who is responsible for your data?

Two different data controllers may process your personal data depending on how you use the Website:

- **General use of the Website (browsing, security, audience measurement, technical cookies):** the Publisher, Valtus, acts as data controller.
- **Country-selector / contact and business enquiry forms:** when you select a country and submit a form, the identity of the corresponding Valtus Alliance Member is displayed to you before you submit your information. Upon submission, your data is transmitted directly to that Valtus Alliance Member, who acts as data controller for the processing of your request (e.g., responding to your enquiry, managing a business, candidate, or supplier relationship, providing services in that country).

The Publisher and the relevant Valtus Alliance Member each determine, independently and for their own purposes, why and how the personal data they respectively receive is processed. They act as separate, independent data controllers with respect to their own processing activities, and not as joint controllers within the meaning of Article 26 GDPR: the Publisher does not participate in, or exercise decision-making over, the purposes and means of the processing subsequently carried out by the Valtus Alliance Member once your data has been transmitted, and vice versa.

3. Data Processed When Browsing the Website

You may browse the Website without providing personal data. When you access the Website, certain technical information may be collected automatically, including:

- browser type and version;
- device and operating system information;
- date and time of access;
- referring and exit pages;
- navigation and usage data;
- approximate geographic location, where permitted by law.

This information is used for website administration, security monitoring, statistical analysis, and improvement of the Website. Where required by applicable law, this processing is based on the Publisher's legitimate interest or

on another lawful basis recognised by the relevant data protection law. Data is kept only for as long as necessary for these purposes or as required by law.

4. Data Processed Through Forms (Country Selector, Contact)

If you use the country-selector to contact a Valtus Alliance Member and complete a general contact form, the information you submit is processed for the purpose for which it was collected, by the controller identified in Section 2 above.

Where required by applicable law, your consent is obtained before sending you marketing communications. You may withdraw consent or unsubscribe at any time using the unsubscribe link in our communications, or by contacting the relevant Valtus Alliance Member directly.

Data collected through these forms is kept only for as long as necessary to manage your request or the relationship, comply with legal obligations, or pursue a legitimate business interest, in accordance with country applicable law.

5. International Data Transfers

Because Valtus Alliance Members are located in +32 countries, transmitting your data to the Valtus Alliance Member you selected may involve a transfer of personal data outside your country of residence or the European Economic Area.

Such transfers are governed by contractual arrangements between the Valtus Alliance Members designed to ensure an adequate level of protection and safeguards equivalent to those applicable within the European Economic Area. You may request further information on the safeguards applicable to a specific transfer by contacting the Data Protection Officer identified in Section 9.

6. Your Rights

Depending on the country in which you reside and the law applicable to the processing of your data, you may have the right to:

- access your personal data;
- request correction of inaccurate or incomplete data;
- request deletion of your personal data;
- object to, or request restriction of, certain processing;
- request data portability, where applicable;
- withdraw consent where processing is based on consent;
- lodge a complaint with the competent supervisory authority.

Requests should be directed to the Data Protection Officer identified below, who will direct your request to the Valtus Valtus Alliance Member accordingly.

7. Security

The Publisher and each Valtus Alliance Member implement technical and organisational measures appropriate to the risk, designed to protect personal data against unauthorised access, loss, alteration, or disclosure.

8. Contact

For details on the privacy practices and personal data protection of a specific Valtus Alliance Member, please refer to that member's local privacy notice.

To exercise your rights, please contact:

Data Protection Officer — Valtus Group

Email: dpo@valtusgroup.com