

# Privacy Statement

Unite Gaming BV, located at Ezelstraat 118, 8000 Bruges (Belgium) and with enterprise number BE0768.302.455 (hereinafter also referred to as "we" or "us"), takes your privacy very seriously and considers it important that your personal data (hereinafter "your data") are always treated with the necessary care and confidentiality

In this Privacy Statement, we explain why we need your personal data and what we do with it. If you have any questions after reading this Privacy Statement, you can always contact us. To prevent misunderstandings, we clarify that this Privacy Statement applies to the processing of personal data of:

- Visitors to the website [www.teamunitefn.com](http://www.teamunitefn.com) (hereinafter referred to as the "Website");
- (our contacts at) (potential) customers and business partners in the context of delivering custom-made products and services, such as creating immersive metaverse experiences;
- Applicants applying to Unite Gaming BV;
- Visitors and participants in our events;

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## 1 Who are we?

Unite Gaming BV is responsible for the processing of your data. This means that we determine the purpose and means (or the "why" and "how" questions) for the processing of your data. For inquiries about the processing of your data, you can always contact us using the following contact information:

- By email: [info@teamunitefn.com](mailto:info@teamunitefn.com)

## 2 What data do we collect from you?

Below, we clarify which data we may process about you, depending on the relationship you have with Unite Gaming BV. Depending on the situation, we may not necessarily process all the data listed below.

### 2.1 Users of the Website

Electronic identification data: including IP address, browser type, login details from your mobile device, location data;

Information about your use of the Website: including how you arrived at our Website, the web pages you visited, how you navigate these web pages, and the duration of the visit.

Since we rely on the use of cookies to process the above-mentioned data, we refer you to our Cookie Statement for more information.

### 2.2 (Our contacts with) potential customers and business partners

- Identification data: including identity card details, a copy of your identity card (for example, to verify your identity when you submit a request regarding the processing of your data by Unite Gaming BV).
- Contact information: including name, surname, address, email address, telephone number, professional position.
- Contact history: sent and received communications with you (e.g., via email or through the contact form on the Website).

### 2.3 Visitors to our events

- Identification data: including identity details, a copy of your identity card (e.g., for verification of your identity when you submit a request regarding the processing of your data by Unite Gaming BV).
- Contact information: including name, surname, address, email address, telephone number, professional position.
- Location data: including timestamp of arrival and departure.
- Contact history: sent and received communications with you (e.g., via email or through the contact form on the Website).
- Visual recordings: photos or videos that we have taken at events organized by us in which you have participated.

## 2.4 Participants in the provision of our services

- Identification data: including data from identity cards
- Contact information: including name, surname, address, email address, telephone number, professional position
- Contact history: communication sent and received with you (for example, by email or via the contact form on the Website)
- Images and/or audio and/or recordings: photos, audio or video recordings we make of the interview with the user;
- Any other information you provide during the interviews.

## 2.5 Applicants

- Identification data: including identity data, a copy of your identity card;
- Contact information: including name, surname, address, email address, telephone number, professional position;
- Biographical data: including age, gender, date of birth, place of birth, marital status, nationality
- Contact history: communication sent and received with you (for example, by email, via the contact form on the Website)
- Work-related information: including curriculum vitae, cover letter, educational details, certificates and transcripts, language skills, professional career, publications;
- Personality profile: including hobbies, social activities, personality;
- Image recordings: including photos or video footage you provide us as part of your application
- Contact details of your references.

In principle, we do not process special categories of data (such as medical data, political opinions, religious or philosophical beliefs, and membership of a trade union) of any of the aforementioned categories of individuals unless you provide them to us with your express consent and for specified purposes.

# 3 For what purposes do we collect your data and on what legal basis?

## 3.1 General

We process your data only for legitimate purposes and these are always processed according to the legal grounds as listed in the European General Data Protection Regulation (GDPR). Below, we clarify on which legal grounds we process your data, depending on your relationship with Unite Gaming BV.

When we process your data based on your consent, you can withdraw this consent at any time by contacting us. We request you to always confirm a verbally expressed withdrawal of consent in writing (by [info@teamunitefn.com](mailto:info@teamunitefn.com)).

When we process your data based on our legitimate interests, we will limit the impact this may have on your privacy by minimizing our use and establishing appropriate access and security measures to prevent unauthorized use. Furthermore, you have the right to object to the processing of your data based on our legitimate interests at any time.

### 3.2 Users of the Website

We can process your data based on your prior consent. This is, for example, the case when you agree to the use of marketing and tracking cookies (if applicable).

We can also process other data, such as data from essential cookies and functional cookies. The use of essential and functional cookies is not dependent on your consent. Essential cookies are necessary for purely technical reasons to enable communication between your device and the Website. Functional cookies are necessary to ensure the Website functions properly. More information can be found in our Cookie Statement (if applicable).

### 3.3 (Our contacts with) (potential) customers and business partners

When providing our products and services, we process your data because it is necessary for the conclusion, execution, or termination of an agreement with our customers and business partners. In this case, we always process your data in the context of offering and providing our products and services to you, or because you as a business partner help us deliver them to our customers.

We also process your data when necessary to comply with our legal obligations, such as meeting our accounting obligations.

Furthermore, we may process your data based on your prior consent. This is, for example, the case when you fill in your name and email address in the 'contact me' form on our Website. In that case, we use the provided email address to contact you.

Finally, we may process your data based on our legitimate interests, which may, in specific cases, outweigh any harm to your rights. You have the right to object at any time to the processing of your data based on our legitimate interests. This may be the case, for example, when we involve you in our customer satisfaction surveys (if applicable).

If you (our contact person with) our customer, we may rely on our legitimate interests to use your contact information to send you messages that we believe may interest you. If you do not wish to receive such communications, you can unsubscribe by clicking on the 'Unsubscribe' button included in each of these emails.

### 3.4 Visitors to our events

We can process your data based on your prior consent. In that case, you can revoke your consent at any time.

Furthermore, we may process your data based on our legitimate interests which, in specific cases, may outweigh any potential harm to your rights. You have the right to object to the processing of your data based on our legitimate interests at any time.

### 3.5 Participants in our services

We may process your data based on your prior consent. In that case, you can revoke your consent at any time.

### 3.6 Applicants

In the context of a job application process, we process your data because it is necessary to assess whether Unite Gaming BV wishes to enter into an employment, internship, or collaboration agreement with you. When we temporarily retain your data because we cannot immediately offer you a position within our company, we do so based on our legitimate interests. This allows us to inform you when new, interesting opportunities arise for you within Unite Gaming BV.

## 4 From whom do we receive your data?

We obtain your data directly from you, from our clients, from third parties (such as a recruitment agency or data suppliers), or from public sources.

When our clients provide us with your data, they do so because you are professionally connected to their company, and we may need to contact you in the context of delivering our products and services.

When we obtain your data from public sources, this includes consulting the Crossroads Bank for Enterprises (e.g., to verify if you are authorized to enter into a contract on behalf of your company), your company's website, your profile on professional social networks (e.g., in the context of a job application), or other publicly available information.

## 5 How long do we keep your data?

Unite Gaming BV does not retain your data longer than necessary to achieve the purpose for which the data was collected or processed.

Sometimes, specific legislation requires us to retain the data for a certain period. Unite Gaming BV will always comply with conditions for retaining or storing data imposed by specific legislation.

## 6 Storage location & security of your data

We mainly store your data on externally hosted IT systems. We partially outsource the storage of your data to specialized third parties. These external service providers act on our behalf as "processors" (see title 7).

We and our processors have taken the appropriate technical and organizational (precautionary) measures to secure your personal data against any form of unlawful processing.

## 7 What data do we disclose to third parties or third countries?

Without your consent, we do not share your data with third parties (except for our processors) for commercial reasons. Additionally, we may share your data with third parties when legally obligated, when necessary for the purposes for which the data was collected, or when necessary to provide you with our products and services.

As mentioned under title 6, we have engaged external service providers, called "processors," to support our business operations. These external service providers perform certain processing activities on your data on our behalf. We only share your data with these external service providers to the extent necessary for the purposes for which they were collected. These "processors" cannot use your data for other purposes. Furthermore, they are contractually obligated to ensure the confidentiality of your data. To ensure the aforementioned obligations, we have entered into so-called "data processing agreements" with these parties.

Your data may be processed outside the EEA. Your data is only transferred to third parties located in countries outside the EEA where the European Commission has decided that they provide an adequate level of protection for your data, or when other measures have been taken to ensure the lawful processing of your data in these third countries.

## 8 What are your rights as a data subject?

You can at any time manage your data collected by Unite Gaming by exercising your rights as a data subject. You have the following rights:

### 8.1 Right of access and copy

You have the right to access your data and to receive a copy of it.

### 8.2 Right to rectification

You have the right to rectify inaccurate data concerning you.

### 8.3 Right to erasure ("right to be forgotten")

You have the right to request that we erase your data without undue delay.

### 8.4 Right to restriction of processing

You have the right to restrict the processing of your data. In that case, the processing will be temporarily suspended until, for example, the accuracy of the data is ensured.

### 8.5 Right to object

You have the right to object to the processing of your data based on our legitimate interests. You can exercise this right on grounds relating to your particular situation. In that case, we must cease processing unless we can demonstrate compelling legitimate grounds for continuing the processing of your data.

You can, regardless of the legal basis for the processing, always object to the use of your data for direct marketing, after which we are obliged to cease processing for these purposes.

### 8.6 Right to data portability

You have the right to receive the data you have provided to us in a structured, commonly used, and machine-readable format. This makes it easy for you to transfer your data to another organization.

You also have the right to request us to transfer your data directly to another organization.

However, the exercise of the above rights is subject to certain limitations, as determined by the GDPR and further specified in other applicable laws and regulations.

## 9 What are your rights as a data subject?

You can at any time manage your data collected by In Unite Gaming by exercising your rights as a data subject. You have the following rights:

### 9.1 Right of access and copy

You have the right to access your data and to obtain a copy of it.

### 9.2 Right to rectification

You have the right to rectify inaccurate data concerning you.

### 9.3 Right to erasure ("right to be forgotten")

You have the right to request that we erase your data without undue delay.

### 9.4 Right to restriction of processing

You have the right to restrict the processing of your data. In that case, processing will be temporarily suspended until, for example, there is certainty about the accuracy of the data.

### 9.5 Right to object

You have the right to object to the processing of your data based on our legitimate interests. You can exercise this right on grounds related to your particular situation. In that case, we must cease processing unless we can demonstrate compelling legitimate grounds for continuing to process your data. Regardless of the legal basis for processing, you can always object to the use of your data for direct marketing, after which we are obliged to cease processing for these purposes.

### 9.6 Right to data portability

You have the right to receive the data you provided to us in a structured, commonly used, and machine-readable format. This makes it easy for you to transfer your data to another organization. You also have the right to request us to transfer your data directly to another organization.

However, the exercise of the above rights is subject to certain limitations, as determined by the GDPR and further specified in other applicable laws and regulations.

## 10 How can you exercise your rights?

If you wish to exercise any of the rights described above, you can contact us using the contact details provided under title 1 and reiterated under title 9 ([info@teamunitefn.com](mailto:info@teamunitefn.com)).

When you submit a request to exercise your rights, we will first verify your identity by requesting a copy of your identity card. We do this to prevent your data from falling into the wrong hands. In that case, we will ask you to obscure irrelevant data on your identity card, such as your citizen number and photo.

Exercising your rights is generally free of charge. If your request appears to be manifestly unfounded or excessive (especially due to its repetitive nature), we may charge you a reasonable fee to cover our administrative costs. However, in such cases, we may also simply refuse to comply with your request. The reasons for this refusal will be communicated to you.

In any case, we will inform you of the response to your request within a period of 4 weeks (for simple requests) or 3 months (for complex or frequent requests).

## 11 What are your options for filing a complaint?

Despite all our efforts to protect your privacy and comply with relevant legislation, you may disagree with the way Unite Gaming BV processes your personal data. Of course, you can always contact us in that case, but you also have other options for filing a complaint. First, we reiterate how you can reach us:

- By email: [info@teamunitefn.com](mailto:info@teamunitefn.com)

Additionally, you can always file a complaint with the supervisory authority, which you can contact using the following contact details:

### **Belgian Data Protection Authority**

- Drukpersstraat 35, 1000 Brussels
- Tel: +32 (0)2 274 48 00
- Fax: +32 (0)2 274 48 35
- Email: [contact@apd-gba.be](mailto:contact@apd-gba.be)

Furthermore, if you have suffered damages, you can also file a claim with the competent court. For more information on complaints and remedies, we invite you to consult the following webpage of the Data Protection Authority: <https://www.dataprotectionauthority.be/>.

## 12 Changes

We reserve the right to unilaterally amend our Privacy Policy at any time. Each amended version will always be available on the Website and will immediately apply from the moment of publication. The date on which our Privacy Policy was last amended is indicated below.

Last modified on: May 28<sup>th</sup>, 2024