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Privacy Policy

1. Introduction

HighTechXL is committed to protecting your personal data and to respecting your privacy in accordance with the applicable privacy and data protection laws and regulation in place in the Netherlands at the time of publication of this Privacy Policy.

HighTechXL will explain what information (Personal Data) it collects about you, for which purpose, and with whom it shares that information. By providing HighTechXL your Personal Data, you acknowledge having read and agreed with the provisions in this Privacy Policy.

2. Why do we process your personal Data?

Processing is necessary for the legitimate interest of HighTechXL mission to create Ventures. HighTechXL collects data to satisfy any legal and regulatory obligations to which it is subject to and which are mandatory to perform its (future) contractual obligations.

Personal Data is processed based on your consent after having read, understood and agreed to this privacy statement. Consent can be withdrawn at any time. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.

When HighTechXL processes your Personal Data, we may use it for any of the purposes described in this Privacy Policy or as stated at the time of collection in a specific statement notice, including but not limited to:

- perform the specific operation requiring the collection of Personal Data;
- manage future collaborations with each other (create a contract and to fulfill our obligations arising from contracts between you/your company and us; in order to enable the completion and electronic signature of documents for that purpose; provide proof of evidence that transaction was sent to you for signature);
- handle your application to any of our recruitment services or event, handle your job application or your participation in our programs, and assess your eligibility to work for us or to participate in our program, develop our businesses and activities;
- enforce compliance;
- compile statistical information on the performance of our program;
- provide access to our newsletters;
- allow you to post reviews, to apply to HighTechXL programs;
- identify services you may be interested in and to communicate to you about our services (via our newsletters or events) and to build or maintain a relationship for marketing purposes;
- to maintain, develop and improve our website and social media pages, in particular by generating statistics regarding their use.

3. How do we collect your Personal Data?

HighTechXL may collect information about you during interaction with you, including uploading content to HighTechXL websites, filling application forms and providing information and documents requested by HighTechXL.

HighTechXL strives to adopt strong privacy practices, early and consistently by acting proactively rather than reactively and preventative rather than remedially. Therefore, HighTechXL collects only minimum personal data about you.

4. Which Personal Data do we collect and further process?

The personal data we process may include:

- your name, gender, (job) title, and the company you work for
- your contact details, such as your (business) email address, company/home address and your (business) phone number;
- your date of birth;
- place of birth and nationality;
- information from the trade register;
- relevant background information, such as your skills, your professional and/or educational background, etc.
- your national identification number (but only to the extent authorized by law)
- your payment details, if necessary for invoicing or payment purposes;
- information related to your visit to our website, such as the type of your device, your IP address and the user-agent;
- correspondence with you or containing information about you;
- your reviews with regard to our services;

- video recording;
- information about your attendance of our events;
- your resume, cover letter, information about your application procedure and the results thereof, and any other information relevant for the position you apply for;
- Personal Data that we need for compliance with our legal obligations;

Based on the above, HighTechXL generates a unique account and a password.

Further personal information shall only be collected with your legitimate interest.

Further processes:

Usage data collection by HighTechXL's third party service providers:

HighTechXL may transfer your Personal Data (cookies and usage data) to third party service providers to enhance and maintain our website. The transfer of your personal data to these providers takes place if the recipient is in a country under the EU-US Privacy Shield.

Disclosure to law enforcement, professional bodies (notary) and other third parties, as required by law or regulation, also outside the Netherlands:

HighTechXL may also review your personal data to determine whether such disclosure is required and/or permitted.

5. How long do we keep your personal data?

HighTechXL only keeps your Personal Data for the time necessary to fulfill the purpose of collection. As such, it may be retained as long as you have a relationship with HighTechXL.

The information may be processed and stored for two years from the most recent visit on the website.

6. How do we protect and safeguard your Personal Data?

HighTechXL has implemented generally accepted standards of technology and operational security to protect your Personal Data against accidental or unlawful destruction, loss, alteration and unauthorized disclosure or access. Organization measures include restricting access to the Personal Data solely to authorized persons with a legitimate need to know for the purposes of a specific processing operation.

Although we use appropriate security measures, transmission of data over the Internet is never completely secure. HighTechXL endeavours to provide maximum security while transferring your Personal Data but cannot guarantee its full security when transmitted to and or by us.

7. Who has access to your Personal Data and to whom is it disclosed?

Access to your Personal Data is provided to authorized persons of HighTechXL, all legally bound by stringent confidentiality measures on a need-to-know basis and responsible for carrying out the specific processing operation. Personal Data is not shared with other recipients or transferred to third countries or international organizations except with your prior written consent to the extent and for the purpose of your legitimate interest.

8. What are your rights and how can you exercise them?

You have consented to provide your Personal Data to HighTechXL for a specific processing operation. Any request to access,

rectification,
completion, portability, erasure, restriction of processing or
objection to
the processing of your personal data can be sent to
HighTechXL, using the
contact information:

info@hightechxl.com

. You will receive a response as early as possible and always
within one
month.

9. Cookies:

HighTechXL may use cookies or similar tools using
anonymized information to
enable you to have access to certain information, to protect
both you and
HighTechXL, help make our services easier to use or tailor
your navigation,
or for analytics to help HighTechXL understand how users
engage with our
information and to improve our features. The use of cookies
is described in
the HighTechXL Cookie Policy.

10. Contact Information on behalf of HighTechXL: Data Controller

HighTechXL Group B.V.

High Tech Campus 27

5656AE Eindhoven

Email: info@hightechxl.com

11. Updates

This Privacy Policy entered into force on June 15, 2023.
HighTechXL reserves
the right to amend or update this policy.

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