

Privacy Statement

E X N I H I L O

TRANSFER PRICING & BUSINESS ANALYSIS

Introduction

Your privacy and trust are important to us and this Privacy Statement (“Statement”) provides important information about how Ex Nihilo and its worldwide affiliated companies and subsidiaries (“Ex Nihilo,” “we,” or “us”) handle personal information. This Statement applies to any Ex Nihilo website, application, product, software, or service that links to it (collectively, our “Services”). Occasionally, a Service will link to a different Privacy Statement that will outline the particular privacy practices of that Service.

Please read this Statement carefully and contact us if you have any questions about our privacy practices or your personal information choices. It is important that you check back often for updates to this Statement.

This Statement was last updated on May 24th, 2018.

Personal information

Ex Nihilo is committed to the responsible handling and protection of personal information.

Personal information means any information relating to an identified or identifiable natural person; an identifiable person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural, or social identity of that person.

We collect, use, disclose, transfer, and store personal information when needed to provide our Services and for our operational and business purposes as described in this Statement. We want to be clear about our privacy practices so that you can make **informed choices about the use of your information**, and we encourage you to contact us at any time with questions or concerns.

The types of personal information we collect

We collect personal information from you, for example, if you register for an event, request information, purchase or use our Services. We may ask you to provide information such as your name, address, phone number, email address, and your photo identification. Not all of the personal information Ex Nihilo holds about you will always come directly from you. It may, for example, come from other organizations to which you belong, or a professional service provider such as your tax or accounting professional or attorney, if they use our Services. We also collect personal information from third parties such as our partners, service providers, and publicly available websites, to offer Services we think may be of interest and to help us maintain data accuracy and provide and enhance the Services.

In addition, our **website automatically collects certain information** to help us administer, protect, and improve our Services; analyze usage. We share personal information with others only as described in this Statement, or when we believe that the law permits or requires it.

Occasionally we collect and process what may be considered sensitive personal information.

Sensitive personal information is a subset of personal information and is generally defined as any information related to racial/ethnic origin, political opinions, religious beliefs, trade union membership, physical or mental health, other medical information including biometric and genetic data, or sexual life or preferences. In some instances, sensitive personal information may also include criminal allegations or convictions, precise geolocation information, financial and bank account numbers, or unique identifiers such as government-issued social security numbers, driver's license, and passport numbers.

How we use personal information

We process personal information for these Service- and business-related purposes

- ✓ Administration: We use personal information such as your name, email address and phone number to set up and administer your account, provide support and Service, verify your identity, and send important Service information.
- ✓ Personalization: We use personal information to deliver and suggest tailored content such as news, research, reports, and business information and to personalize your experience with our Services.
- ✓ Marketing and events: We use personal information to deliver marketing and event communications to you across various platforms, such as email, telephone, text messaging, direct mail, and online. If we send you a marketing email, it will include instructions on how to opt out of receiving these emails in the future.
- ✓ Surveys and polls: If you choose to participate in a survey or poll, any personal information you provide may be used for marketing or market research purposes.
- ✓ Research and development: We use personal information for internal research and development purposes and to improve and test the features and functions of our Services.
- ✓ Legal obligations: We may be required to use and retain personal information for legal and compliance reasons, such as the prevention, detection, or investigation of a crime; loss prevention; or fraud. We may also use personal information to meet our internal and external audit requirements, information security purposes, and as we otherwise believe to be necessary or appropriate: (a) under applicable law, which may include laws outside your country of residence; (b) to respond to requests from courts, law enforcement agencies, regulatory agencies, and other public and government authorities, which may include such authorities outside your country of residence; (c) to enforce our terms and conditions; and (d) to protect our rights, privacy, safety, or property, or those of other persons.

When we share personal information

Ex Nihilo shares or discloses personal information when necessary to provide Services or conduct our business operations as described below. When we share personal information, we do so in accordance with data privacy and security requirements. We may occasionally share non-personal, anonymized, and statistical data with third parties. Below are the parties with whom we may share personal information and why.

- ✓ Within Ex Nihilo: Our businesses around the world are supported by a variety of Ex Nihilo teams and functions, and personal information will be made available to them if necessary for the provision of Services, account administration, sales and

marketing, and business, for instance. All of our employees and contractors are required to follow our data privacy and security policies when handling personal information.

- ✓ Our business partners: We occasionally partner with other organizations to deliver co-branded Services, provide content, or to host events, conferences, and seminars. As part of these arrangements, you may be a customer of both Ex Nihilo and our partners, and we and our partners may collect and share information about you. Ex Nihilo will handle personal information in accordance with this Statement, and we encourage you to review the privacy statements of our partners to learn more about how they collect, use, and share personal information.
- ✓ Our third-party service providers: We partner with and are supported by service providers. Personal information will be made available to these parties only when necessary to fulfill the services they provide to us, such as software and support; direct marketing services; cloud hosting services; advertising; data analytics. Our third-party service providers are not permitted to share or use personal information we make available to them for any other purpose than to provide services to us.
- ✓ Third parties for legal reasons: We will share personal information when we believe it is required, such as:
 - ✓ To comply with legal obligations and respond to requests from government agencies, including law enforcement and other public authorities, which may include such authorities outside your country of residence.
 - ✓ In the event of a merger, sale, restructure, acquisition, joint venture, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings)
 - ✓ To protect our rights, users, systems, and Services.

Where we store and process personal information

Ex Nihilo is a global organization, and your personal information may be stored and processed outside of your home country. We take steps to ensure that the information we collect is processed according to this Privacy Statement and the requirements of applicable law wherever the data is located.

Ex Nihilo collaborate with third parties such as cloud hosting services, suppliers, and technology support located around the world to serve the needs of our business, workforce, and customers. We take appropriate steps to ensure that personal information is processed, secured, and transferred according to applicable law. In some cases, we may need to disclose or transfer your personal information within Ex Nihilo or to third parties in areas outside of your home country. The areas in which these recipients are located will vary from time to time, but may include the United States, Europe, and other countries where Ex Nihilo has a presence or uses contractors. For a list of Ex Nihilo offices, see the contact page on our website.

When we transfer personal information from the European Economic Area to other countries in which applicable laws do not offer the same level of data privacy protection as in your home country, we take measures to provide an appropriate level of data privacy protection. In other words, your rights and protections remain with your data.

How we secure personal information

Ex Nihilo takes data security seriously, and we use appropriate technologies and procedures to protect personal information. Our information security policies and procedures are closely aligned with widely accepted international standards and are reviewed regularly and updated as necessary to meet our business needs, changes in technology, and regulatory requirements.

For example:

- ✓ Policies and procedures
 - ✓ We have measures in place to protect against accidental loss and unauthorized access, use, destruction, or disclosure of data;
 - ✓ We place appropriate restrictions on access to personal information;
 - ✓ We implement appropriate measures and controls, including monitoring and physical measures, to store and transfer data securely;
 - ✓ We conduct Privacy Impact Assessments in accordance with legal requirements and our business policies;
- ✓ Training for employees and contractors
 - ✓ We require privacy, information security, and other applicable training on a regular basis for our employees and contractors who have access to personal information and other sensitive data;
 - ✓ We take steps to ensure that our employees and contractors operate in accordance with our information security policies and procedures and any applicable contractual conditions;
- ✓ Vendor risk management
 - ✓ We require, through the use of contracts and security reviews, our third-party vendors and providers to protect any personal information with which they are entrusted in accordance with our security policies and procedures.

How long we keep personal information

We retain personal information for as long as we reasonably require it for legal or business purposes. In determining data retention periods, Ex Nihilo takes into consideration local laws, contractual obligations, and the expectations and requirements of our customers. When we no longer need personal information, we securely delete or destroy it.

Your right to access and correct your personal information

We respect your right to access and control your information, and we will respond to requests for information and, where applicable, will correct, amend, or delete your personal information.

- ✓ Access to personal information: If you request access to your personal information, we will gladly comply, subject to any relevant legal requirements and exemptions, including identity verification procedures. Before providing data to you, we will ask for proof of identity and sufficient information about your interaction with us so that we can locate any relevant data.
- ✓ Correction and deletion: In some jurisdictions, you have the right to correct or amend your personal information if it is inaccurate or requires updating. You may also have the right to request deletion of your personal information; however, this is not always possible due to legal requirements and other obligations and factors.

- ✓ **Marketing preferences:** To opt out of email marketing, you can use the unsubscribe link found in the email communication you receive from us. For other marketing preferences, you can use the “Contact Us” option within the relevant Service.

Please contact us with any requests related to your personal information.

Cookies and similar technologies

Ex Nihilo and our third-party providers set and use cookies and similar technologies to deliver targeted advertising, and gather analytic and usage data, for example. The use of cookies and other tracking technologies is standard across websites through which information is collected about your online activities across websites, or other services. More information about how we use cookies and similar technologies and how you can control and manage them is below.

What is a cookie?

A cookie is a small text file that is placed on a computer or other device and is used to identify the user or device and to collect information. Cookies are typically assigned to one of four categories, depending on their function and intended purpose: absolutely necessary cookies, performance cookies, functional cookies, and cookies for marketing purposes.

Types of cookies and why we use them

- ✓ **Absolutely necessary cookies:** These cookies are essential to enable you to move around a website and use its features.
- ✓ **Performance cookies:** These cookies collect information about how you use our websites. Information collected includes, for example, the Internet browsers and operating systems used, the domain name of the website previously visited, the number of visits, average duration of visit, and pages viewed. These cookies don't collect information that personally identifies you and only collect aggregated and anonymous information. Performance cookies are used to improve the user-friendliness of a website and enhance your experience.
- ✓ **Functionality cookies:** These cookies allow the website to remember choices you make (such as language preference, or the area or region you are in). These cookies can also be used to remember changes you have made to text size, fonts, and other customizable parts of web pages. They may also be used to provide services you have asked for, such as watching a video or commenting on a blog. The information these cookies collect may be anonymized, and they cannot track your browsing activity on other websites.
- ✓ **Targeting and advertising cookies:** These cookies track browsing habits and are used to deliver targeted (interest-based) advertising. They are also used to limit the number of times you see an ad and to measure the effectiveness of advertising campaigns. They are usually placed by advertising networks with the website operator's permission. They remember that you have visited a website and this information is shared with other organizations, such as advertisers.

Managing cookies

You can manage website cookies in your browser settings, and you always have the choice to change these settings by accepting, rejecting, or deleting cookies. If you choose to change your settings, you may find that certain functions and features will not work as intended on the Services. All browser settings are slightly different, so to manage cookies, you should refer to the relevant settings within your browser.

Other tracking technologies

- ✓ Local shared objects/Flash cookies: Flash cookies, also known as local shared objects, are designed to support browser content supported by Adobe® Flash. They are usually used to enable ads and video content on websites. Like other cookies, they will store information on your device, some of which will be specific to the Flash-enabled content. Flash cookies can only be deleted within Adobe Flash rather than via your browser.
- ✓ Web beacons: Our web pages may contain electronic images known as web beacons (also called single-pixel gifs and transparent graphic images) that we use to help deliver cookies on our sites, count users who have visited those sites, and analyze the effectiveness of our promotional campaigns, for example. We may also include web beacons in our marketing email messages or newsletters to determine whether an email is opened or if links are clicked

Do not track

Some browsers transmit Do Not Track (DNT) signals to websites. Due to the lack of a common interpretation of DNT signals throughout the industry, Ex Nihilo does not currently alter, change, or respond to DNT requests or signals from these browsers. We will continue to monitor industry activity in this area and reassess our DNT practices as necessary.

Links and connections to third-party services

Our Services may contain links to and may be used by you in conjunction with third-party apps, services, tools, and websites that are not affiliated with, controlled, or managed by us. Examples include Facebook, LinkedIn, Twitter®. The privacy practices of these third parties will be governed by the parties' own Privacy Statements. We are not responsible for the security or privacy of any information collected by these third parties. You should review the privacy statements or policies applicable to these third-party services.

Children's privacy

Ex Nihilo provides services for professionals, and our Services are not aimed at children. We understand the importance of protecting children's information, especially in an online environment and we do not knowingly collect or maintain information about children.

Changes to this privacy statement

Ex Nihilo may change this privacy statement as needed. If changes to the statement are made, please note that it may take up to 30 business days before new privacy practices are implemented. Check our website periodically if you would like to monitor changes.

Complaints

If you are concerned about an alleged breach of privacy law or any other regulation by Ex Nihilo, you can contact us. An Ex Nihilo Privacy Officer will be made available to investigate your complaint and give you information about how it will be handled.

If you are not satisfied with the way in which Ex Nihilo has resolved your complaint, you have the right to complain to the data protection authority in your country. You may also refer the matter to a court of competent jurisdiction.

How to contact us

We understand that you may have questions or concerns about this Statement or our privacy practices. Please feel free to contact us.

Ex Nihilo Data Protection Officer:

Email: robert@ex-nihilo.eu

Address:

Ex Nihilo

Attn: Data Protection Officer

P.O. Box 1302

6501 BH Nijmegen, The Netherlands

EXNIHILO

TRANSFER PRICING & BUSINESS ANALYSIS

4242 Six Forks Rd - Suite 1550

Raleigh NC - 27609 - USA

+1(984) 220 82 44

Schorpioenstraat 298 - 3067 KW

Rotterdam - The Netherlands

Oranjesingel 2 - 6511 NS

Nijmegen - The Netherlands

+31 (0)85 273 36 38

robert@ex-nihilo.eu

www.ex-nihilo.eu

www.ex-nihilousa.com