

PRIVACY POLICY

Policy Overview	2
Description	2
Data Protection Policy	2
Personal Data	2
Categories of personal data we collect	3
Purposes for processing your personal data	3
Your personal data and third parties	4
Processing of sensitive data	4
Data security measures	5
Personal data transfers	5
How long will your personal data be retained by us?	5
Your rights with respect to the processing of your personal data	5
Personal data when you visit Revence.com	6
Links to websites and programs of third parties	6
How do we use the personal data that we collect from our websites?	7
Personal Data for Marketing Purposes	7
Sources of our marketing data	7
Marketing e-mails	7
Customer Relationship Management (CRM)	7
Combining and analysing data	8
Revence Events & Webinars	8
Your rights regarding marketing communications	8
Compliance	8
Changes to this policy	8
Contact us	9

Policy Overview

Description

This Privacy Policy reflects how Revvence Ltd and/or its affiliates ("Revvence"," we") protect the personal data we process and control about you and the rights you have regarding the processing of your personal data.

This policy outlines Revvence's practices for collecting information through activities related to this Privacy Policy through services we offer and control. Additionally, it encompasses messages we send to you, including social media pages, applications, and websites. By providing personal information, you agree to the terms and conditions of this Privacy Policy.

Data Protection Policy

All personal data processing must comply with applicable data protection principles. Our policies ensure compliance with these principles:

- Personal data must be processed lawfully, fairly, and transparently with respect to the data subject.
- Personal data must be collected for specific, clear, and legitimate purposes and not processed in any way that is incompatible with those purposes.
- Personal data must be relevant, adequate and limited to what is necessary for processing (data minimisation)
- Personal data must always be accurate and up-to-date. To ensure this, every reasonable measure must be taken to promptly rectify or erase inaccurate personal data in relation to the purposes for which they are processed. This is known as the 'accuracy' principle.
- Personal data must be deleted when no longer needed for processing.
- Personal data must be processed securely to prevent unauthorized access, loss, or damage, using appropriate technical and organizational measures

Personal Data

Revvence values your privacy and is committed to protecting your personal data. We want you to feel confident that your information is safe with us.

To achieve this, we comply with all applicable data privacy laws and have implemented strict policies and procedures to safeguard your personal data. We also use appropriate technical and organizational measures to prevent unauthorized access, loss, alteration, disclosure, or destruction of your personal data.

Categories of personal data we collect

We collect personal information from different categories of people, such as our employees, potential employees, clients, suppliers, business contacts, shareholders, and website users. If we collect any other information that is not mentioned in this privacy statement, we will notify individuals (as required by law) about which other data will be collected and how it will be used.

You are not obligated to provide us with any personal data except for certain information that is required by law or for the services we provide. We do not intend to treat you unfairly if you choose not to provide us with your personal information. However, please keep in mind that if you choose not to provide certain information, we may not be able to accomplish some or all of the purposes outlined in this privacy statement, and you may not be able to use certain tools and systems that require the use of such personal data.

If you provide us with the personal information of another person (for example, a potential employee/referral), you are responsible for ensuring that the person is aware of the information contained in this privacy statement and that he or she has given you consent for sharing the information with us.

We obtain the above-mentioned categories of personal information directly from you (for example, when you provide information to sign up for a newsletter or apply for a role within Revvance) or indirectly from certain third parties (for example, through our website's technology). These third parties include our affiliates, public authorities, public websites and social media, suppliers, and vendors.

Purposes for processing your personal data

Revvance uses your personal data only when necessary for specific purposes. Below are the purposes and legal basis for each.

Purpose	Legal Basis
Managing our contractual and/or employment relationship with you	Necessary for the performance of a contract to which you are a party.
Recruitment	Necessary for our legitimate interests to ensure that we recruit the appropriate employees.
Facilitating communication with you	Necessary to ensure effective communication and emergency handling within the organization for legitimate interests.
Operating and managing our business operations Complying with legal	Necessary to ensure proper business function and comply with legal obligations.

requirements	
Monitoring your use of our systems	Necessary for our legitimate interests of avoiding non-compliance and protecting our reputation.
Improving the security and functioning of our website, networks and information	Necessary for our legitimate interests to ensure that you receive an excellent user experience and that our networks and information are secure.
Marketing our products and services to you.	Necessary for our legitimate interests to ensure that we can conduct and increase our business.
Creating marketing material for or of Revvence events.	Necessary for our legitimate interests to ensure that we can conduct and increase our business.

Revvence will only process your personal data for the specific purposes for which you have given your prior consent, which is mandatory under applicable laws. Rest assured that we will not use your personal data for any purpose that you have not been informed about unless it is required by law or authorized by regulatory authorities.

Your personal data and third parties

We may share personal data with our service providers, professional advisors, public and governmental authorities, or third parties as part of a (potential) corporate or commercial transaction. Third-party processing may also occur in the course of day-to-day business activities, such as payroll, travel partners, company health insurance, and pension enrollment. If such third parties are located in other countries, we will take the necessary steps to ensure that your personal data is adequately protected in accordance with relevant data privacy laws and our internal policies.

If we need to transfer your personal data from within the European Economic Area (EEA) to third parties outside the EEA, we will ensure that such transfers are either based on an adequacy decision or governed by the standard contractual clauses. For any other non-EEA-related transfers of your personal data, we will follow the appropriate international data transfer mechanisms and standards. You will be notified in case of any changes to these data transfer arrangements.

Processing of sensitive data

At Revvence, we aim to avoid collecting sensitive data (also known as special categories) through our websites. However, if we do need to collect such information, we will do so in compliance with data privacy laws and regulations and/or request your consent.

Sensitive data refers to the various categories of personal information that require special treatment and protection under data privacy laws. These categories include racial or ethnic origin, political opinions, religious or philosophical beliefs, membership of a trade union, physical or mental health,

biometric or genetic data, sexual life or orientation, or criminal convictions and offences (including information about suspected criminal activities).

Data security measures

At Revvence, we have implemented organizational, physical, and technical security measures to safeguard all personal data we hold appropriate to our business maturity and scale. We have established protocols, controls, and policies, as well as relevant procedures and guidance, to maintain these measures, taking into account the risks associated with the different categories of personal data and the processing activities that we undertake.

Personal data transfers

We may collect personal data that could be transferred or accessed internationally within Revvence's business and between its entities and affiliates. Any such transfers that take place will be carried out in accordance with the applicable data privacy laws.

We are committed to ensuring that your information is adequately protected regardless of where it is stored. We will provide appropriate protection for your information if it is transferred outside of the EEA or other countries approved by the EU.

If we authorize the processing or transfer of your personal information outside of the approved countries, we will require that your personal information be protected. To ensure this, we include data protection transfer mechanisms.

How long will your personal data be retained by us?

At Revvence, we will only keep your personal data for as long as it's necessary. We follow strict records management and retention policies and procedures to ensure that your personal data is deleted after a reasonable amount of time. We will retain your Personal Information for the duration required to fulfill the purposes outlined in this Privacy Policy unless the law requires or permits a longer retention period.

Your rights with respect to the processing of your personal data

You are entitled (in the circumstances and under the conditions, and subject to the exceptions set out in applicable law) to:

- If you want to know whether we hold personal data about you, you have the right to request access to that information. If we do have your personal data, you can also request information on and a copy of that data.
- If your personal data is inaccurate or incomplete, you have the right to request its rectification.

- If you no longer want us to process your personal data, you can object to it.
- You have the right to request the erasure of your personal data, including when this data is no longer necessary for the purposes it was collected.
- You can request the restriction of the processing of your personal data, which means that we will only process it in limited circumstances, including with your consent.
- If you have provided us with your personal data, you have the right to receive a copy of it in a structured, commonly used, and machine-readable format. You can also request that we transmit such personal data to another data controller.

If your personal data is being processed based on your consent, you have the right to withdraw this consent at any time. To do so, you can submit a formal request to Revvence. However, please note that even if you withdraw your consent, Revvence may still have the right to process your personal data for other legal reasons, such as delivering contracted services.

Personal data when you visit Revvence.com

We may collect and process the following personal data:

- When you use our website, we may collect personal information from you in a few ways. For instance, you may provide us with personal information by filling in forms on our website, such as when you register to use the website, subscribe to services/newsletters/alerts, register for a conference, or request further information. Pages that collect this type of personal data will explain why we need it and how we will use it. But, of course, it's up to you whether or not you want to provide it.
- If you contact us, we may keep a record of that conversation. We may also ask you to complete surveys for research purposes, but you are not obligated to respond.
- Any content that you upload or post to our website on social media platforms like Facebook, Twitter, or LinkedIn, will be visible to others.
- Our website may also collect information about your computer, such as your IP address, operating system, and browser type, to filter traffic, look up user domains, conduct system administration, and report on statistics.
- We collect information about your visits to our website, including which pages you view, and what resources you access or download. This information includes but is not limited to, traffic data, location data, and weblogs.

Links to websites and programs of third parties

Our websites may contain links to and from the websites of our partner networks, advertisers, and affiliates. Additionally, certain third-party programs, such as widgets and apps, may be featured on our websites. Please note that these third parties may collect and process your personal data for their own purposes. We cannot be held responsible or liable for any third-party sites or programs. Before using and providing any information to such third-party sites and programs, we advise you to review their terms of use and privacy statements.

How do we use the personal data that we collect from our websites?

We utilize personal data for the purposes described in the section "Purposes for processing your personal data?" above. Additionally, we use it to provide you with the information you have requested, process your online job applications, and for other purposes that we will explain to you at the point where it is collected.

For example:

- To personalise your experience at our website.
- To contact you for marketing purposes where you have agreed to this.
- To fulfil your requests for white papers, articles, newsletters or other content.
- For surveys or research questionnaires.
- When applying for a role within Revvence.

Personal Data for Marketing Purposes

Sources of our marketing data

We primarily collect personal data for marketing purposes from employees of our clients and other companies with whom we have an existing business relationship. Additionally, we may gather contact information from public sources, such as social media websites, to initiate contact with relevant individuals from a client or other company.

Marketing e-mails

We occasionally send commercial emails to individuals at our client or other companies with whom we want to develop or maintain a business relationship. This practice is in accordance with applicable marketing laws. Our targeted email messages usually contain web beacons, cookies, and similar technologies. These technologies allow us to know if you open, read, or delete the message, and what links you may click. When you click a link in a marketing email you receive from Revvence, we will also use a cookie to log what pages you view and what content you download from our websites, even if you are not registered or signed in to our site.

If you receive a targeted email from Revvence, additional data privacy information may be included as required by applicable laws. For further information regarding our cookie policy, please visit <https://www.revvence.com>.

Customer Relationship Management (CRM)

Our CRM databases contain the personal data of individuals from our clients and other companies with whom we have a business relationship or want to develop one. This personal data includes relevant business information like contact details, publicly available information such as board membership, published articles, press releases, and your public posts on social media sites (if relevant for business purposes). We also collect your responses to targeted emails, including web activity following links from our emails, and website activity of registered users of our website. Additionally,

our professionals may include other business information based on their personal interactions with you.

Combining and analysing data

We may gather information from various sources, such as publicly available data and our interactions with you through email, website, and personal communication channels. This includes information collected from our different websites, including corporate and careers sites, as well as information collected when you sign up or log in using your social media accounts like Facebook and LinkedIn. We combine this data to better understand your experience with Revvance and to perform other activities as described in our privacy policy.

Revvance Events & Webinars

Please note that when you attend a Revvance event, photographs and/or videos of you may be taken during the event. These images may be used by Revvance both internally and externally for promotional purposes, including print publications, websites, e-marketing, advertising and social media. Please be aware that these images may be viewed worldwide, and not just within the EEA.

Revvance follows the General Data Protection Regulation (GDPR) guidelines and will ensure that any personal data collected during the event is handled securely and used only for the purposes outlined.

Your rights regarding marketing communications

To stop receiving marketing communications from us, you can tick certain boxes on the forms we use to collect your personal data or click on the opt-out link in the emails we send to you. If you wish to discontinue marketing communications or want us to delete your personal information from our marketing databases, you can contact us at any time. However, we will keep a record of your minimum personal data so that we don't send you any marketing communication in the future.

Compliance

We conduct routine reviews to ensure compliance with our Privacy Policy. If we receive any formal written complaints, we will promptly contact the individual who lodged the complaint to provide further assistance. In cases where we are unable to resolve personal data transfer complaints directly with our users, we will work with the appropriate regulatory authorities, including local data protection authorities, to find a satisfactory resolution.

Changes to this policy

We reserve the right to modify this Privacy Policy. Any changes will be effective upon publication of the revised policy.

Contact us

Please contact us:

If you have a general question about how Revvence protects your personal data.

If you wish to exercise your rights in relation to your personal data rights

If you wish to make a complaint about the use of your data.

Please contact our Data Protection Officer at dpo@revvence.com Additional contact details can be found on our website www.revvence.com.

You have the right to complain to the Data Protection Commission or another supervisory authority. You can contact the Office of the Data Protection Commissioner at: <https://forms.dataprotection.ie/contact>