

PRIVACY STATEMENT

Upstream Advisory is a private company with limited liability organized and existing under Dutch law and registered with the trade register in the Netherlands under number 73188751. Upstream Advisory is responsible for the processing of personal data as shown in this privacy statement.

For reasons of legitimate mutual business interest, we may hold your contact details within our database. The information which we keep is limited to email addresses, phone numbers, position and addresses, and has been collected either directly from you through direct email contact, business card exchange during meetings and/or events, or from other sources, such as your (former) employer or colleagues, and/or and from publicly available sources such as LinkedIn or the corporate website of the organization you are working for. We do not subscribe to mailing lists or obtain contact details via third-party organisations.

If you have submitted an application for a job within Upstream Advisory, we may also hold your contact details in our database. The information which we keep is limited to what you have provided when you applied, and may include email addresses, phone numbers and addresses, your resume and, if relevant, references or diplomas. We use this database for the management and administration of our recruitment process and potentially to contact you again should we deem your profile to be relevant for our ongoing needs. We have not and will not share this data with any third party and will not use your contact details for any marketing purpose.

We will process your personal data based on one or more of the following legal grounds: performance of a contract, compliance with a legal obligation, legitimate interest and your consent.

Upstream Advisory has implemented generally accepted standards of technology and operational security to protect personally identifiable information from loss, misuse, alteration or destruction. Although we use appropriate security measures once we have received your personal data, the transmission of data over the internet (including by e-mail) is never completely secure. We endeavour to protect personal data, but we cannot guarantee in full the security of data transmitted to or by us.

You, as a data subject, have several legal rights

- The right of access; you can make a request to obtain access to your personal data
- The right to correct your personal data if it is inaccurate or incomplete
- The right to erase your personal data
- The right to object to or to request restriction of your personal data processing
- The right to data portability. This means you have the right to receive your personal data in a structured, commonly used and machine-readable format, and that you have the right to transmit that data to another organisation
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- The right to object to profiling
- The right to withdraw your consent

We will store your personal data unless you inform us that you no longer wish us to do so or if it appears that your email address is no longer in use (for example when we receive a filed delivery notification).

Upstream Advisory will not share your personal data with third parties. However, we might share personal data relevant to internal administrative duties with external support services, such as IT providers, payroll services, insurance and pension advisors or other suppliers to whom we outsource some of these administrative duties.

We may also disclose personal information to third parties under the following circumstances

- When explicitly requested by you
- When required to deliver publications or reference materials as requested by you
- For regulatory compliance purposes
- As otherwise set out in this privacy statement

If you have any questions, comments or complaints in relation to this Privacy Policy or the processing of your personal data by Upstream Advisory, please feel free to contact your regular contact within our firm or our Data Protection Officer via

dataprotectionofficer@upstreamadvisory.com