

## PRIVACY NOTICES

### IN THE CONTEXT OF EXECUTIVE SEARCH SERVICES IN ACCORDANCE WITH ARTICLE 13 GDPR, 14 GDPR

To whom it may concern

We attach great importance to protecting your data. In the following, we would like to inform you about the purposes for which Heads! International AG processes your personal data.

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#### DATA PROTECTION OFFICER

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#### WE PROCESS THE FOLLOWING SOURCES/DATA CATEGORIES

Contact person at client

- Surname, first name
- E-mail address
- Address
- Telephone numbers

#### PURPOSE AND LEGAL BASIS FOR DATA PROCESSING

The purpose of processing data is to communicate with the contact person at the client in order to fulfil the contract. The legal basis for processing is the legitimate interests of the controller in improving communication with the contact persons at the legal entities (according to Art. 6 para 1 clause 1 lit f GDPR).

#### DURATION OF PROCESSING

Processing ends as soon as the contract has been executed and no legal retention periods prevent deletion.

#### TRANSMISSION TO THIRD PARTIES

Contract data may only be passed on to third parties to the extent required for fulfilment of the contract (according to Art. 6 para 1 lit. b GDPR), if it corresponds to an overriding interest in effective performance (according to Art. 6 para 1 lit. f GDPR), if the candidate (m/f/d) has given their consent (according to Art. 6 para 1 lit. a GDPR), or any other legal authorization exists.

## TRANSMISSION TO THIRD COUNTRIES

Personal data may be transferred on the condition that the third country ensures an appropriate level of data protection. This requires a separate decision from the European Commission. So far, the European Commission has only made this decision and issued a corresponding statement for individual countries (e.g., Canada, Switzerland, UK, Argentina).

For all other countries, it is necessary to check on a case-by-case basis whether an adequate level of protection can be assumed. Currently, we do not transfer your personal data to a third country.

## RIGHTS OF AFFECTED PERSONS

Article 13 para 2 of the GDPR provides you with the following rights:

- The right to information (Article 15 GDPR)
- The right to rectification (Article 16 GDPR)
- The right to erasure (Article 17 GDPR)
- The right to restriction of processing (Article 18 GDPR)
- The right to withdraw consent (Article 7 GDPR)
- The right to data portability (Article 20 GDPR)
- The right to revocation in the event of automated individual decision-making, including profiling (Article 22 GDPR)
- The right to lodge a complaint with a supervisory authority (Article 77 GDPR)

### THE RIGHT TO OBJECT (ARTICLE 21 OF THE GDPR)

You have the right to object for reasons arising from your particular situation, at any time, against the processing of your personal data in accordance with Article 6 para 1 lit. f GDPR, including profiling based on these provisions. The controller will no longer process your personal data unless he can demonstrate compelling, legitimate grounds for processing that override your interests, rights and freedoms, or the processing is necessary for the establishment, exercise or defense of legal claims.