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PERSONAL DATA PROCESSING POLICY ROLETIK FOR TALENTS

1. GENERAL PROVISIONS

We place great importance on the protection of personal data. This Privacy Policy informs you about how ROLETIK s.r.o., with a registered office at Chvalova 1121/9, Žižkov, 130 00, Prague 3, Czech Republic, ID No.: 076 28 412, registered in the Commercial Register of the Municipal Court in Prague, file No. C 303457 (hereinafter referred to as "ROLETIK" or also "Operator", "Personal Data Administrator" or "we"), processes your personal data in connection with the operation of the ROLETIK platform through its website www.roletik.com ("ROLETIK Platform") and how we further treat your personal data and protect it.

ROLETIK for Talents is a public database of performers registered in person or through their authorized representatives on the basis of a contract ROLETIK for Talents in the form of a web-based portal is a service that allows registered users (performers) to create a publicly accessible profile, or to publish on the website www.roletik.com a predefined profile is intended for One user (hereinafter referred to as "Performer").

Through the ROLETIK Platform, the transmission and processing of personal data that are processed in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation) (hereinafter referred to as "GDPR") and Act No. 110/2019 Coll. on the processing of personal data.

This Privacy Policy is part of the Terms of Use of the ROLETIK for Talents Platform ("Terms of Use").

The purpose of this Privacy Policy ("Privacy Policy") is to inform you: (i) about how we collect, process and secure your personal data, (ii) about your rights, how you can exercise them, and what we have done to help you exercise them.

We encourage you to read this Privacy Policy carefully. By using ROLETIK for Talents Platform and by providing your personal information, you acknowledge that you have been informed of the scope of our processing of your personal data as set out in the Privacy Policy.

2. ROLETIK CONTACT DETAILS

Within the framework of the ROLETIK for Talents Platform, your personal data is processed as Data Administrator by ROLETIK s.r.o., with registered office at Chvalova 1121/9, Žižkov, 130 00, Prague 3, Czech Republic, ID No.: 076 28 412, registered in the Commercial Register of the Municipal Court in Prague, file No. C 303457.

Contact details for any data protection issues are:

Address: ROLETIK s.r.o., Chvalova 1121/9, Prague 3

Phone: +420 739 378 765

Contact for exercising the rights of data subjects: info@roletik.com

Contact for the Data Protection Officer: info@roletik.com



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Please note that we may change these contact details in the future.

You can always find the current contact details in the Privacy Policy. Current Privacy Policy can be found on the Company's website at the following link: www.roletik.com.

3. ROLETIK AS DATA ADMINISTRATOR

In particular, ROLETIK is the Data Administrator of all personal data of the User that the User provides for the purposes of conclusion and performance of the contract.

3.1. Purpose, scope and duration of the processing of personal data.

The purpose of the processing of your personal data is the provision of the service, which is the ROLETIK for Talents Platform. By using the ROLETIK for Talents Platform, a service contract is concluded between you and us, which is governed by the Terms of Use. Processing of your personal data for this purpose is based on the legal basis, which is the performance of this contract between you and us.

You acknowledge that ROLETIK will process the personal data of the User or his/her/their representative or legal representative, within the scope of name, surname, contact address, e-mail address, telephone number, ID number, VAT number and, if the User is a performer, the data constituting the content (see Article 1 of the Terms of Use) for the purpose of concluding the contractual relationship between ROLETIK and the User according to these Terms and Conditions, the performance of the contract, for the purpose of fulfilling ROLETIK's legal obligations (in particular tax obligations, e.g. VAT reporting), or for the purposes of ROLETIK's legitimate interest, i.e. for the purpose of protection of rights, property and enforceability of claims. The data provided are a contractual requirement and their provision is voluntary; the User is not obliged to provide such data. For the first two mentioned purposes however, the processing and provision of personal data is a condition for the use of the ROLETIK platform for Talents.

We process your personal data for the duration of your use of the ROLETIK for Talents Platform and the duration of our contractual relationship. In the event that you delete or deactivate your User account, we may continue to process some of your personal data and user content for the purpose of backup, auditing, compliance with legal obligations and to protect our legal claims. In the event that your User account is inactive for more than 1 year, we may ask you if we have canceled your user account or if you wish us to keep it active. Processed in this way data will not be processed for any other purposes. This processing period will not exceed the period set out in the Data Administrator's internal rules, which vary according to the category of personal data concerned; and the legal title for the processing. The maximum period is set at 15 years from the request for erasure and deletion or deactivation of your user account.

Selected personal data of the User may be retained for the duration of the contractual relationship and further archived for the purpose of fulfilling legal obligations for a maximum period of 15 years after the termination of the contract.

The scope of the personal data processed by Performers corresponds to the scope of your personal data, you provide via the registration form and includes in particular the following



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categories of personal data: identification and contact personal data, data on work experience, birth dates, gender, photographs, etc.

The processing of your personal data is based on your voluntary consent, which you can withdraw at any time using the contact details provided in point 2 above.

3.2. Social networks

If you visit our social media profiles, including use of your User account for the purposes of sharing on the social networks you use, there is a chance we may be working together with social network service providers as joint administrators. We do not use your personal information in any way other than described in this Privacy Policy. To learn more about how a social network provider uses your personal information and other information, please contact the appropriate provider.

3.3. Cookies

We use cookies that are necessary for the functioning of the ROLETIK for Talents Platform, in particular so that Users can log in to their account. Disabling cookies would result in the User not being able to log in to their account.

We use cookies to understand the use of the website, to improve its content and our offer. For example, we may use cookies to personalize your experience on the ROLETIK for Talents Platform to your personal needs. We may also use cookies to offer you products and services. We may combine the data we collect through cookies with other data that you provide to us.

You can set the use of cookies in your web browser. Please note that if you refuse cookies, all functionality of the ROLETIK for Talents Platform may not function properly and some parts of the service may be completely unavailable.

Further information regarding the use of cookies is available here: www.roletik.com.

4. SHARING AND TRANSFER OF PERSONAL DATA (RECIPIENTS OF PERSONAL DATA)

By agreeing to this Policy, you acknowledge that ROLETIK may, as part of the performance of contractual terms and conditions, transfer your data to third parties, in particular to entities with a Talent Hunter profile.

Personal data will always be processed within the scope of the data provided by the User (or his/her/their legal representative) at the conclusion of the contract or later during the term of the contract, namely by the Operator, any of its employees and, where applicable, contractual partners. In the case of contractual partners, the User acknowledges that, in addition to the above, we may share data with third parties, who provide certain services for us, such as marketing, administrative support or software tools. These parties are thus in the capacity of processors or further processors of personal data, depending on the status of ROLETIK.

We may thus share your personal data in particular:

- payment gateway service providers for the purpose of making payments for services, providers of telecommunication services (SMS gateways) that are part of the paid version of the ROLETIK Platform, IT service providers providing software solutions and



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administration of the ROLETIK Platform, providers of marketing and administrative support, etc.

- external auditors, consultants, tax advisors and legal representatives who are bound by confidentiality obligations in order to protect our legitimate interests;
- public authorities for the purpose of fulfilling our legal obligations.

We have entered into personal data processing agreements with the aforementioned data processors, which guarantee at least the same level of protection for your personal data as this Privacy Policy Personal Data Protection Policy (except where the conclusion of such agreements is not mandatory, e.g. when transferring personal data to public authorities).

ROLETIK does not directly transfer your personal data to third countries, i.e. outside the EU/EEA. If our processors (or sub-processors) make or intend to make such transfers, we have entered into personal data processing agreements with them that ensure at least a level of protection of your personal data as under this Personal Data Processing Policy.

5. DATA SECURITY

We have put in place and maintain the necessary reasonable technical and organizational measures, internal controls and information security processes in accordance with best business practices appropriate to the potential threat risk to you as a data subject. We also take into account the state of technological development in order to protect your personal data from accidental loss, destruction, alteration, unauthorized disclosure or access. These measures may include, but are not limited to, taking reasonable steps to ensure accountability of employees who have access to your data, employee training, regular backups, data recovery and incident management procedures, software protection for devices on which storing personal data, etc.

6. YOUR RIGHTS AS A DATA SUBJECT

You may exercise any of the following rights against ROLETIK as the Data Administrator of your personal data listed in this chapter 6.

You may notify us of the measures taken or the erasure of your personal data or the restriction of processing in accordance with your request, we will inform each recipient to whom your data has been provided pursuant to Article 5 of this Privacy Policy, if such communication is possible and/or not require disproportionate effort.

If you wish to exercise these rights and/or obtain relevant information, please contact us at the contact details set out in Article 2 above.

In making your request, you will be asked to provide certain identifying information that you provided when you registered. The provision of such information is necessary to verify that the relevant request has been sent by you. We will respond to you no later than one month after receiving your request, but we will reserve the right to extend this period by up to two months in justified cases.



6.1. What you can request

In accordance with applicable law, you have the right to request access to your personal data that we process as a Data Administrator, the right to rectification, erasure or transfer (e.g. transfer of your personal data to another service provider), the right to object, and the right to

to request restriction of our processing. You can also withdraw the consent you have given us at any time provided. Please note that withdrawing your consent does not affect the lawfulness of any processing carried out on the basis of your consent prior to such withdrawal.

6.2. Correction of your personal data

Under applicable law, you have the right to have your personal data shared with us corrected.

We take reasonable steps to ensure that you can keep your personal data accurate and up to date. You can always contact us to ask if we are still processing your personal data.

If you become aware that the personal data we are processing is inaccurate or incomplete and you are not able to update your personal data in accordance with this Article 6.2, you may request an update of your personal data by contacting us. We will verify your identity and update your personal data.

6.3. Erasure of your personal data

You can ask us to delete your personal data at any time. If you contact us with such a request, we will promptly delete all of your personal data that we hold about you if your personal data is no longer necessary for the performance of our contractual or legal obligations or for the protection of our legitimate interests.

6.4. Withdrawal of your consent

You may withdraw your consent at any time without giving any reason. Please contact us via the contact details set out in section 2 above. We will block your personal data against any further processing.

Please note that withdrawal of your consent does not affect the lawfulness of any processing carried out on the basis of your previously given consent.

6.5. Disclosure and portability of your personal data

You have the right to obtain personal data relating to you and personal data that you have provided to us, in a commonly used and machine-readable format. If you request it, we will send your personal data to the third party (other data Data Administrator) you specify in your request, if such a request will not adversely affect the rights and freedoms of others and is technically feasible.

6.6. Objections to processing

You have the right to object at any time to the processing of personal data processed on the basis of our legitimate interest or for the performance of a task carried out in the public interest or in exercise of official authority. Unless we can demonstrate compelling legitimate grounds for processing which override the interests or rights and freedoms of the data subject, or for the



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purpose of determining, the exercise or defense of legal claims, we will not further process the personal data

6.7. Restrictions on processing

If you ask us to restrict the processing of your personal data, e.g. if you contest accuracy, lawfulness or our need to process your personal data, we will restrict the processing your personal data to the minimum necessary (storage) and, where appropriate, we will only process it for the establishment, exercise or defense of legal claims; or to protect the rights of another natural or legal person, or for other limited reasons prescribed by applicable law. If the restriction is lifted and we continue to process your personal data, we will notify you without undue delay and notify you without undue delay.

6.8. Complaint to the Data Protection Authority

You have the right to lodge a complaint regarding our processing with the Data Protection Authority Pplk. Sochora 27, 170 00 Prague 7, www.uoou.cz. Before filing such a complaint we also recommend that you verify that your right as a data subject has been properly exercised, verification has been carried out identification of the data subject and, where applicable, that your request has also been assessed by the appointed data protection officer Data Protection Officer and has sent you his or her opinion, which is binding on the Data Administrator.

7. UPDATE OF THE PRIVACY POLICY

We may modify or update the Privacy Policy from time to time. Any changes to this Privacy Policy will become effective upon the posting of the updated Privacy Policy updated Privacy Policy at the following link: www.roletik.com.

This document was last updated on December 06, 2022.