

Agile Search Inc. Privacy Policy

This Privacy Policy describes how Agile Search Inc., collects and processes personal information in relation to all conduct of business, to include Sites (website, job application/careers sites, etc.), emails, event registrations or other in-person contact and otherwise in the course of operating our business (collectively, the “Services”).

“Personal information” that is information, or a combination of pieces of information, that could reasonably allow you to be identified, including information defined as “personal data” and governed by the EU General Data Protection Regulation 2016/679.

1. PERSONAL INFORMATION THAT WE COLLECT

Most importantly and above all else, recognize that we are primarily in the business of making professional introductions that create value for an employee and employer. We WILL NOT and DO NOT share, sell or provide any information about you without your prior consent.

We may collect personal information about you directly (e.g., when you apply to a job, have a meeting with us, respond to a communication from us, contact us through one of our Sites or sign up to receive our newsletters), automatically (e.g., through the use of cookies and trackers when you visit our website or career sites), or from other sources (e.g., through our vendors or analytics providers).

When you access the Services, we may collect the following categories of personal information directly from you:

- Contact information, such as your name, postal address, email address, telephone number (each whether associated with you in your personal or professional capacity);
- Professional details, such as resume, job title, and organization; and
- Other information you provide, such as information you provide in emails and other communications that you send us or otherwise contribute (e.g., career planning, support inquiries and compensation information).

The personal information we may obtain through standard website cookies includes:

- Unique identifiers, such as IP address, browser type, operating system, the pages you view on the Sites, the pages you view immediately before and after you access the Sites, and the search terms you enter on the Sites, Internet or other electronic network activity information;
- General location data; and
- Inferences drawn from the above categories.

2. HOW AND ON WHAT BASES WE USE YOUR PERSONAL INFORMATION

We may use your personal information for the following purposes:

- **Identification and authentication:** We use your identification information to verify your identity when you access and use our Services, or otherwise engage with us, and to ensure the security of your personal information. This is necessary to provide the requested service.
- **Communications:** We may respond to and communicate with individuals and companies about requests, questions, comments and otherwise. *We **only** communicate and share selected information about you (resume, contact info, etc.) with individuals and companies that you have provided approval for us to communicate with on your behalf.*
- **Business operations:** We process your personal information to provide the Services that you request and relationships with our actual and potential suppliers and customers that you approve.
- **Service improvements:** We analyze web and career site usage information, including site analytics, to continually improve the user experience.
- **Customizing your experience:** We may use your personal information to improve your experience of the Services, such as by providing interactive or personalized elements on the Services.
- **Exercising or protecting rights:** We may use your personal information to exercise or protect our legal rights, or the rights of you or a third party, where it is necessary to do so, for example to detect, prevent, and respond to intellectual property infringement claims or violations of law.

Applicable law may require Agile Search to identify a legal basis in order to process your personal information. Such bases include:

- **Performance of a contract:** We will process your personal information identified in this Policy as necessary to perform our contractual obligations with customers or suppliers (i.e. in the instance of you accepting a new career opportunity of your approval and we provide your personal information to aid in your onboarding into the organization).
- **Complying with legal obligations:** We may process your personal information to carry out fraud prevention checks or comply with other legal or regulatory requirements, such as those related to information security or consumer transaction law, when required by law.
- **Legitimate interests:** Any personal information not processed under the other bases identified in this section will be processed in furtherance of our legitimate interests. We have legitimate interests in providing and maintaining our Services, responding to your communications, improving and customizing our Services, exercising or protecting the rights of Agile Search Inc. or you or a third party, and

operating our business effectively. Where we rely on legitimate interests to process your personal information, we will balance our need to process that information with any risks such processing poses to your rights and freedoms.

3. HOW AND WHEN WE SHARE YOUR PERSONAL INFORMATION

We may share your personal information as follows:

- **Where required by law:** We may share your personal information with law enforcement agencies, courts, other government authorities or other third parties where we believe necessary to comply with a legal or regulatory obligation, or otherwise to protect our rights or the rights of any third party.
- **In the context of a transaction:** We may share your personal information with potential transaction partners, service providers, advisors, and other third parties in connection with the consideration, negotiation, or completion of a corporate transaction in which we are acquired by or merged with another company or we sell or transfer all or a portion of our assets or business. Should such a sale or transfer occur, we will use reasonable efforts to obligate the entity to which we transfer your personal information to use it in a manner consistent with this Policy.

4. YOUR RIGHTS OVER YOUR PERSONAL INFORMATION

You have certain rights regarding the personal information we hold about you, subject to local law. These may include the right to access, correct, delete, restrict or object to our use of, or receive a portable copy in a usable electronic format of your personal information. You also may have a right to lodge a complaint with your local data protection or privacy regulator.

We also encourage you to contact us to update or correct your information if it changes or if the personal information we hold about you is inaccurate.

Where you have provided your consent to any use of your personal information, you can withdraw this consent at any time. Please note that we may require additional information from you in order to honor your requests. If you would like to discuss or exercise any rights you may have under applicable law, please contact us at info@agilesearchinc.com or 1-857-231-6311. Please note that you may need to provide additional information for us to respond to certain requests.

If you wish to not receive our emails, you may click the “unsubscribe” link in any email communication.

5. DATA RETENTION

We retain your personal information for as long as necessary to carry out the purposes set out in this Policy, unless a longer retention period is required by applicable law. To determine the appropriate retention time for your personal information, we consider the amount, nature, and sensitivity of personal information, the potential risk of harm from unauthorized use or disclosure of your personal information, the purposes for which we process your personal information, and whether we can achieve these purposes through other

means, as well as applicable legal requirements. In some circumstances we may anonymize personal information so that it may no longer be associated with an individual, and in such cases we may use that anonymized information without further notice to you and outside of this Policy (because, once anonymized, it ceases to constitute “personal information”).

6. INFORMATION SECURITY

We implement technical and organizational measures to maintain a level of security appropriate to any risks presented to the personal information we process. These measures seek to ensure the ongoing integrity and confidentiality of personal information. Please note that no security measures can be 100% secure; however, we evaluate and use vendors that test on a regular basis in order to protect your personal information in accordance with this Policy and applicable law.

7. CONTACT US

If you have questions or concerns regarding the way in which your personal information has been used, please contact us at info@agilesearchinc.com or 857-231-6311.

We are committed to working with you to obtain a fair resolution of any complaint or concern about privacy. If, however, you believe that we have not been able to assist with your complaint or concern, you may have the right to make a complaint to the data protection authority of your country of residence.

8. CHANGES TO THIS POLICY

If we update this Policy, we will notify you by posting a new privacy policy on this page. If we make any changes that materially change the ways we process or protect your information, we will provide additional notification of the changes.

Effective date: April 22, 2024