

Privacy Notice on Processing Hackathon Participant's Personal Data

We are committed to safeguarding your privacy rights and ensuring that your personal data is protected.

This Privacy Notice on Processing Hackathon Participant's Personal Data ('**Privacy Notice**') explains the types of personal data we collect and how we process and protect that data in connection with your application to AS Watson European Hackathon 2024.

1. Who is responsible for what happens with your personal data?

A.S. Watson (Health & Beauty Continental Europe) B.V., A.S. Watson (Health & Beauty UK) Limited and Marionnaud Parfumeries Italia S.r.l., are members of the ASW Group, (collectively "**We**") (data controllers) are responsible for processing your personal data collected within the scope of AS Watson European Hackathon 2024.

2. Who can you contact if you have issues with your personal data?

If you have questions in relation to how we process your personal data, you can contact us at pops@eu.aswatson.com.

3. What personal data we process and for what purposes do we process your personal data?

We will collect your personal data via the application form available at <https://challengerocket.com/as-watson-hackathon-2024/register> and we will process your personal data for three main purposes:

(i) Evaluating your application for attending AS Watson European Hackathon 2024

We will process your name, surname, email address, contact number, your city – country information, name of the university you are studying, your field of study, your area of specialization, the information on whether you are older than 18 years old (to understand whether you are able to travel by yourself) and information you provided within your CV and motivation letter you sent us during the application process.

We rely on performance of a contract as our legal basis to evaluate your application and to decide whether you are an eligible applicant to attend AS Watson European Hackathon 2024.

(ii) To reply your questions that you sent via <https://challengerocket.com/as-watson-hackathon-2024?redirect=/as-watson-hackathon-2024/register#loginpopup>

We will process your name and e-mail address in order to reply your questions related to the AS Watson European Hackathon 2024.

We rely on performance of a contract as our legal basis.

(iii) Storing your personal data in our talent pool to communicate with you for future job opportunities

We will add your LinkedIn profile to our LinkedIn dashboard to communicate with you for future job opportunities that we may see fit for your qualifications.

We will rely on your consent to do so when you say 'yes' to the relevant question in the application form. You may contact us any time to revoke your consent. We will then remove your CV from our talent pool.

4. Who do we share your personal data with?

We are procuring services from ChallengeRocket Sp. z o.o. ('Service Provider') to organize the AS Watson European Hackathon 2024 on behalf of us where ChallengeRocket will collect and store your personal data on behalf of us to provide services.

5. Do we transfer your personal data outside of the EEA?

Many of our service providers and group companies are based in countries that provide an adequate level of data protection, such as within the European Economic Area ("EEA") or in the United Kingdom. Within the scope of processing your personal data for AS Watson European Hackathon 2024, our Service Provider does use servers located in the Netherlands and as A.S. Watson (Health & Beauty UK) Limited (please see Section 1), we may process your personal data in UK.

When we need to transfer your Personal Data to a ASW Group company or a Third Party based in a country where data protection laws are considered not to offer a same level of protection, we ensure adequate data protection safeguards, such as Standard Contractual Clauses, are in place.

For more details on the transfer mechanism, please contact us.

6. What are your rights?

You have the following rights to the extent provided by the law applicable to you and can exercise these rights by contacting our Data Protection Officer:

- ✓ To obtain confirmation as to whether or not we process your Personal Data and, where that is the case, to obtain a copy thereof;
- ✓ To rectify inaccurate or complete incomplete Personal Data;
- ✓ To erase Personal Data, in some cases. Please note that this is not an absolute right and we may have legal or legitimate grounds to refuse your request;
- ✓ To object to processing when such processing is based on our legitimate interests. We may, however, invoke compelling legitimate grounds to continue processing;
- ✓ To restrict the processing of Personal Data;
- ✓ To receive the Personal Data you have provided to us in a structured, commonly used and machine-readable form and transmit it to another data controller (Portability of Personal Data);
- ✓ If you have consented to any personal data processing activities, to withdraw this consent at any time for future processing. Such withdrawal will not affect the lawfulness of any processing conducted prior to the consent being withdrawn; and
- ✓ To lodge a complaint with a competent supervisory authority.