

FIBRXL GROUP

EXTERNAL PRIVACY NOTICE

1 Introduction

As part of the activities and services of MoFiCo B.V., FibrXL Group B.V., FibrXL MidCo B.V. and their direct or indirect European subsidiaries¹ (hereinafter: 'the **FibrXL Group**' 'we' or 'us'), collect and process certain personal data relating to you. Based on applicable data protection and privacy laws, such as the General Data Protection Regulation (the **GDPR**) and the Dutch GDPR Implementation Act (**UAVG**), we qualify as the 'controller' with respect to the personal data that we process in that context.

In this external privacy notice we will inform you about the processing of your personal data. In this privacy notice you will find information on for example, the personal data we process, the purposes and legal basis, the recipients of your personal data and the rights you have with respect to your personal data.

We recommend you read this privacy notice carefully. From time to time, we may need to change or update this privacy notice. We will notify you about any changes or updates to this privacy notice. You may also ask us to send you a copy of the most recent version of this privacy notice.

2 Contact details

This privacy notice applies to all FibrXL Group entities as listed in Schedule 1 of this privacy notice.

To contact us about anything related to your personal data and/or data protection, including exercising your data subject rights as discussed below in paragraphs **Error! Reference source not found.** and **Error! Reference source not found.**, please use the contact details below:

Name: Erwin Beermann
Email address: industrial.eu@fibrxl.com

3 The personal data we process, the purposes and legal basis

3.1 Whose personal data

This privacy notice is relevant for anyone whose personal data we may process in the context of our (business) activities, including but not limited to employees or representatives of our (potential) business partners, visitors of our website, employees or representatives of our current and former professional advisers, consultants and service providers.

Note: this privacy notice does not cover our activities with respect to our employees. For the processing of personal data of job applicants, please refer to paragraph 9.

3.2 Ways of collection

We may collect information about you in various ways:

- directly from you, for example when you when you engage in business with us and provide us with your personal information by contacting us or when a contact person provides his/her personal data by email, through our social media channels, by phone, on paper or

¹ For an overview of all (European) FibrXL entities to which this privacy notice is applicable, we refer to Schedule 1.

by means of a business card;

- directly from you when you visit our website <https://fibrxl.com/>, which may include information you provide to us by means of contact forms on that website;
- from third parties, for example where we obtain your contact details from companies we work with (in the course of our business activities) and, external advisers, headhunters, recruitment agencies;
- from other FibrXL Group entities; and
- otherwise, for example, by consulting public sources/public records (e.g. your website, the trade register, branch associations or media), by own research and by contacting companies.

3.3 Legal grounds

The legal grounds used for our processing activities are:

- 1) the processing is necessary for the performance and execution of a contract with you;
- 2) the processing is necessary for compliance with legal obligations (including our obligations under applicable tax laws, our legal administration obligations, to cooperate with supervisory authorities);
- 3) the processing is necessary for our legitimate (business) interests. Our legitimate interests are, *inter alia*, to execute an agreement with the company you work for or represent, to communicate with you, identify you, countering fraud, scams or other unlawful behaviour and meeting our obligations incumbent on us as a business, handle complaints, deal with possible disputes, to establish, defend and exercise our (legal) position and to perform business transactions; and
- 4) if applicable laws require so, we will process your personal data upon your (explicit) consent. If any kind of processing is based on your consent (which might be the case for marketing purposes) we hereby inform you that you have the right to withdraw your consent at any time, without affecting the lawfulness of processing based on consent before its withdrawal.

3.4 Personal data processing activities

We may collect the following categories of personal data about you:

- (a) Personal details: such as first and last name, date and place of birth and gender;
- (b) (Business) contact details: such as (business) address, email addresses and phone number;
- (c) Business details: such as business/company information (including contact details of for example the representative), position/job title, signatures and excerpts of registers (public or not, e.g. from the Chamber of Commerce);
- (d) Technical data: IP address, browser type and version, time zone setting and location, and other technology on the devices you use to access the website; and
- (e) Usage data: data about activity on our website.

We seek to ensure to keep your personal data accurate and up to date. In view thereof, we kindly request you to inform us of any changes to your personal data (such as a change in your contact details).

We process your personal data for the following purposes:

- to identify you;
- to contact you / to communicate with you, for example via email correspondence and/or telephone calls;
- in order to enter into and execute the agreement / services and the management of relationships resulting therefrom;
- for financial administration and tax administration purposes, to send you our invoices, to collect debts;
- to handle complaints, deal with possible disputes, to establish, defend and exercise our (legal) position;
- for purposes of business continuity;
- to conduct research and analysis and to improve our services, products, website and the quality thereof;
- to administer our website and to prevent or detect fraud, or abuses and to protect our assets, business, and personnel;
- to comply with a(n) (binding) order or request of a competent authority or court of law;
- for marketing purposes (*e.g.* to send newsletters); and
- in the context of a business transaction.

4 Recipients of personal data

In the context of the purposes as described above, we may share your personal data with third parties, such as service providers we contract (for example IT services providers and laboratory management systems) or others such as the competent authorities, external consultants and/or parties that are interested in or involved in a (possible) acquisition of our company and/or with other local FibrXL Group companies.

We may also share your personal data with relevant authorities, courts and counterparts for instance in the event of a data breach, to manage complaints and/or in the event of a legal dispute or for quality management purposes.

We ensure that, if applicable, appropriate measures are taken when we disclose your personal data to third parties. For example, if necessary, we will conclude a data processing agreement (in which restrictions on the use of your personal data and obligations regarding the security of your personal data is included).

5 Data transfers outside the European Economic Area

Some of the parties with whom we may share your personal data may be located in countries outside the European Economic Area (**EEA**), which countries may offer a lower level of data protection than countries within the EEA. For example, we share business related information, which may include your (business) contact details and financial information, with other FibrXL group companies located outside of the EEA (in the United States).

In such case, we shall ensure that the international transfer of your personal data shall comply with the applicable data protection laws.

You may always request a copy of the safeguards that apply to the transfers of your personal data by using our contact details above.

6 Retention periods

We will not store or keep your personal data for a longer period than is necessary in light of the purposes

for which we process them (we refer to the purposes as listed above in paragraph 0). Only where we are legally obliged to (either on Dutch laws or applicable foreign laws), or where this is necessary for defending our interests in the context of judicial proceedings, we will store the personal data for longer periods.

More specifically, the following storage periods apply:

Categories of personal data	Retention period
Personal details, contact details and business details.	5 years after our contracting/business relationship ended.
Personal details, contact details and business details that we receive through our social media channels.	24 months after you shared your personal data with us through our social media channels.
Personal details, contact details, business details and other (personal) information you provide if you fill out the contact form on our website).	48 months after you shared your personal data with us through our website.
Personal details and contact details (please refer to paragraph Error! Reference source not found. for more information.	4 weeks after the moment that you have not been offered of have not accepted a position.

7 Security measures

We will implement the necessary administrative, technical and organizational measures for ensuring a level of security appropriate to the specific risks that we have identified. We protect your personal data against destruction, loss, alteration, unauthorized disclosure of or access to personal data transmitted, stored or otherwise processed.

8 Your rights

Under certain circumstances you have the right to:

- receive additional information regarding the processing of your personal data;
- rectify your personal data;
- the erasure of your personal data;
- object to (part of) the processing of your personal data;
- the restriction of (part of) the processing of your personal data; and
- data portability (receive your personal data in a structured, commonly used and machine-readable format and to (have) transmit(ted) your personal data to another organization).

To exercise these rights, or if you have questions on how we collect and use your data, please contact us via the contact information in paragraph **Error! Reference source not found.**

We will respond to your request within one month after receiving it. Normally, we aim to provide a complete response within that time, but we have the right to extend this period (to a maximum of three months after the date on which we received your request). We will inform you at least within one month if we need more time and extent the period up to a maximum of three months.

Finally, you have the right to lodge a complaint to the local data protection authority, which is for the Netherlands the Autoriteit Persoonsgegevens, address: Hoge Nieuwstraat 8, postal code 2514 EL, the

Hague (or: Postbus 93374, 2509 AJ, The Hague), telephone no.: 088-1805 250, or via its complaint page on its website: <https://www.autoriteitpersoonsgegevens.nl/nl/zelf-doen/gebruik-uw-privacyrechten/klacht-melden-bij-de-ap>.

9 Job applicants

As part of your application process for a position within our company, we will collect and process certain personal data relating to you. This paragraph explains how we collect and use your personal data as part of your application procedure and for what purposes we process your personal data. Please note that this information only relates to your application process. Once we have accepted your application, you will receive our internal employee privacy notice.

In the context of the application procedure, we may collect and process the following personal data relating to you:

- (a) identification and contact details (e.g. name, date of birth, gender, place of birth, nationality, address, telephone number and email address);
- (b) resume and (additional) education and/or employment history;
- (c) professional certificates;
- (d) appraisals;
- (e) references;
- (f) information on your legal and disciplinary history;
- (g) copy of an identification document (including a driver's license, if and to the extent relevant for the position);
- (h) social security number (*Burgerservicenummer*);
- (i) all other data relating to your work experience (if and insofar as relevant to the performance of work);
- (j) all other data you include in your application letter and/or resume;
- (k) results of assessments; and
- (l) your response to interview questions.

We will only use your personal data as described above for the following purposes:

- (a) to determine whether you are suitable for, and meet, the relevant requirements for the position for which you are applying;
- (b) for our records;
- (c) to contact you / to communicate with you;
- (d) to enter into a contract with you and take pre-contractual steps; and
- (e) to prevent reassessment of applicants.

We will collect, process and disclose your personal data where we consider it necessary to perform pre-contractual steps for purposes related to your job application or in order to pursue our legitimate interest. We may sometimes ask for your explicit consent for a certain processing activity. If we process personal data based on your consent, please note that you may revoke your consent at any time by contacting us via the contact details in paragraph 2.

Your personal data may be obtained directly from you, from publicly available sources or, where appropriate with your consent from the following third parties, such as recruitment agencies or headhunters, your referees and/or (other) past employers, teachers/providers of your education and/or training about your educational program and its completion and assessment agencies.

We may share your personal information with third parties, such as service providers we contract and our professional advisors to draft your employment agreement, but only for the purposes as set out above. We ensure that, if applicable, appropriate measures are taken when we disclose your personal data to third parties. Please refer to paragraph 4.

In case you have accepted a position within our company, we will include your application data in your employee file and refer in this respect to our internal privacy notice.

If you have not been offered or have not accepted a position within our company, we will erase your data as soon as is reasonably possible after the job application procedure has ended. Generally, this will be a maximum period of four (4) weeks from the date the job application procedure has ended.

Your personal data will only be retained for a longer period if it is necessary for defending our interests in the context of judicial proceedings (e.g. in case of a dispute) or where necessary to comply with our legal obligations. If you want us to store your personal information for a longer period so that we can contact you in the event of another vacancy that suits your profile, please indicate your consent to us for retaining your personal data for a six (6) month period. You may withdraw your consent at any time after which we will delete your personal data as soon as is reasonable possible.

For your other rights regarding your personal data we kindly refer to paragraph 8.

10 Automated decision making and profiling

We do not undertake any automated decision making or profiling.

11 Cookies

We may use cookies on our website, for more information on the use of cookies we refer to our cookie policy available via the Cookie Policy Link (<https://fibrxl.com/wp-content/uploads/2024/12/FibrXL-Cookie-policy.pdf>)

Schedule 1

LIST OF EUROPEAN FIBRXL GROUP ENTITIES

Company name	Registered office
MoFiCo B.V.	Vossiusstraat 13 A, 1071 AC Amsterdam, the Netherlands

Company name	Registered office
FibrXL Group B.V.	Beemsterweg 19, 1311 XC Almere, the Netherlands

Company name	Registered office
FibrXL MidCo B.V.	Beemsterweg 19, 1311 XC Almere, the Netherlands

Company name	Registered office
FibrXL NL B.V.	Vossiusstraat 13 A, 1071 AC Amsterdam, the Netherlands

Company name	Registered office
FibrXL Industrial B.V.	Beemsterweg 19, 1311 XC Almere, the Netherlands

Company name	Registered office
FibrXL Performance B.V.	Wethouder Sangersstraat 56, 6191 NA Beek, the Netherlands

Company name	Registered office
FibrXL Yarns B.V.	Beemsterweg 19, 1311 XC Almere, the Netherlands

Company name	Registered office
FibrXL EU B.V.	Beemsterweg 19, 1311 XC Almere, the Netherlands

Company name	Registered office
FibrXL Fibers Spain SI	Vía Augusta 29/31, 6a Planta, 08006, Barcelona, Spain

Company name	Registered office
FibrXL Italy S.R.L.	Via Collungo, 14, 38074 Pietramurata TN, Italy

Company name

FibrXL Slovakia s.r.o.

Registered office

Pod Juhom 7666, 911 01 Trenčín, Slovakia

Company name

FibrXL Turkey

Registered officeŞti Çobançeşme Mah. Nish Istanbul B Blok D:34 Bahçelievler
Istanbul, Turkey**Company name**

FibrXL US B.V.

Registered office

Beemsterweg 19 1311 XC Almere, the Netherlands