

# Privacy Policy



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## General

Embion Technologies S.A. (hereinafter referred to as “Embion”, “we”, or “us”) is committed to safeguarding your privacy. We ask that you carefully review this Privacy Policy, as it applies to all information Embion collects from and about you when you visit our website, apply for a position or choose to contact us. By using our services, you agree to the collection, use, and disclosure of your information, as described in this Privacy Policy. If you do not agree, please do not access or use our services.

This Privacy Policy may be updated from time to time in response to the evolution of legal, technical or commercial developments. The date of the most recent revisions will appear on top of this page. When we update our Privacy Policy, we will take appropriate measures to inform you, taking into account the importance of the changes we make. We will obtain your consent for each important change made to this Privacy Policy if this is required by the applicable data protection law.

The Website is owned and maintained by Embion Technologies S.A., a company incorporated under Swiss law and having its business offices located at En Courta Rama 10, 1163 Etoy, Switzerland. Its commercial register is incorporated in the canton of Vaud, Switzerland with class n° 550.1.165.083 and UID CHE-199.552.591.

## Information collected

Embion collects personal information listed below under “Information Collected” for the purposes described below under “Information Use.”

Embion collects information from you when you use our services and when you choose to share information with us. This may include “Personal Information” such as: your biographical information (e.g., name, address, email address, user name, telephone or mobile number); user-generated content (e.g., ratings, reviews, comments); geo-location information; unique user identifiers (e.g. VoIP identifier, instant messaging ID, video chat identifier, or social networking login information, third party platform login information). If you apply for a job at Embion, we will ask for additional personal information, such as your job history and personal references.

Additionally, whenever you visit or interact with our services, Embion or its third-party advertisers and/or service providers, may use a variety of technologies such as cookies, web beacons, pixel tags, log files, local shared objects (Flash cookies), HTML5 cookies, or other technologies to automatically or passively collect information about your online activity. We may automatically collect the following information about you:

- Computer or Device Information. We may automatically collect your Internet Protocol (“IP”) address or other unique identifiers or information from the computer, mobile device, tablet, or other device you use to access our services, including but not limited to your browser type, device type, operating system, software version, phone model, phone operating system, carrier information, and the domain name from which you accessed the services.

- Usage Information. We may collect information about your use of our services, including the date and time you visit the services, the areas or pages of the services that you visit, the amount of time you spend viewing or using the services, the number of times you return to the services, other click-stream or usage data for the sites or applications, emails that you open, forward or click-through to our services, and other sites that you may visit.
- We may use third parties' analytics and tracking tools to better understand who is using our services, how people are using the website, how to improve the effectiveness of the services and related content, and to help us or those third parties serve more targeted advertising to you across the Internet.
- We may acquire information about you from other sources, such as select third parties (i.e., business partners, service providers, analytics vendors, and advertising networks). We may use this information to help us maintain the accuracy of the information we collect, prevent fraud, personalize your experience with the services, target our communications so that we can inform you of our or third-party products, services or other offers that may be of interest to you, measure advertising quality and responses, and for other business purposes. We may also combine information about you that we receive from third parties with other information about you that we collect when you use the Services or that you choose to share with us.

## Information Use

Embion may use the information we collect from and about you for the following business purposes:

- To provide you with the services;
- To understand you and your preferences and to enhance your experience and enjoyment using our services;
- To fulfill our contractual obligations;
- To respond to your inquiries, fulfill orders, contact and communicate with you when necessary;
- To process your application for employment; if you are successful in your application, your personal data may be processed in connection with your employment relationship with Embion, subject to the terms of your employment agreement.
- To review the usage and operations of our sites, applications and programs, , develop new products or services, improve the services, and conduct analyses to enhance or improve our content, products, and services.
- For other purposes disclosed at the time you provide your information or otherwise with your consent.
- Additionally, if you use our services to connect with third party services, you authorize us to use information from and about you, on your behalf, to interact with these third-party services based on your requests.

Where required, we use your personal data to meet our legal obligations (e.g. to regulators) or to meet contractual obligations to you (e.g. provide and deliver products and services, and otherwise comply with the Terms of Use). Where not strictly necessary for compliance with legal or contractual obligations, we process your personal data to meet our legitimate business interests in managing our business (e.g. understanding your preferences and improving our sites, and combining information we collect about you). Where required by law, we obtain your consent prior to sending marketing messages to you.

We may create anonymized data records from your personal information such that you can no longer be identified using any means reasonably available to us or to any third party that has access to that anonymised data. We use this anonymous data to analyse request and usage patterns so that we may enhance the content of our services and improve site navigation. We reserve the right to use anonymous data for any purpose and disclose anonymous data to third parties in our sole discretion.

## Sharing of Personal Information

We may share your personal information with the following:

- **Service Providers:** We may share your information with third party service providers that provide business, professional, or technical support functions for us, help us operate our business and the services, or administer activities on our behalf. These providers may be located outside of Switzerland.
- **Select Third Parties:** We may share your information with our select partners, affiliates, and other third parties for their business, operational, promotional, and marketing purposes. These entities' use of such information is subject to their respective privacy policies.
- **Legal Matters / Safety:** We may access and disclose your information to respond to subpoenas, judicial processes, or government requests and investigations, or in connection with an investigation on matters related to public safety, as permitted by law, or otherwise as required by law. We may disclose your information to protect the security of our services, servers, network systems, and databases. We also may disclose your information as necessary, if we believe that there has been a violation of our Terms of Use, any other legal document or contract related to our services, or the rights of any third party.
- **Sale or Transfer of Business or Assets:** We may sell or purchase assets during the normal course of our business. If another entity acquires us or any of our assets, information we have collected about you may be transferred to such entity. In addition, if any bankruptcy or reorganization proceeding is brought by or against us, such information may be considered an asset of ours and may be sold or transferred to third parties. Should such a sale or transfer occur, we will use reasonable efforts to try to require that the transferee use personal information provided through the services in a manner that is consistent with this Privacy Policy.

Where, as described above, we share personal data with third parties located outside Switzerland and the European Economic Area, the countries to which we transfer it (including the USA) are not regarded as ensuring the same level of protection for personal information. To ensure your personal data is properly protected, we put in place appropriate safeguards (including contractual commitments) to ensure that your personal information is adequately protected.

## Data Protection Rights

Certain parts of our website require cookies. Most Web browsers are set to accept cookies by default. You may adjust your device or Internet browser settings to limit certain tracking or to decline cookies, but by doing so, you may not be able to use certain features of the services or take full advantage of all of our offerings.

Please refer to your device's settings or your Internet browser's "Help" section for more information on how to delete and/or disable your device or browser from receiving cookies or controlling your tracking preferences. Additionally, you can also opt out of the placement of certain advertising cookies by visiting <http://www.youronlinechoices.com/>

We provide you with the opportunity to opt out of receiving promotional emails and newsletters as well as further marketing communications. To do so:

- Unsubscribe from our email communications at any time by following the instructions contained within the email.
- Send us an email at [info@embiontech.com](mailto:info@embiontech.com);
- Contact us at the stipulated address below in the "Contacting Us" section.

Please note that if you opt out, we may still send you non-promotional emails, such as emails about your accounts or our ongoing business relations.

Your instructions to limit the use of your information for these purposes will be processed as soon as reasonably practicable. Additionally, we are not responsible for informing third parties or affiliates with whom we have already shared your personal information of any changes requested pursuant to this section, or for removing information from or causing information to be removed from the databases or records of such entities.

## Data Storage

Embion will retain your personal data for as long as is needed to fulfil the purposes for which we collected it, taken into consideration our need to comply with applicable legal and regulatory obligations under applicable law(s).

In particular, when determining how long we retain personal data, we take into account how long we need it to:

- Maintain business records for analysis and/or audit purposes;
- Comply with record retention requirements under the law;
- Defend or bring any existing or potential legal claims; and
- Deal with any complaints regarding our sites/any services provided in our sites.

We will delete your personal information when it is no longer required for these purposes. If there is any information that we are unable, for technical reasons, to delete entirely from our systems, we will put in place appropriate measures to prevent any further processing or use of the data.

We may destroy or delete the personal information we have collected from you at any time, at our discretion. While we use industry standard security measures designed to protect the personal information we collect, no security measures are 100% secure, and we cannot guarantee that your information will be safe or secure. Our responsibility regarding your personal information is limited to cases of intentional misconduct and gross negligence, and we otherwise do not accept any liability for damages resulting from any instances of data breach or data loss.

## Publication of User Submissions

Any information you may disclose on our services (e.g., ratings and reviews), in blogs, on message boards, in chat rooms, on social media, or in other public areas becomes public information. Please exercise caution when disclosing personal information in these public areas.

## Applicable law

This Notice sets out a minimum standard of protection for your personal data worldwide. Embion recognizes that applicable laws in some jurisdictions may require stricter standards than those described in this Notice. We will process your personal data in accordance with all applicable laws and regulations. Where the applicable laws and regulations in a jurisdiction provide a lower level of protection of your personal data than that established by this Notice, then the requirements of this Notice will apply in addition to those laws and regulations.

## Contacting us

If you have any questions or concerns about this Privacy Policy, your Personal Data or any queries with regard to these practices described herein please contact us at [info@embiontech.com](mailto:info@embiontech.com) or by mail to:

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