



LGT Venture Philanthropy Foundation
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Data privacy notice for natural persons in accordance with the EU General Data Protection Regulation (GDPR) and Data Protection Act (DPA)

Applicable to applicants to the Fellowship Program and to LGT Venture Philanthropy ("Applicants")

Valid from: January 2022

This data privacy notice is intended to provide you with an overview of the processing of the personal data held at LGT Venture Philanthropy Foundation ("LGT VP") and the resulting rights under the provisions of the GDPR and the DPA. Your data are processed in order to review or establish an employment or a consultancy relationship with any portfolio organisation supported by LGT VP, any subsidiary of LGT Group Foundation (LGT Group Company), any subsidiary of Lightrock Holding AG (Lightrock Group Company) or LGT VP (Employment Relationship).

Within the context of your application, we are reliant upon compiling and processing personal data which are required for entering into an Employment Relationship. Without these data, we are generally not in a position to enter into or arrange an Employment Relationship.

Should you have any questions about particular data processing or want to exercise your rights, please contact:

Data controller:
LGT Venture Philanthropy Foundation
Herrengasse 12
9490 Vaduz
Liechtenstein
Phone: +41 44 256 81 10
E-mail: info@lgtvp.com

1 From which sources do the data originate (source) and which data are processed (categories of data)?

We process personal data we receive from Applicants during the recruitment process for the purpose of managing the application process and forwarding personal data to potential employers. In addition to the data you provided in your application, we also process the data you provide to us during interviews. We may use a testing method from a service provider to establish candidates' profiles and suitability in greater detail.

If a suitable position or employer is available, your application data may be forwarded to the corresponding portfolio organisation supported by LGT VP or an LGT Group Company or within LGT VP (Employers).

We process your personal data to assess your interests, skills and qualifications. We always do this in relation to the requirements of portfolio companies supported by LGT VP, LGT Group Companies or Lightrock Group Company. We and the Employers also take measures to check them (e.g. checking your work references, the debt enforcement register and the register of criminal convictions), bringing information from third parties (e.g. references) into the application process in consultation with you.

We use the term "personal data" to refer to the following categories of data in particular:

- Personal details (e.g. name, date of birth, nationality)
- Address and contact details (e.g. physical address, telephone number, e-mail address)
- Image data (job application photo)
- Data from public sources and registers (e.g. debt enforcement information, register of criminal convictions)
- Details of the person and family (e.g. age, gender, professional career, marital status, hobbies, name of partner and children, partner's occupation)
- Information on professional and personal background (e.g. professional qualifications, professional experience, testimonials)
- Information on position and activities (e.g. starting date, role, salary, working hours, presence and absence)
- Information on memberships and outside mandates (e.g. lecturing)
- Information on health (e.g. physical disabilities)

2 For what purposes and on what legal basis are your data processed?

We process personal data in accordance with the provisions of the GDPR and the DPA for the following purposes and on the following legal bases (Art. 6 (1) GDPR):

- *For the performance of a contract or in order to take steps prior to entering into a contract (Art. 6 (1) letter b GDPR)* within the context of establishing an Employment Relationship with an Employer and using applications for internal and external communications (via audio, video, screen sharing, chat features).
- *For compliance with a legal obligation (Art. 6 (1) letter c GDPR) or in the public interest (Art. 6 (1) letter e GDPR)*, in particular to adhere to statutory requirements with regard to archiving obligations (e.g. application documents) and security requirements (e.g. applicant security checks).
- *For the purposes of the legitimate interests pursued by us or by a third party (Art. 6 (1) letter f GDPR)* for specifically defined purposes, in particular for assessing the suitability of Applicants (e.g. personality tests) and in the context of using applications for internal and external communications (via audio, video, screen sharing, chat features).
- *Based on your consent (Art. 6 (1) letter a GDPR)*, if you have given us consent to process personal data for certain purposes. Data processing with consent includes creating an applicant profile and obtaining references.

We reserve the right to further process personal data that have been collected for one of the above purposes for the other purposes too if this is consistent with the original purpose or permitted or provided for by law

3 Who obtains access to personal data and how long are they stored for?

The internal and external bodies which require the data within the context of the application process and for complying with statutory obligations receive access to your personal data. These recipients may also receive access to personal data that we process for the purposes of legitimate interests. Relevant recipients may include portfolio organisation supported by LGT VP, LGT Group Companies or Lightrock Group Company, in particular their bodies in charge of HR administration and HR management (e.g. line managers) as well as service providers.

Insofar as data is transferred to countries outside the European Union (EU) or the European Economic Area (EEA) (third countries) and the European Commission has not determined that the country in question offers an adequate level of protection, such a data transfer will be carried out using suitable measures (e.g. recognized EU standard data protection clauses) so that compliance with data privacy provisions can be guaranteed. If the situation does not permit the use of suitable guarantees, data will only be transferred insofar as this is required for the implementation of pre-contractual measures, to fulfill a contract or for the performance or use of services, the natural persons concerned have given their explicit consent, it is necessary for important reasons of public interest (e.g. preventing money laundering) or it is required by law (e.g. reporting obligations under tax law).

You can find out from LGT VP to which recipients and/or recipient categories your personal data have been transferred.

Your personal data are processed during the application process. After the application process has ended, we will store your personal data for a further six months to defend against, justify or assert any legal claims. If you are hired, we will process and store your personal data for the duration of your employment relationship in accordance with the privacy policy for employees.

4 Is automated decision-making, including profiling, carried out?

No automated decision-making is used in the application process or to establish the Employment Relationship. However, some of your data are processed automatically with the aim of assessing certain personal aspects (profiling). In connection with applications, we use profiling to assess the suitability of applicants for a position (e.g. applicant profile, applicant assessments, psychological aptitude tests).

5 What data protection rights do you have?

You have the following data protection rights with regard to your personal data (Art. 15 to 21 GDPR):

5.1 Right of access

You may obtain information as to whether and to what extent personal data concerning you are being processed.

5.2 Right to rectification, erasure and restriction of processing:

You have the right to obtain without undue delay the rectification of inaccurate or incomplete personal data concerning you. In addition, your personal data must be erased if these data are no longer necessary in relation to the purposes for which they were collected or processed, you have withdrawn your consent or these data are being unlawfully processed. Furthermore, you have the right to obtain restriction of processing

5.3 Right of withdrawal

You have the right to withdraw your consent for the processing of your personal data for one or more specific purposes at any time if processing is based on your explicit consent. The withdrawal of consent will only have future effect and does not affect the lawfulness of data processing before the withdrawal. The withdrawal does not have any effect on data processing based on other legal bases either.

5.4 Right to data portability

You have the right to receive your personal data, which you have provided to us, in a structured, commonly used and machine-readable format and to have those data transmitted to another controller.

5.5 Right to lodge a complaint

If you feel that your rights have been violated by data processing you may lodge a complaint with a competent supervisory authority. The contact details of the Liechtenstein data protection authority are: Städtle 38, P.O. Box, 9490 Vaduz; Liechtenstein, telephone: +423 236 60 90, e-mail: in-fo.dss@llv.li.

6 Right to object

6.1 In individual cases

If the processing of your personal data is carried out in the public interest or to safeguard the legitimate interests of LGT VP or a third party, you have the right to object, on grounds relating to your particular situation, at any time to this processing.

6.2 Direct marketing

You have the right to object informally to the use of your personal data for direct marketing purposes at any time. Where you object to this type of processing, we shall no longer process your personal data for such purposes.

Requests should ideally be made in writing to LGT VP, who is also the point of contact for any other data protection issues you may have.

We reserve the right to modify this data privacy notice and publish it on our website or in another suitable form (see current validity date on data privacy notice).