

Privacy statement in accordance with the EU General Data Protection Regulation (GDPR, 2016/679), the supplementing data protection legislation and the current Finnish Personal Data Act (523/1999).

<b>Controller</b>	<p>Panostaja Oyj (Company) Business ID 0585148-8 Kalevantie 2, 33100 Tampere, Finland</p> <p>panostaja@panostaja.fi Tel. +358 50 685 70</p>
<b>Contact person(s) in matters regarding the data file</b>	<p>Miikka Laine, <a href="mailto:miikka.laine@panostaja.fi">miikka.laine@panostaja.fi</a>, +358 50 595 55 44</p> <p>Deputy contact person: Milla Store, <a href="mailto:milla.store@panostaja.fi">milla.store@panostaja.fi</a>, +358 50 685 70</p>
<b>Name of the data file</b>	<p>Panostaja Oyj's customer and partner register (covers current investment targets, potential new investment targets, partners and shareholders of the parent company and subsidiaries, i.e., investment targets)</p>
<b>Purpose of processing personal information</b>	<p>We process your personal data in order to be able to provide our products and services in the best way possible. We use the information we collect for the following purposes:</p> <ul style="list-style-type: none"><li>- Communication and marketing:<ul style="list-style-type: none"><li>o Contacting various parties, maintaining, developing and updating Panostaja's business relationships, finding new investment targets, inviting interest groups and shareholders to various events and issuing communications about our business operations. The processing for these purposes is based on consent provided by the data subject or an agreement between the data subject and Panostaja. Panostaja's marketing communications are only provided either to the general public or by express consent. Data subjects are entitled to refuse marketing communications at any time even after providing consent.</li></ul></li><li>- Finding potential investment targets<ul style="list-style-type: none"><li>o Alongside the marketing and communication activities described above, we collect information on companies that are of interest to Panostaja as potential investment targets. The data collection and monitoring of potential investment targets may take place over a long period of time. The collected information may include personal data on the decision-makers of potential investment targets. If such data is required, Panostaja will only collect them if they are available from other public sources. In</li></ul></li></ul>

	<p>these cases the legal basis for processing the personal data is Panostaja's legitimate interest.</p> <ul style="list-style-type: none"> <li>- Partners and other agreement obligations <ul style="list-style-type: none"> <li>o We also process personal data on a general level to implement binding agreements or measures preceding the signing of an agreement, and in the context of service procurement. The processing for this purpose is based on either contractual obligations or the law.</li> </ul> </li> <li>- Investor and stock exchange communications <ul style="list-style-type: none"> <li>o Stock exchange bulletins, press releases and company releases on interesting events concerning Panostaja or its subsidiaries (such as recent company events or new investments). Invitations to the general meetings of Panostaja and its investment targets. The processing for these purposes is based on consent provided by the data subject or obligations laid down in the law.</li> </ul> </li> <li>- Legal obligations <ul style="list-style-type: none"> <li>o Panostaja collects and processes personal data in order to meet the mandatory requirements imposed by the law with regard to money laundering or tax reporting, for example.</li> </ul> </li> <li>- Identification of website visitors <ul style="list-style-type: none"> <li>o We can utilize the personal data lists we collect to monitor web page access in order to develop our website. In these cases, the legal basis for processing the personal data is Panostaja's legitimate interest or the fulfilment of contractual obligations.</li> </ul> </li> </ul>
<p><b>Information content of the file</b></p>	<ul style="list-style-type: none"> <li>- The following information is recorded in the data file: <ul style="list-style-type: none"> <li>o basic information (name, e-mail address, telephone number, organization, role within the organization)</li> <li>o information related to accessing our website (incl. cookies)</li> <li>o information and notes related to face-to-face meetings and other contact</li> <li>o information on investments within Panostaja Group and investment potential</li> <li>o information about participation in events organized by Panostaja</li> <li>o information required by the Money Laundering Act (444/2017), tax reporting regulations or other provisions</li> </ul> </li> </ul>
<p><b>Regulatory information sources</b></p>	<p>Personal data is primarily collected from each respective data subject or their employer or the organization that employs them.</p> <p>Personal data can also be collected from public and other sources, such as the official registers or services maintained by the Finnish Patent and Registration Office and the Business Information System, which provide the relevant information</p>

	<p>either for a fee or free of charge (e.g., Fonecta Finder). Panostaja also collects information from data files maintained by credit card companies, such as Suomen Asiakastieto Oy.</p> <p>Other information sources include the following:</p> <ul style="list-style-type: none"> <li>- other data sources</li> <li>- social media channels</li> <li>- information purchased from third parties to supplement our customer data (public registers maintained by authorities, for example)</li> </ul>
<b>Cookies and other technology</b>	<p>In addition to this, Panostaja may collect, process and analyze the personal data of visitors to its website by means of cookies. Cookies are used for analyzing website visitor numbers, planning data content and online marketing, and developing the website. The collected information is never used to identify individuals.</p>
<b>Regulatory disclosure of information</b>	<p>We do not disclose personal data to third parties.</p> <ul style="list-style-type: none"> <li>- The exceptions to this are as follows:</li> <li>- third parties approved to process personal data, to which information can be disclosed in compliance with the applicable legislation or based on contractual obligations (e.g., IT or HR services)</li> <li>- disclosure of information between companies belonging to Panostaja Group when this is necessary for the production of services encompassed by the Group's operations or for the performance of administrative, invoicing or other functions</li> <li>- the personal data of parties in a contractual relationship with Panostaja, or representatives thereof, may be disclosed to attorneys, consultants or other experts and to foreign law firms or other expert organizations when this is necessary for the fulfilment of the contractual obligations</li> <li>- information related to operational development and reporting, which cannot be used to identify individuals</li> <li>- courts of law, authorities enforcing the law, regulatory and control authorities, lawyers, alternative dispute resolution bodies or other parties if this is reasonable and necessary to fulfil a claim founded in the law or defend against such claim</li> <li>- other information disclosure required by an authority</li> </ul> <p>We do not sell or lease personal data.</p>
<b>Transfer of information outside the EU or EEA</b>	<p>Customer information will not be disclosed to parties outside the EU or EEA.</p>
<b>Register protection principles</b>	<p>We take the appropriate technical and organizational measures to protect the customer data in our possession. We safeguard the data by means of various physical and electronic methods as well as guidelines. Only a limited number of the Company's employees have access to customer data.</p>

	<p>However, the transfer of data through a public network (the internet) is never entirely safe. Even though we strive to protect customer data by all reasonable means, we cannot guarantee the absolute data security of any information you submit to our site. Therefore, you submit the data at your own risk. Once information is received, we strive to prevent the unauthorized use of customer data through our data security procedures and technical protection arrangements.</p> <p>All of our own employees and those of approved third parties who are granted access to customer data are obligated to maintain their confidentiality.</p>
<b>Rights of the data subject</b>	<p>Data subjects have the following rights:</p> <ul style="list-style-type: none"><li>- access to their information – the information is provided in the form of a written summary; relevant requests must be submitted in writing to the controller's e-mail address</li><li>- requesting corrections or updates to their information</li><li>- requesting the erasure of the information, if this is possible within the framework of the relevant legislation or the company's interest</li><li>- objecting to the processing of their personal data</li><li>- withdrawing their consent to data processing</li><li>- lodging a complaint with a control authority</li></ul> <p>The Company is obliged to verify the identity of the data subject in question for the purpose of responding to the above information requests.</p> <p>If you would like to exercise the rights listed in this statement, please send a written request and a statement of your identity to Panostaja's contact person for data protection matters. We will respond to information requests within four (4) weeks of their receipt.</p> <p>Panostaja strives to ensure that its data files remain up-to-date and error-free but cannot be held liable for any direct or indirect damage caused by inaccurate, deficient or incorrect personal data.</p>