

TSUG PRIVACY POLICY 1. The Scale Up Group B.V. and its affiliated companies (collectively, "TSUG" or "we") respect your privacy. The information we process about you (hereinafter "personal data") is treated with the utmost care and security. This Privacy Policy is subject to the processing of personal data within TSUG.

TSUG is the data controller for the processing of your personal data under the Dutch Data Protection Act. TSUG is located at Weesperstraat 61-105, 1018 VN Amsterdam. Questions regarding this Privacy Policy should be directed to hello@thescaleupgroup.com.

TSUG has filed a notification with the Dutch Data Protection Authority (DDPA) of the processing of personal data by TSUG. This notification, under notification number {#####}, and more information about privacy can be found on the websites of the Dutch Data Protection Authority: www.autoriteitpersoonsgegevens.nl.

2. The processing of personal data This privacy policy applies to all services offered by TSUG via the internet among other things, including but not confined to websites and applications (hereinafter: "services").

TSUG processes the personal data of users (including subscribers) of services when they register with TSUG for the first time and - if they then make use of these services - every time the user subsequently comes into contact with a service offered by TSUG. These personal data are processed by TSUG in accordance with this privacy policy. The personal data can be used in combination with other details about the user for the purposes set out in point 6 below.

3. The provision of personal data is not required The starting point is that providing personal data to us is not mandatory. You always have the choice whether you want to enter personal data or to use a login with a social media account (e.g. Facebook, Twitter or Google+); by doing so you agree that TSUG can then receive more specific and detailed personal data from this account. Which personal data are obtained in this manner will vary from one form of social media to the next and will depend on your settings on these social media.

To take advantage of the services of TSUG, to log in via a social media account you can give us your unambiguous consent to process your personal data. If the input of personal data is requested we will indicate which personal data are necessary and which you can provide optionally. If you are younger than 16 years, you may only provide personal data to TSUG if you have obtained permission from your parent(s) or your legal representative who has read this Privacy Policy.

4. How we collect information One way in which TSUG can collect personal data is by being supplied with them by a user when, for example, the user registers or makes use of a login with a social media account. TSUG can also collect personal data by receiving unique identification numbers from the computer, tablet, smartphone or any other electronic device with a working data connection (hereinafter "device") from which the user makes use of the services (whatever

the service and whatever the manner of use). TSUG also obtains the personal data of users via third parties who enable it to identify use of the services better.

5. Types of personal data and processing purposes TSUG may process the following personal data from you: name, address, birth date, gender, (mobile) telephone number, email address, information about your talents and interests, or other information that you as a user of one or more of our websites or apps indicate. In addition, our servers automatically record certain data, such as URL, IP address, browser type and language, and the date and time of your visit to our websites. We store your personal data for as long as needed for the below mentioned purposes or to meet legal (retention) requirement.

6 Purposes We may use your personal data for the following purposes:

- to offer you services, products and / or information from TSUG, for example through our digital extensions, including our websites and apps, and to adapt it to your needs and desires;
- to offer you possibilities to contact other users via digital extension, including our websites and apps, to post and exchange information (if applicable);
- to send you user information and service messages;
- if you have given your unambiguous consent: to send you electronic commercial messages from TSUG and third parties that advertise, sponsor or offer prizes within and around TSUG's programs and digital extensions;
- to analyze, maintain, secure and optimize our websites and apps and associated technologies;
- to compile user statistics;
- for recruitment;
- to comply with applicable laws and regulations.

Your personal data will not be used for purposes other than those listed above. We can use third parties to process your personal data, which third parties will follow the instructions of TSUG. We may share your personal information within TSUG and our group of companies.

7. Third parties We call on third parties to help provide the services. If and insofar as these third parties process your personal data while doing this, they will do so as an agent for us and we have taken the technical and organisational measures required to ensure that your personal data are processed in accordance with this privacy policy. We will only supply your personal data to surveillance, tax and investigative authorities if we are obliged by law to do so. If you have given your unambiguous consent beforehand, we may share your personal data with third parties who advertise in and around TSUG's programs and digital extensions, provide sponsorship and offer prizes, etc. We may also process your personal data outside the EEA or arrange for this to be done. In that case we will take any suitable measures reasonably necessary to ensure that your personal data are protected as well as possible.

8. Security We maintain a state of the art level of security in the processing of personal data to avoid unauthorized access to, alteration, disclosure or loss of personal data.

9. Links to websites of others Our websites and apps contain hyperlinks to third party websites. The privacy policy of third parties are subject to the processing of personal data by third parties. TSUG is not responsible for the content of these third party websites and the processing of personal data by these third parties.

10. Cookies Through our websites and apps we use cookies that your browser stores on your computer or mobile device. If TSUG processes cookies, we will inform you separately.

11. Right of access, correction and right to object You can request to review your personal data. If we incorrectly process your personal data, you can request us to change or remove it. If you no longer wish to be contacted by us, let us know by e-mail to hello@thescaleupgroup.com or by post to TSUG Media B.V., Weesperstraat 61-105, 1018 VN Amsterdam the Netherlands, stating "Right to object".

12. Changes TSUG reserves the right to make changes to this privacy policy. We therefore advise you regularly check this Privacy Policy. Updated: 20 July 2017