

SHAREHOLDERS

Privacy Notice

Please read this Data Protection Notice for Shareholders (the “**Notice**”) carefully. In this Notice we explain why and how we collect your personal data, how we protect these and how long they are stored. We store your data as safely as reasonably possible and protect these against loss, unauthorized distribution or access and we treat your personal data in strict compliance to the applicable legislation related to data protection, more specific the General Data Protection Regulation (“**GDPR**”).

1 Who will process my personal data?

The controller of your personal data is the following legal entity:

Etex NV

PassPort Building

Luchthaven Brussel Nationaal, Gebouw 1K

1930 Zaventem

Register of legal entities RPR 0400.454.404 (Brussel)

As the controller, i.e. the legal entity that decides why and how information relating to you (personal data) is collected and processed in the context of your business relationship with Etex NV, we respect your right to privacy. We will only process your personal data as described in this Notice and in accordance with the relevant data protection legislation, including GDPR.

2 What are the legal grounds, the types of personal data and the purposes for which my personal data are processed?

Personal data include all information that is related to you or on which basis you can be identified. Anonymous data, without the possibility to identify you, are therefore not regarded as personal data.

In the table below you find an overview of which type of data is processed by us, for which purpose and which primary legal ground is invoked. We keep more details internally in the so-called record of processing activities.

| Purpose | Examples of personal data | Primary legal ground | Retention period (*) of your personal data for: |
|--|--|---|---|
| to manage the share register, administer shareholdings, and communication with shareholders (e.g. invitation for the annual shareholders' meetings, convening notices, other communications) | 1. Identification data: name, first name; 2. Contact details: address, e-mail address; 3. Financial details: bank account number, identification of the bank – only for distributions to shareholders registered in the share register; 4. Information regarding the shares held by you: e.g. number and type of shares; 5. and the above information with regard to represented 'one-man' legal entities that are (former, current or future) holders of Etex shares and/or investors of/in Etex. | legal obligations and legitimate interest | For as long as we are legally required to maintain this information |
| to pay dividends and other distributions to Etex shareholders | 1. Identification data: name, first name; 2. Information regarding the shares held by you: e.g. number and type of shares; 3. the above information with regard to represented 'one-man' legal entities that are (former, current or future -) holders of Etex securities and/or investors of/in Etex; 4. and financial details: bank account number, identification of the bank – only for distributions to shareholders registered in the register of nominative shareholders; | legal obligations | For as long as we are legally required to maintain this information |

(*) We will retain your personal data in accordance with the retention periods set out in the above table. These retention periods included in our data retention policy are dictated by: applicable statutory/legal requirements; industry guidelines, and for those data categories for which no express statutory or legal requirements apply, certain other determining factors such as the need to prove or enforce a transaction or contract, enforce our policies, etc.

3 Where do your personal data come from?

From the information provided by the shareholder or your bank.

4 Who will have access to my personal data?

The persons at Etex who need to know in order to provide the services described in the above table and for the payments of dividends the necessary information is shared with your bank.

In addition, to comply with laws and legal proceedings Etex will disclose your personal data where:

- Etex is required to do so by applicable law, by a governmental body or by a law enforcement agency
- To establish or exercise our legal rights or defend against legal claims
- To investigate, prevent or take actions against illegal activities, suspected fraud, situations involving potential threats to public security, violations of our policies or as otherwise required by law.

5 How long are my personal data stored?

We only keep your personal data for the time required for the purposes described above. We will delete your personal data at the end of the above retention period or if you object to our treatment of your personal data unless we must retain this data to comply with a legal obligation or as part of legal proceedings.

6 What are my rights with regard to the processing of my personal data by Etex and who can I contact?

You have at any time the right to contact Etex if you want to:

- Access your personal data. This includes the right to obtain a copy of the personal data undergoing processing to the extent that this would not adversely affect the rights and freedoms of others
- Rectify your inaccurate personal data including supplementing incomplete data
- Erase your personal data if there is no (longer a) lawful ground for us to process it
- Restrict your personal data if you were to object to the processing or to the accuracy of the processed data or if you wish to retain certain personal data in the context of a possible legal claim while Etex no longer needs the data in the light of the purposes mentioned under point 2
- Objection to processing, on grounds relating to your specific situation, to the processing of your personal data by Etex which is based on Etex pursuit of its legitimate interests as a controller. In that case Etex will no longer process your personal data, unless:
 - Etex demonstrates compelling legitimate grounds for the processing which override your interests, rights and freedoms; or
 - For the establishment, exercise or defense of legal claims.
 - In addition, you also have the right - if you feel that Etex did not act in line with data protection legislation - to lodge a complaint with the supervisory authority of your habitual residence, of your place of work or of the place of the alleged infringement

If you would like to receive more information on the processing of your data, your rights or explanation of this Notice, you can always contact us. Your contact at Etex for any further information about these rights is the Data Protection Officer: E-mail: shareholders@etexgroup.com.

7 Changes

This Notice may be updated periodically to reflect changes in our personal data processing practices.