12.5.2025

PRIVACY POLICY – CUSTOMERS, PARTNERS

1. ABOUT THIS PRIVACY POLICY

This Privacy Policy concerns personal data received by eniferBio Oy (“Enifer”), processed in the context of sales, customer relations, and other business partner relationships.

This Privacy Policy may be updated without notice so we kindly ask you to review the latest policy from our website www.enifer.com. This Privacy Policy version is valid starting from the date stated above.

2. CONTACT DETAILS OF CONTROLLER

eniferBio Oy
Business ID: FI31331881
Correspondence address: Peuraniitty 5 B 25, 02750 Espoo, Finland
E-mail address: info@enifer.com
Contact person: Anssi Rantasalo

3. PERSONAL DATA COLLECTED

The types of personal data we collect and process consists of information about individuals who are connected to the companies we engage with. Those companies could be our customers, potential customers, or other business partners.

We may store the following information:

- name, email address, phone number
- contracts, invoices, deliveries, contact log
- For non-consumer customers, the register may include the organization's name, the name and position of the contact person, the organization's business ID or equivalent, and the organization's address details

4. SOURCES OF PERSONAL DATA

The information is collected from the data subject when establishing the customer relationship.

Some information may be collected from public sources, such as the Finnish Patent and Registration Office, or similar.

5. THE PURPOSE AND LEGITIMATE GROUNDS OF PROCESSING

Personal data in the register is used for the provision and execution of services to customers, communication with customers, billing and collection of payments from customers.

The legal basis for processing personal data is the performance of the rights and obligations arising from the relationship between the data subject and the data controller.

6. STORAGE PERIOD

We retain personal data for only as long as necessary for the purposes we have collected it, for the duration of the customer relationship. All personal data will be deleted once the customer relationship has ended. We may retain the data longer if we are required to do so to comply with applicable laws.

For long-term archiving, personal data will be anonymized. The data is regularly checked for outdated information.

7. INTERNATIONAL DATA TRANSFERS

Personal data is stored within the European Economic Area. We do not transfer personal data outside the EU or EEA, except when necessary for the implementation of the rights and obligations of the data subject and the data controller, or as required by Finnish authorities.

8. THE RECIPIENTS OF PERSONAL DATA

We do not share personal data with third parties outside of our company unless it is necessary for fulfilling our obligations to our customers or if required by relevant authorities.

9. YOUR RIGHTS

You have the right to access and review your personal data, and to request corrections, if necessary, as well as request that any of your personal data is deleted. Data subject have the right to restrict the use of their personal data for marketing communications.

How to exercise your rights

If you want to check, modify or delete your personal data, please send us a secure e-mail to info@enifer.com

10. INFORMATION SECURITY

We do our best to keep your data safe and secure. Unauthorized access to personal data is prevented via various administrative, technical, and physical safeguards. Our security controls are designed to maintain an appropriate level of data confidentiality and integrity.

11. SUBMITTING A COMPLAINT

If you consider our processing of personal data to be inconsistent with the applicable data protection laws, you have a right to submit a complaint with the local authority for data protection. In Finland, the competent authority is the Data Protection Ombudsman (www.tietosuoja.fi).

12.5.2025

PRIVACY POLICY – SUPPLIERS AND CONTRACTORS

1. ABOUT THIS PRIVACY POLICY

This Privacy Policy concerns personal data received by eniferBio Oy ("Enifer") in operations relating to suppliers and contractors.

This Privacy Policy may be updated without notice so we kindly ask you to review the latest policy from our website www.enifer.com. This Privacy Policy version is valid starting from the date stated above.

2. CONTACT DETAILS OF CONTROLLER

eniferBio Oy
Business ID: FI31331881
Correspondence address: Peuraniitty 5 B 25, 02750 Espoo, Finland
E-mail address: info@enifer.com
Contact person: Anssi Rantasalo

3. PERSONAL DATA COLLECTED

We collect personal data from the companies and individuals that we work with.

We may collect the following information:

- name, email address, phone number, address
- gender, date of birth, language, citizenship, title or profession
- name and address of organization, business ID

In the context of our construction projects, we may collect further personal data, such as tax numbers and credentials to provide construction services.

4. SOURCES OF PERSONAL DATA

The information is collected directly from the data subject when evaluating or establishing cooperation.

Some information may be collected from public sources, such as the Finnish Patent and Registration Office, or similar.

5. THE PURPOSE AND LEGITIMATE GROUNDS OF PROCESSING

Personal data in the register is used for the provision and execution of supplier relationships.

The legal basis for processing personal data is the performance of the rights and obligations arising from the relationship between the data subject and the data controller.

6. STORAGE PERIOD

We retain the personal data for only as long as that data is necessary for the purposes we have collected it, for the duration of the cooperation. All personal data will be deleted once the cooperation has ended. We may retain the data longer if we are required to do so to comply with applicable laws.

For long-term archiving, personal data will be anonymized. The register is regularly checked for outdated information.

7. INTERNATIONAL DATA TRANSFERS

Personal data is stored within the European Economic Area. We do not transfer personal data outside the EU or EEA, except when necessary for the implementation of the rights and obligations of the customer and the data controller, or as required by Finnish authorities.

8. THE RECIPIENTS OF PERSONAL DATA

Personal data will not be shared with external parties unless it is strictly necessary for fulfilling our statutory or contractual obligations.

In such cases, we may share personal data with third parties, such as ICT providers, to the extent that it's necessary to provide said services. These parties will handle the data on our behalf in accordance with our privacy policy. We ensure via contracts that all personal data is processed according to applicable law.

9. YOUR RIGHTS

You have the right to access and review your personal data, and to request corrections, if necessary, as well as request that any of your personal data is deleted.

How to exercise your rights

If you want to check, modify or delete your personal data, please send us a secure e-mail to info@enifer.com

10. INFORMATION SECURITY

We do our best to keep your data safe and secure. Unauthorized access to personal data is prevented via various administrative, technical, and physical safeguards. Our security controls are designed to maintain an appropriate level of data confidentiality and integrity.

11. SUBMITTING A COMPLAINT

In case you consider our processing of personal data to be inconsistent with the applicable data protection laws, you have a right to sbumit a complaint with the local supervisory authority for data protection. In Finland, the competent authority is the Data Protection Ombudsman (www.tietosuoja.fi).

12.5.2025

PRIVACY POLICY – DIRECT MARKETING

1. **ABOUT THIS PRIVACY POLICY**

This Privacy Policy concerns the personal data received by eniferBio Oy (“Enifer”), processed in the context of customer relations pertaining to mailing lists and equivalent direct marketing.

This Privacy Policy may be updated without notice so we kindly ask you to review the latest policy from our web site. This privacy policy is valid form the date stated above.

2. **CONTACT DETAILS**

eniferBio Oy
Business ID: FI31331881
Correspondence address: Peuraniitty 5 B 25, 02750 Espoo, Finland
E-mail address: info@enifer.com
Contact person: Anssi Rantasalo

3. **PERSONAL DATA COLLECTED**

We may collect and process the following information:

- Contact information, such as name, email, address, telephone number
- Personal information, such as gender, date of birth, language, profession, as given by you
- Direct marketing permissions and restrictions, as given by you
- For non-consumer customers, the register may contain the organization's name, business ID or equivalent, address details, and contact log

The register may also include profiles created based on the aforementioned information.

4. **SOURCES OF PERSONAL DATA**

Information is primarily collected directly from you, in the following instances:

- When registering and/or using services provided by Enifer
- In conjunction with marketing activities such as campaigns, surveys, and questionnaires

Information may also be collected and updated from other registers of partners, the Trade Register, the Business Information System, and the companies' own websites.

5. THE PURPOSE AND LEGITIMATE GROUNDS OF PROCESSING

Personal data described here is used for purposes such as direct marketing, opinion or market research, marketing communications, or other similar addressed mailings.

The basis for maintaining the register and processing personal data is legitimate interest.

Personal information may be collected for the aforementioned purposes unless consent is not given by you (the data subject).

6. STORAGE PERIOD

Personal data is retained only for as long as necessary to fulfil the purposes for which it was collected, in accordance with applicable legal requirements. We store personal data for up to 5 years from our last contact with you.

7. INTERNATIONAL DATA TRANSFERS

Personal data is not transferred outside the EU or EEA unless explicitly necessary for the purposes of processing or technical implementation.

8. THE RECIPIENTS OF PERSONAL DATA

Personal data may be shared with third parties when necessary and permitted and/or required by applicable law.

Personal information is only shared to carefully selected partners, unless you have objected to the sharing of your data. Partners are *not* authorized to further share the personal data they receive.

9. YOUR RIGHTS

You have a right to access, check and correct any personal data. Additionally, you have a right to have you data deleted from our systems, and to prohibit the usage of their personal data for directs marketing purposes.

How to use your rights

If you want to exercise your rights, please contact us at info@enifer.com via a secure e-mail.

10. INFORMATION SECURITY

We do our best to keep your data safe and secure. Unauthorized access to personal data is prevented via various administrative, technical, and physical safeguards. Our security controls are designed to maintain an appropriate level of data confidentiality and integrity.

11. SUBMITTING A COMPLAINT

In case you consider our processing of personal data to be inconsistent with the applicable data protection laws, you have the right to submit a complaint with the local supervisory authority for data protection. In Finland, the competent authority is the Data Protection Ombudsman (www.tietosuoja.fi).

COOKIES

We use the following cookies

- **Necessary**

  Necessary cookies are required to enable the basic features of this site, such as providing secure log-in or adjusting your consent preferences. These cookies do not store any personally identifiable data.

- **Functional**

  These cookies help perform certain functionalities like sharing the content of the website on social media platforms, collecting feedback, and other third-party features.

- **Analytics**

  Analytical cookies are used to understand how visitors interact with the website. These cookies help provide information on metrics such as the number of visitors, bounce rate, traffic source, etc.

- **Marketing**

  Advertisement cookies are used to provide visitors with customized advertisements based on the pages you visited previously and to analyze the effectiveness of the ad campaigns.

12.5.2025

PRIVACY POLICY – RECRUITMENT

2. ABOUT THIS PRIVACY POLICY

This Privacy Policy concerns the personal data of job applicants processed by us for recruitment purposes.

This Privacy Policy may be updated without notice so we kindly ask you to review the latest policy from our web site. This privacy policy is valid form the date stated above.

3. CONTACT DETAILS OF CONTROLLER

eniferBio Oy
Business ID: FI31331881
Correspondence address: Peuraniitty 5 B 25, 02750 Espoo, Finland
E-mail address: info@enifer.com
Contact person: Anssi Rantasalo

4. PERSONAL DATA COLLECTED

The applicants' personal data will be collected and used for recruitment purposes only. This includes assessing and ensuring the applicants' suitability for vacancies and correspondence towards the applicants.

We may collect and process some or all of the following information from the applicants:

- Contact information, such as name, email, address, telephone number
- Information you provide to us as a part of the recruitment process, such as CV, cover letters, qualifications, images, videos, and employment history
- Information you provide during an interview
- Personal information about references provided to us by you, as well as any information that we obtain from said references
- Your answers to surveys and reviews of the recruitment process
- Personal data available from public sources, such as a potential candidate's LinkedIn profile

5. SOURCES OF PERSONAL DATA

We primarily receive personal data directly from the applicants.

We may also collect data from public sources such as LinkedIn.

We may receive information from your references, which you have cited to us, if you have given us consent to contact said reference.

6. THE PURPOSE AND LEGITIMATE GROUNDS OF PROCESSING

The basis for maintaining the register and processing personal data is the fulfillment of the rights and obligations of the employer and the job applicant.

When processing personal data related to open applications, which are not related to any specific vacancy, we store personal data based on legitimate interest.

7. STORAGE PERIOD

Personal data is processed for the duration of the recruitment process or as long as it's necessary to fill the position and to fulfill our rights and obligations.

With the applicants' consent, we may store personal data for future recruitment purposes for a longer period, but no more than 2 years. You may at any time withdraw your consent for such processing.

8. INTERNATIONAL DATA TRANSFERS

We do not transfer personal data contained in the register outside the EU or EEA, except when necessary for the fulfillment of the rights and obligations of data subject and the data controller or if required by Finnish authorities.

9. THE RECIPIENTS OF PERSONAL DATA

We do not share the applicants' personal data with third parties without the applicant's explicit consent, except when necessary for the fulfillment of the rights and obligations of the data subject and the data controller, or if required by Finnish authorities.

10. YOUR RIGHTS

The applicants have a right to access, check and correct any personal data. Additionally, the applicants have a right to have their data deleted from our systems, unless we have legitimate ground to retain the data.

How to exercise your rights

If you want to exercise your rights, please contact us at info@enifer.com via a secure e-mail.

11. INFORMATION SECURITY

We do our best to keep applicants' data safe and secure. Unauthorized access to personal data is prevented via various administrative, technical, and physical safeguards. Our security controls are designed to maintain an appropriate level of data confidentiality and integrity.

The applicants' personal data will be processed only on a need-to-know basis. The access to personal data is protected by appropriate passwords and user rights. Paper documents shall be stored in locked storage and disposed of in a secure manner.

12. SUBMITTING A COMPLAINT

In case you consider our processing of personal data to be inconsistent with the applicable data protection laws, you have the right to submit a complaint with the local supervisory authority for data protection. In Finland, the competent authority is the Data Protection Ombudsman (www.tietosuoja.fi).