

# Employee Consent Form

## Company usage of pictures, video recordings, employee information and testimonials

In the RiskPoint Group companies, we use employee portraits, pictures, video recordings, employee information and testimonials for business purposes, branding and to enable stakeholders to identify employees they have contact with. Employee information and testimonials covers information about previous professional work experience (position/company/focus area), educational background (degree/area of practice/school), interests and hobbies and testimonials (quotes on company culture and work life /comments or quotes on specific cases, such as new hires or product launches). We consider ourselves a people oriented company and want to be approachable by third parties and showcase our dedicated and driven employees.

Our use of employee portraits, situational pictures and video recordings depicting our employees as well as information and testimonials (as specified above) from employees, falls under the regulations of the General Data Protection Regulation (GDPR) (2016/679 EU), UK Data Protection Act, New York Privacy Act, or similar in other countries depending on your domicile, where RiskPoint acts as the Data Controller.

To enable us to use employee portraits, pictures, video recordings, employee information and testimonials, we need you to provide your consent. Any use of such pictures, video recordings, information or testimonials takes into account the nature of the pictures, recordings or information, so that you as an employee do not feel exposed, exploited or violated. If you experience any pictures, video recordings, information or testimonials as being used in a way you perceive as offensive or similar, please contact the HR department.

Please note that there is no specific compensation for the use of pictures, video recordings of you or information and testimonials from you, and use is permitted to continue after the employment has ended, unless you choose to withdraw your consent. Employee portraits, pictures, video recordings, employee information and testimonials can be made publicly available through the company's channels, such as websites, social media and marketing materials.

If you provide your consent, you have the right to gain insight into which employee portrait, pictures, video recordings, employee information or testimonials is being used by the company. Third parties will alone gain access to pictures or video recordings of you or information and testimonials from you if they are acting on our behalf as a data processor. Third parties are therefore, not entitled to use any of the specified materials for purposes other than the ones described above. Pictures and recordings can be done by a third party photographer who is subject to a data processing agreement with the RiskPoint Group, instructing them only to process the files for the given purposes set out above.

If you choose not to provide your consent for the usage of employee portraits, pictures, video recordings, employee information and testimonials, we of course respect that. In such case, we will not publish any of the specified material.

With my consent, I hereby give permission for the RiskPoint Group to publish pictures on the following media:

- on company websites
- for job ads and recruitment purposes
- in company presentations
- for marketing purposes both digital and printed
- LinkedIn or other similar professional platforms

At the same time, I hereby give permission for the RiskPoint Group to publish video recordings, as well as employee information about previous professional work experience (position/company/focus area), educational background (degree/area of practice/school) and testimonials (quotes on company culture and work life /comments or quotes on specific cases, such as new hires or product launches) on the same media, provided they were initially approved by me.

I am aware that the declaration of consent can be withdrawn at any time. This is done upon request to anyone from the HR department. If you withdraw your consent, we will no longer use any employee portrait, pictures, video recordings, employee information or testimonials from you on the above specified media.

Please note that a withdrawal of consent does not affect the use of your employee portrait, pictures, video recordings, employee information or testimonials which has taken place prior to your withdrawal. In the event of withdrawal of consent we will ensure that the employee portrait, pictures, video recordings, employee information and testimonials is removed as soon as possible. On digital media this will happen immediately after the inquiry, whereas already printed and sent material cannot be withdrawn. As far as printed but not yet published material is concerned, we will delete the employee portrait, pictures, video recordings, employee information or testimonials, unless it will result in unreasonable expenses for the company.