# PRIVACY AND COOKIES POLICY

## PRIVACY POLICY

<table>
<thead>
<tr>
<th>Controller</th>
<th>Olympic Broadcasting Services, S.L. (&quot;OBS&quot;)</th>
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| **Purposes** | 1. Providing OBS services, including OBS owned and operated websites and services, such as [www.obs.tv](http://www.obs.tv) and (b) sending you alerts and communications during about OBS and Games operations  
2. Management of any request  
3. Employees access to the intranet (T75)  
4. Broadcaster accesses and services requests/management  
5. Management of job applications and talent/recruiting purposes  
6. Manage of Business Contact Information in the context of the business and/or contractual relationships |
| **Lawfulness of the processing** | 1. For the purposes number 1, 2, 3, 4 and 5 a): Performance of a contract  
2. For the purposes 5 d): Consent  
3. For the purpose 5 b) and c) and 6: Legitimate interest |
| **Recipients** | International Olympic Committee ("IOC"), Olympic Channel Services, S.L. ("OCS") and other affiliates as well as any Service Providers. |
| **Rights** | Access, rectification, deletion and other rights which can be consulted in detail in our Privacy and Cookies Policy below |

This section of the Privacy and Cookies Policy ("Privacy Policy"), as updated from time to time, explains what information about you is collected and how it is processed by OBS. When we refer to “we”, “our” or “us”, we are referring to OBS acting as data controller, and when we refer to “you” or “your” we refer to you as a user of the Services.

## MORE INFORMATION...

### 1. DATA CONTROLLER

1.1. The Controller of the processing of your personal data is **Olympic Broadcasting Services, S.L. ("OBS")**, with trade register No. B83747691 and a registered address in Calle Torrelaguna 75, 28027 Madrid. OBS has appointed a Data Protection Officer whose contact details are dpo@obs.tv.
1.2. OBS has implemented the appropriate technical and organisational measures to prevent the alteration, loss, misuse, unauthorized processing and access, or theft of your personal data, taking into consideration the available technology.

1.3. Services are intended for users who are of legal age for data protection purposes under the laws of their country of residence, in that regard please consult https://www.olympic.org/age-limits. If we become aware that a child under that age has provided us with personal data, we will take steps to delete this information and close the child’s account. If you become aware that your child has provided us with personal data without your consent, please contact us.

2. INFORMATION WE COLLECT

2.1. We collect information from and about you in connection with OBS owned and operation websites and Services, any commercial relationship between you and OBS as well as job recruiting processes. This includes information (i) that you provide us as part of your application; (ii) about other individuals provided by you; or (iii) from third parties or public sources (e.g. recruitment agencies or social media profiles).

2.2. We will collect information you provide directly to OBS. Some examples of the types of Personal Information that we may request from you will include the following:

- **Contact information:** such as name, email address, postal address or phone number, job title;

- **Image:** Photos that you submit during recruiting process (only applicable to job applicants) or your image/voice during your participation in OBS sessions and workshops via conference calls when you have your camera turned off (as such meetings may be recorded), such as World Broadcasting Meeting (applicable to OBS' employees or participant to such OBS sessions and meetings).

- **User information:** Username, password, and password reminder questions and answers;

- **Demographic data:** Such as age and date of birth, personal characteristics and gender;

- **Educational and professional information:** such as education and professional experience that you may include as part of your job;

- **Other information,** such as correspondence you send to us or information collected about you offline (including via mail, or in person);

2.3. We may also collect information about other individuals when you provide information about them, a friend, or a colleague (note: such information is used solely to facilitate the communications requested or applying for a role). When we do this, we will identify you as the person making the referral and you warrant that you have the appropriate consent to provide this information on his/her behalf in accordance with this Privacy Policy.
2.4. When permitted by the applicable law, **we may also collect information obtained from other sources**, including our affiliates (such as the IOC or OCS), recruiting agencies (for job applicants), social media or internet search information (for both users and job applicants), including name, social network username and profile, postal address, and telephone number, demographic data, such as age, gender and publicly observed data (such as activities on social networks, web searches, and other online postings and content).

This Privacy Policy does not cover the practices of third parties and their use of your information is governed by the privacy policies of such third parties.

3. **PURPOSES**

We will collect your information and personal data for the following purposes:

1. **Provide our Services**, including owned and operated websites such as www.obs.tv, maintaining and developing the services, managing any service provision or request related to OBS and the information/services provided within our website www.obs.tv and other operated websites and services by OBS. When you request us to do so, the provision of the services also includes sending you alerts, updates and news about OBS and/or IOC and in relation to any Olympic Games and its operations. You will be able to unsubscribe at any time by following the instructions provided in such communications.

2. Manage any request, communication or enquiry that you sent to us.

3. If you are an **OBS employee**, you can access to T75 (through your corporate email account) which is the Intranet of OBS where you can find different corporate information.

4. If you are a **broadcaster**:
   a) Through OBS website you can: (i) log in to the broadcaster’s area, (ii) receive emails regarding corporate information that may be interesting to you, and (iii) receive alerts during Olympic Games regarding events information.
   b) Register to attend the World Broadcasting Meeting or any other relevant OBS meetings and informative sessions.
   c) Manage any requests related to the Online Booking Portal: if you are a broadcaster or any other third party (sponsors, news agencies, etc.) who has previously subscribed an agreement with the IOC regarding broadcasting rights, your personal data will be processed through the Online Bookings Portal. OBS will manage the personal data provided by the IOC to give you access to this platform.

5. **For recruiting purposes**, in order to evaluate your eligibility and suitability for a job opportunity. If you apply to work for OBS, the following processing activities may be carried out:
a) Evaluation of the personal data and information submitted in order to work in OBS/OCS and/or for a position during games and/or be part of our training programmes.

b) Additionally, we may request to record and interview with you through Ventrevistas, which is a tool used by OBS to interview candidates where your voice and image will be recorded.

c) Consultation of LinkedIn’s data subject profile and other public information, if possible, in order to verify the information provided.

d) Consult (with your consent) third parties, including companies where you have previously worked, for references of your performance.

6. For contractual/commercial purposes we will process (a) Business Contact Information (“BCI”) (mainly first name, last name, business phone numbers, signature, business email and business address) of You or your agents, employees, including third-party consultants, contractors or partners with whom You have a contractual relationship, and whose processing is regulated by the data protection regulation and is considered as “personal data” and (b) certain information available in public sources (i.e. social media and Internet), as disclosed in section 2.4 above, in order to understand the good performance of OBS and the general perception of OBS by the general public.

You acknowledge that OBS will, by virtue of the performance of the corresponding business and/or contractual relationship, come into possession of BCI as a Data Controller. You acknowledge and agree that OBS may process BCI in order to contact the data subject in connection with the management of the contractual relationship with You or the company for which you work, or you represent, including managing the access to our digital platforms.

You acknowledge that it has the right to access to the BCI provided upon written notice and have any errors in such BCI rectified or deleted, or to request additional information on the processing of its BCI. You undertake to inform your agents, employees, consultants, contractors, partners and any other data subject from whom it may communicate its BCI to OBS (i) that their BCI may be processed by virtue of the performance of the PO, and in accordance with it; and (ii) of their rights regarding the processing of their BCI in accordance with this clause.

4. LAWFULNESS OF THE PROCESSING

4.1. For purposes no. 1, 2, 3, 4 and 5 a) the legal basis will be the performance of the corresponding contract (also including the necessary steps prior to entering into a potential contract). We may need to collect and use your personal information to enter into a contract with you or to perform a contract that you have with us. When you use our digital services, we
will use your personal information to respond to your requests and provide you with such services.

4.2. For purpose no. 5 d), the legal basis will be the consent given by the data subject by freely submitting his/her curriculum vitae or similar information, or by freely giving a reference person to consult.

Where the legal ground is your express consent, we will only process your personal information in this way if you agree to us doing so. You have the right to withdraw your consent at any time by contacting us at the address indicated in this Privacy and Cookies Policy; however please note that this does not affect the lawfulness of our processing of your personal information based on your express consent before such withdrawal.

4.3. For purpose 5 b) and c) and 6, the legal basis will be the legitimate interest of the Controller. We only process data on this legal basis where we have considered that, on balance, our legitimate interests are not overridden by your interests, fundamental rights or freedoms. You can request a copy of such legitimate interest assessment at the address indicated in this Privacy and Cookies Policy.

At any case, to the extent the data processing activity is based on our legitimate interest, you can also exercise your right to object to such processing on grounds relating to your situation, at any time. In such case, we undertake not to process your personal data any longer, unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms or for the establishment, exercise or defence of legal claims.

5. DATA RETENTION

5.1. Your personal data shall be retained for the time required to fulfil the purposes in section 4 above and in accordance with the applicable law.

5.2. We will retain your information only for the duration necessary for the purposes identified in this Privacy policy or as required to meet our legal requirements. Once your personal data is no longer necessary for these purposes, data will be blocked. During the blocking period, your data will be only unblocked and processed again exclusively to comply with legal retention periods or for the purpose of the exercise or the defence against administrative or legal claims. Once this period is over, your personal data will be erased.

6. RECIPIENTS

6.1. Service providers that OBS contracts, or may contact, which are data processors.

6.2. Public authorities and bodies, including Courts and Tribunals, when required by the applicable regulations.
6.3. Regarding purpose 4, data may be occasionally disclosed to the International Olympic Committee, located in Switzerland, for OCS and other OBS affiliates, for administrative purposes, based on OBS’ legitimate interests. This disclosure also constitutes an international data transfer.

7. INTERNATIONAL TRANSFERS
We may process your personal data in a country other than your place of residence. We adopt measures as required under applicable law to ensure your data will be given the relevant protection. While the personal data we collect will usually be processed in the European Union or in Switzerland (which provides a level of protection equivalent to the European Economic Area according to the Commission Decision of 26 July 2000), we may also transfer your personal data for the purposes allowed under this Privacy and Cookies Policy some of which may be based in countries (like the United States of America) that do not provide in their laws for a level of protection of your privacy equivalent to the one applied within the European Union and Switzerland. Before transferring any personal data from the European Union or Switzerland to other countries, we implement safeguard mechanisms recognized by European regulators such as standard contractual clauses. You can request a copy of any such safeguards in the address mentioned in this clause.

8. DATA SUBJECT’S RIGHTS
8.1. Any person has the right to obtain confirmation of the processing of their personal data carried out by OBS and OCS.

8.2. You can exercise your rights of access, rectification, deletion and portability of your data, limitation and opposition to its processing, as well as not being the subject of decisions based solely on the automated processing of your data, where appropriate, before OBS. You also have the right to withdraw your consent at any given moment. You have the right to object to our processing of your Personal Information that is based on our legitimate interests. We will then stop processing the data unless we can demonstrate a compelling legitimate ground that overrides your rights (e.g. exercising or defending a legal claim) or an exemption that applies. If you live outside the European Union, you may also have rights under applicable laws in such jurisdiction.

8.3. You may exercise your rights through an e-mail to dpo@obs.tv. If you feel like your request or query have not been satisfactory answer you have the right to lodge a complaint before Spain’s supervisory authority: Agencia Española de Protección de Datos, Calle Jorge Juan 6, 28001 Madrid, Spain and its website www.aepd.es.

9. CHANGES TO THIS PRIVACY POLICY
9.1. We reserve the right to make changes to this Privacy Policy, at any time. When we make changes, we will revise the “last updated” date at the bottom of the Privacy and Cookies Policy and any change will be effective immediately upon posting. We will use reasonable efforts to inform you about any material changes made to this Privacy Policy, for example by posting a relevant notice on the Services. We encourage you to review our Privacy Policy regularly.

**COOKIES POLICY**

This section of the Privacy and Cookies Policy (the "Cookies Policy") describes the different types of cookies that are used in connection with this website.

1. **What are cookies?**

A cookie is a small file, stored on your browser or computer hard drive, which is used to collect data about your interactions with our website, such as browser type, operating system, IP address, browsing date and time. The cookie does not collect any data from your computer or access your personal files. Cookies are placed on your device by us (“first party cookies”) or by third parties providing certain services to us (“third party cookies”).

2. **Which type of cookies are used in this website?**

We use cookies and tracking technologies to remember your preferences and settings; to remember information that you may enter online; to keep you logged in to portals that we may offer; to generate aggregate statistics about how people use our website; for error management and troubleshooting; and to improve your experience of the website.

- **Strictly Necessary Cookies:** These cookies are necessary for the website to function and cannot be switched off in our systems. They are usually only set in response to actions made by you which amount to a request for services, such as setting your privacy preferences, logging in or filling in forms. You can set your browser to block or alert you about these cookies, but some parts of the site will not then work. These cookies do not store any personally identifiable information.

- **Performance Cookies:** These cookies allow us to count visits and traffic sources so we can measure and improve the performance of our site. They help us to know which pages are the most and least popular and see how visitors move around the site. All information these cookies collect is aggregated and therefore anonymous. If you do not allow these cookies we will not know when you have visited our site and will not be able to monitor its performance.

- **Functional Cookies:** These cookies enable the website to provide enhanced functionality and personalisation. They may be set by us or by third party providers whose services we have added to our pages. If you do not allow these cookies, then some or all of these services may not function properly.
• **Targeting Cookies**: These cookies may be set through our site by our advertising partners. They may be used by those companies to build a profile of your interests and show you relevant adverts on other sites. They do not store directly personal information but are based on uniquely identifying your browser and internet device. If you do not allow these cookies, you will experience less targeted advertising.

• **Social Media Cookies**: These cookies are set by a range of social media services that we have added to the site to enable you to share our content with your friends and networks. They are capable of tracking your browser across other sites and building up a profile of your interests. This may impact the content and messages you see on other websites you visit. If you do not allow these cookies, you may not be able to use or see these sharing tools.

3. **Expiration time**

Cookies may be kept stored on your browser or computer hard drive for as long as you keep such browser active, for session cookies, or for a longer period, for persistent cookies (for more information see the cookies information available in our “Cookies Settings” information, which are made available when you first visit our website and remain accessible on each subsequent visit to our services under the section “Cookie Settings”.

4. **First party / third party cookies**

Cookies are placed on your device by us (“first party cookies”) or by third parties providing certain services to us such as analytics and advertising (“third party cookies”) (for more information see the Cookie list available to you when you first visit our websites and services and on each subsequent visit to our websites and services under the section “Cookie Settings”.

Any data collected by these third-party cookies will be managed and controlled by these third-party providers according to their privacy policy. We do not control or have any access to these data. Please visit the websites of third-party providers to obtain further information on how they use cookies.

If you deny the use of all cookies (except the Strictly Necessary ones), neither first-party cookies nor third-party cookies will be used. There will be no differentiation between both types of cookies.

5. **Expiration time**

Cookies may be kept stored on your browser or computer hard drive for as long as you keep such browser active, for session cookies, or for a longer period, for persistent cookies (for more information see the Cookie list [include link to OneTrust settings/preferences]).

6. **How do I manage cookies?**

You have the possibility to disable all the cookies (except the Strictly Necessary ones) or manage them through the Cookies Settings available at all times in the footer of our website.
Alternatively, and/or in addition, you can manage your cookie settings within your internet browser.

More information is available here:

- Google Chrome users: https://support.google.com/chrome/answer/95647?hl=en

You can also withdraw your consent to the use of cookies at any time by deleting your cookies using your internet browser settings. If you block the use of cookies on your browser some of services and functionalities might not be available to you.

More information about cookies is available at www.allaboutcookies.org.

7. Changes to the Cookies Policy

We reserve the right to modify this Cookie Policy, at any time. When we make changes, we will revise the "last updated" date at the bottom of the Cookie Policy and any change will be effective immediately upon posting. When we make changes to this Cookie Policy, we will adequately inform you in advance where such changes impact your rights as a user or where required by law, for example by posting a notice. We encourage you to review the applicable version of this Cookie Policy whenever you use the website.

This Privacy & Cookies Policy was last updated on January 1st, 2022