

Policy of privacy and
personal data processing on the website of VEB Technologies LLC

Minsk

28.10.2024

This Privacy Policy regulates legal relations between VEB Technologies LLC, UNP 193044900, location: 6 Skryganov st., office 601, 220073, city of Minsk, and any Visitor of the website of VEB Technologies LLC on the Internet at the domain address <https://vebtech.by> (hereinafter referred to as the Website).

1. The Website is owned by VEB Technologies LLC that holds all property and non-property rights (copyrights) to the Website as a whole, the design, interface, databases and information contained therein, and other Website components. Materials and information posted on the Website (hereinafter referred to as the content) are governed by copyright law. They may be copied, processed, distributed or otherwise used solely upon the written consent of VEB Technologies LLC.

2. Materials and information posted on the Website are of a general nature, aimed at informing, may not reflect all aspects and details of interest of a specific organisation or persons, and are not a public offer.

3. To improve the operation of the Website, enhance the Visitors' convenience in working with the Website, provide the solutions and services that best meet the needs of the Website Visitors, personalise the Website settings, determine the preferences of the Visitors, display ads (behavioural advertising) and manage their effectiveness, as well as to ensure the technical ability of functioning of the Website, VEB Technologies LLC recognises, stores and accumulates information on the use of the Website by the Visitors, including IP addresses, information on the type of a web browser, provider, login/log out pages, platform type, date/time of visiting the website, number of pages viewed, domain name, etc.

To personalise the settings of the Website Visitor, understand the nature of use, provide, improve and protect the Website, VEB Technologies LLC may install (use) cookies, tags, pixels and similar tracking technologies (hereinafter referred to as the cookies) on the device of the Website Visitor, in a browser, or on pages of the Website viewed by the Visitor.

4. If the Website Visitor rejects any ways of use of the cookies, the Website Visitor may use the appropriate settings of his/her browser or not use the Website.

5. VEB Technologies LLC may control any accumulated information on the Website, edit or delete any information posted on the Website without giving reasons, and block access to the Website by any Visitor.

6. If links to the websites of other organisations and institutions both in the Republic of Belarus and abroad are included in the Website (hereinafter referred to as the external websites), VEB Technologies LLC does not control the external websites and shall not be liable for information, materials and software posted on the external websites.

7. VEB Technologies LLC shall not be liable for temporary failures and interruptions in the operation of the Website, for the use and/or the results of using the content, for technical and other failures and disruptions in the operation of the Users' hardware and software in connection with visiting and using the content of the Website and the external websites.

VEB Technologies LLC shall not be liable for any indirect, incidental or consequential losses caused by or related to visiting the Website, using the content, visiting and using the external websites.

8. By using the Website and thereby agreeing to this Privacy Policy, you transfer to VEB Technologies LLC, without impediment and if filling out the corresponding questionnaire forms and for your own benefit, the information, including that related to personal data, including surname, given name and patronymic, contact details (phone number, e-mail, city, locality, street, other address data, etc.), data obtained when accessing the Website including information on technical means (devices), technological interaction with the Website, IP address, cookies, and other data, and thereby, you give your consent to their arrangement, accumulation, storage, recording, clarification (amendment, update), use, transfer,

anonymisation, blocking, deletion, as well as any other essential actions according to the legislation of the Republic of Belarus (hereinafter, the processing).

9. VEB Technologies LLC processes personal data in accordance with the Law of the Republic of Belarus No. 99-3 "On Personal Data Protection" dated 07.05.2021, the Decree of the President of the Republic of Belarus No. 422 "On Measures for Improvement of Personal Data Protection" dated 28.10.2021, subject to the provisions of the EU General Data Protection Regulation dated 27 April 2016 and local regulations on a legitimate and fair basis in order to achieve the goals, as well as to render services and provide information to the Visitors, personal data owners.

10. VEB Technologies LLC processes personal data by automated and non-automated means, with and without the use of computing tools with the following purposes:

- receipt of requests and application from the Visitors; further communication with respect to the Visitor's application;

- provision of information on services, special and other offers; sending e-mails;

- information and advertising mailings;

- input of data to the information systems of project management and customer relations (CRM, etc.) or creation of an account in the task control system (Jira, Trello, etc.).

11. VEB Technologies LLC processes personal data of the Visitors upon their consent. The Visitor shall be deemed to give the consent upon fulfilling out the corresponding forms, questionnaires, newsletter subscription on the Website, as well as marking the agreement with this Policy (hereinafter, the consent). The validity term of the consent is unlimited.

12. In the course of the personal data processing, VEB Technologies LLC agrees to adopt, or ensure the adoption of, the required legal, organisational and technical measures to protect personal data from unauthorised or accidental access to them, their destruction, modification, blocking, copying, disclosure, or dissemination, as well as from other illegal actions.

13. The Visitor may clarify (amend) his/her personal data if they are incomplete, outdated, inaccurate; cancel the consent; request information on the personal data used.

14. VEB Technologies LLC retains the right, at its discretion, to amend and/or alter this Policy at any time without the prior and/or further notice to the Visitor. The current version of the Policy is available in the Website interface.

15. The Visitor can receive any clarifications on the issues related to this Policy, including those related to the processing of his/her personal data, by contacting VEB Technologies LLC by e-mail: info@vebtech.by.