

LEGALS

This website (hereafter called the SPUR website) is the property of and is operated by the company, Observia SAS with a capital of 1 053 558 Euros, registered at the Registre du Commerce et des Sociétés de Paris (Register of Commerce and Companies) under the number 532 502 135, and has its headquarters 16 rue Brancion, 75015 Paris.

The company Observia SAS can be contacted through the following means :

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The director of publication and supervisor of the redaction of the website is Mr. Geoffroy Vergez

The SPUR website is hosted by the Avenir Telematique - ATE company capital 60,000 Euros, registered at the Registre du Commerce et des Sociétés de Lille (Register of Commerce and Companies of Lille) as number 347 607 764, its headquarters are located at: 21 Avenue de la Créativité, 59650 Villeneuve d'Ascq, France.

This company can be contacted at the following address:

- Phone : +33 (0)9.70.80.89.11
- Fax : +33 (0)3.87.95.99.72
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Personal data of web users collected through SPUR's website are collected and treated under the provision of the law n°78-17, January 6th, 1978 known as Loi Informatique et Liberté (Data protection Act) and Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data.

OBSERVIA SAS is responsible for the treatment of the personal data that the web user has agreed to communicate through Observia's website.

1. What is the purpose of collecting data?

- The sole purpose of the data collected through the SPUR website is to showcase the SPUR questionnaire and results and to send to the user his/her results by email.
- The data collected through the « Contact » page has for sole purpose of processing the contact requests and answering messages of web users.

2. Who is responsible for handling this data?

Personal data is collected on SPUR's website by Observia SAS, a company registered under the laws of France under number 532 502 135 with the Paris Trade & Companies Register, and having its registered office at 16 rue Brancion, 75015 Paris, France

Thus and in accordance with the GDPR, Observia undertakes to take all pertinent precautions in order to preserve the security of the data and, in particular, to protect them against any accidental or unlawful destruction, accidental loss, corruption, unauthorised circulation or access, as well as against any other form of unlawful processing or disclosure to unauthorised persons.

3. Who are the recipients of the data?

The personal data collected on SPUR's website are exclusively intended for the website editor, **OBSERVIA SAS**, and for our sub-contractors for the purpose of technical assistance. No personal data is transferred or communicated to a third party.

4. For how long do you host data?

- Data collected through the SPUR website --> 3 years after the session is closed
- Request for information via Contact form --> 3 years after the request is closed

5. What are your data protection rights?

In accordance with the French Data Protection Laws and the European General Data Protection Regulation 2016/679 (GDPR) you have a right of access, correction and removal of your personal data which you may exercise by contact our DPO : DPO Observia SAS, 16 rue Brancion, 75015 Paris, Numéro de téléphone : 01.81.80.24.50, Email : dpo@observia-group.com

Your requests will be processed within 30 days. We may require that your request be accompanied by a photocopy of proof of identity or authority.

Also, you retain the right to lodge any complaints on data protection with French Data Authority : Commission Nationale de l'Informatique et des Libertés (CNIL), website www.cnil.fr.

The present website is subject to the following Terms of Use:

The rules exposed hereby exposed are the terms and condition of the present website and apply to all web users visiting or consulting the SPUR's website. By consulting this website, use of the website by the web user constitutes his or her

acceptance of those terms. The conditions can be modified at any moment, and for this reason we recommend to the web user to review them regularly.

Objectives of the website: The SPUR website is exclusively an information and presentation website dedicated to the services platform provided by the Observia SAS company and the promotion of the actions it carries out in its business sector. The SPUR website displays a theoretical example of the use of the SPUR algorithm and its results.

Intellectual Property: the entire Observia Website, as well as the hierarchy, text, logos, photographic representation, downloadable documents, and all presented elements of this website are covered by the French and international legislation on authors' rights and intellectual property.

The general structure, as well as all text, graphics, database, logos, images, sounds and all other elements part of this website are the property of the company, Observia SAS.

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Hyperlinks: the links to the website of third parties are only provided for the convenience of the web user. We do not express any views from the content of the publication from third parties and expressly decline all responsibility concerning any information from third parties and its use. Any hyperlink put in place towards the website Observia must be subject to an express and prior authorization from the company Observia SAS, which can be requested by e-mail at the following address: contact@observia-group.com

Governing Law: the present conditions are subject to French law. As of consequence, except for public policy provisions, the relations between the web user and the website editor, the company OBSERVIA SAS – as a result of the use of the website – will be governed by French law.