

## Privacy Policy

*Last Modified: July 3, 2023*

### Introduction

Aylo (hereinafter “we”, “us” or “our”) operates the website <https://aylo.com> (hereinafter “Aylo” or the “Website”) and respects the privacy of its visitors. We explain the information we collect or have access to when you visit our Website. Please, read this privacy policy carefully, as your visit, access to, and use of our Website signifies that you have read, understand and agree to all terms within this privacy policy. If you do not agree with any part of this privacy policy or our terms, please do not access or continue to use our Website.

If you have any questions about our privacy practices, please see the “**Contact**” page above for information on how to contact us.

Generally, we do not collect, process, and retain personal information. However, we may collect, process, and retain personal information only if it is necessary to communicate with our visitors or applicants to our open job positions. In this instance, the **Candidate Privacy Notice** will apply to the information we collect on this Website through our “**Career**” page.

This privacy Policy does not apply to information collected by:

- us offline or through any means, including on any other website operated by us or any third party (including our affiliates and subsidiaries); or
- any third party (including our affiliates and subsidiaries), including through any application or content (including advertising link and social media icon/favicon) that may link to or be accessible from or on the Website. Clicking on those links or enabling those connections may allow third parties to collect or share data about you. We do not control these third-party websites and are not responsible for their privacy statements.

### The Data We Collect About You

Personal information or personal data, means any information about an individual from which that person can be identified by (“**Personal Information**”). It does not include data that has been anonymized or pseudonymized.

Save for the information we collect under the Candidate Privacy Notice when you apply for specific open job position(s) on our Website or through the Greenhouse system, we do not collect, use, store, or transfer any kind of personal information about you.

### Disclosure of Your Personal Information

Except when you apply for specific open job position(s) and in this instance, the Candidate Privacy Notice will apply, we do not collect any Personal Information when you visit our website, and as such, we cannot disclose your information.

We may disclose aggregated information about our visitors, and information that does not identify any individual, without restriction. We also may share aggregated information with third parties for conducting general business analysis. This information does not contain any Personal Information and may be used to develop content and services that we hope our visitors will find of interest.

### **Changes to Our Privacy Policy**

We may modify or revise our privacy policy from time to time. You are expected to periodically review the most up-to-date version found at <https://www.aylo.com/legal/privacy> so you are aware of any changes we make.

If we change anything in our privacy policy, the date of change will be reflected in the “last modified date”.

### **Enforcement; Cooperation**

We regularly review our compliance with this privacy policy. Please feel free to direct any questions or concerns regarding this privacy policy by contacting us through this Website at [privacy@aylo.com](mailto:privacy@aylo.com). When we receive a formal written complaint, it is our policy to contact the complaining party regarding their concerns. We will cooperate with the appropriate regulatory authorities, including local data protection authorities, to resolve any complaints regarding this privacy policy.

### **Notice to Law Enforcement**

The following information serves as a guideline for law enforcement officials seeking disclosure of records. You may serve us a valid Court Order, Subpoena, Search Warrant or equivalent Legal or Official Administrative Document by respecting the following conditions:

1. The document(s) is uploaded, and all required fields have been filed out adequately on our Legal Service Process Platform located at: <https://legalservice.aylo.com/legal/datarequest>
2. The document(s) you are serving is **correctly issued by a valid Court of Law or equivalent legal or administrative authority** to the right operating entity for the website in question. (See the Contact page to find the operating entity).
3. The document(s) is also sent by mail at the following address: 195-197 Old Nicosia-Limassol Road, Block 1 Dali Industrial Zone, Cyprus 2540.

We reserve the right to refuse online service through any other means not provided on our contact page, namely in cases where the above requirements are not met and require formal legal service at the above address. In such event, you will be notified. We may raise or waive any legal objection or right available, in our sole discretion.

### **No Rights of Third Parties**

This privacy policy does not create rights enforceable by third parties.

### **No Error Free Performance Content**

We do not guarantee error-free content under this privacy policy. We will use reasonable efforts to comply with this privacy policy and will take prompt corrective action when we learn of any failure to comply with our privacy policy. We shall not be liable for any incidental, consequential or punitive damages relating to this privacy policy.

### **Contact Information**

If you have any questions about this privacy policy, please contact us at [privacy@aylo.com](mailto:privacy@aylo.com).