

# CHANCE

## **PRIVACY & COOKIES POLICY**

*Last updated on March 10, 2025*

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### **1. Purpose and Scope of the Policy**

CHANCE GET YOURS ("CHANCE") attaches great importance to the protection of the privacy and data of the users of its applications and websites (collectively the "Service"). CHANCE thus ensures that it adopts and rigorously complies with a privacy policy that complies with the regulations in force and ensures the protection of your personal data.

CHANCE undertakes to comply with 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, and repealing Directive 95/46/EC (the "GDPR"), as well as Law No. 78-17 of January 6, 1978 known as the "Data Protection Act" (the "LIL").

The terms used in this Charter refer to the definition given to them by the GDPR or any other applicable regulation.

The purpose of this document is to set out what data may be collected on our Website or in our applications, how it may be used, and the rights you have over this data.

This policy concerns you when you use Chance's services as a "talent" or a "coach".

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## 2. Controller of your Personal Data

As part of your activity on the website <https://www.chance.co/>, we collect and use personal data about you.

For all processing, CHANCE, a simplified joint-stock company (SAS) with a capital of 497,798.00 euros, whose registered office is located at 22 avenue Blaise Pascal, 60 000 BEAUVAIS and registered with the Beauvais Trade and Companies Register under number 809 500 663, determines the means and purposes of the processing. Thus, we act as the controller, within the meaning of the regulations relating to Personal Data, and in particular Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data.

For any questions or complaints concerning Chance's compliance with this Policy, our Data Protection Officer (hereinafter "DPO") is there to answer all your requests, notably to exercise your rights under the Data Protection Act and the GDPR. You can contact them by email at the following address: [data-privacy@chance.co](mailto:data-privacy@chance.co) or by post at the following address: Délégué à la protection des données, 22 avenue Blaise Pascal, 60 000 BEAUVAIS.

## 3. What personal data do we collect and how?

We process a number of pieces of information about you, some of which are likely to identify you ("personal data"). This is the case when you browse our site or to ensure optimal support for your project (...).

The nature and quality of the personal data collected about you vary depending on the relationship you have with Chance, the main ones being:

- **Identification Data:** this includes all the information that would allow us to identify you, such as your surname, first name, telephone number, postal address, email address (...).
- **Professional Data:** current professional situation, duration of employment, skills assessment (...).
- **Connection Data:** by browsing our website, you interact with it. Consequently, certain information relating to your browsing is collected. For example, the IP address of your computer, the type of browser, the browser version, the pages of our Site you visit, the time and date of your visit, the time spent on these pages, unique device identifiers, and other diagnostic usage data of the Service.
- **Banking and Financial Data:** payment type, bank account details (RIB) (...).
- **Sensitive Data:** Chance may collect sensitive data about you, such as health data (Burnout, disability (...)). This data allows for optimal support for your project. Nevertheless, **your consent is necessary**. Therefore, if you have not given your consent, we ask you not to communicate information relating to your physical and/or psychological health.

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Chance ensures that the collection of your personal data is relevant, adequate, not excessive, and strictly necessary for its activities.

## 4. Why and how do we process your personal data?

Purposes	Personal Data Collected	Legal Basis	Retention Period
Registration for services offered by CHANCE and support for the talent	- Identification ... ▾	Execution of th... ▾	- For the duration of the support contract plus the duration of the legal limitation period
Monitoring the talent's journey	- Identification ... ▾	Execution of th... ▾	For the duration of the contract plus the duration of the legal limitation period.
Skills assessment (analysis of your need, construction and relevance of the project, project monitoring, etc.)	- Identification ... ▾	Execution of th... ▾	24 hours after the summary document is prepared. OR Up to 3 years after the Skills Assessment is prepared, for the necessary follow-up of Participants who wish it

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Payment for Chance services	Banking Data ▾	Execution of th... ▾	The time necessary for establishing the invoice and/or making the payment. For a maximum period of 10 years for all payment-related information and necessary for compliance with Chance's accounting and tax obligations.
Management of potential disputes with the talent or the coach	- Identification ... ▾	Legitimate inter... ▾	Until the dispute is resolved plus the duration of the legal limitation period.
Support management	- Identification ... ▾	Chance's legiti... ▾	30 days from the resolution of the problem
Monitoring relations with public structures and management of financing by certain organizations such as Pôle emploi	- Identification ... ▾	Execution of th... ▾	For the duration of the contract plus the duration of the legal limitation period.
Justification of the reality of the training	Identification D... ▾	Obligation arisi... ▾	4 years from the execution of the training

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Management and organization of tests as part of the development of new tools	Identification D... ▾	Chance's legiti... ▾	Duration necessary for the realization of the objective pursued or until the exercise of the right to object
Analysis of journeys, production of statistics and performance measurements to improve your experience and our services	Identification D... ▾	Chance's legiti... ▾	Duration necessary for the realization of the objective pursued by the statistics or until the exercise of the right to object or withdrawal of consent
Online targeted advertising	- Identification ... ▾	Consent collect... ▾	12 months maximum (cookie lifespan) or until consent is withdrawn
Management of communication actions such as organizing Chance events to gather testimonials from people who have used Chance services, organizing Webinars (...)	- Identification ... ▾	Consent ▾	Until the end of the event then 3 years from the last contact Or until consent is withdrawn
Management of communication by email addressed to prospects, talents and/or coaches	Identification D... ▾	Consent/Legiti... ▾	Until withdrawal of Consent or exercise of the right to object or 3 years from the last contact with Chance

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Integration into the Chance Community and networking of people	Identification D... ▾	Execution of th... ▾	For the duration of the contract plus the duration of the legal limitation period. Until the person's consent for networking is withdrawn
Management of coach recruitment	Identification D... ▾	Execution of th... ▾	Until the decision to recruit or not. In case of non-recruitment, the data is kept for 5 years.
Management of the relationship with coaches	Identification D... ▾	Execution of th... ▾	For the duration of the contract plus the duration of the legal limitation period.
Evaluation of coaches	Identification D... ▾	Chance's legiti... ▾	For the duration of the contract plus the duration of the legal limitation period.
Management of coach training	Identification D... ▾	Contract ▾	For the duration of the contract plus the duration of the legal limitation period.
Management of GDPR requests from data subjects	Identification D... ▾	Legal obligatio... ▾	The time to process your request. The data will be kept for 1 year in an active database then archived for 5 years

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Recordings of telephone and video appointments for the purposes of training our teams	Identification D... ▾	Chance's legiti... ▾	6 months maximum from the recording
Management of the moderation of reviews, messages	Identification D... ▾	Chance's legiti... ▾	The time necessary for the realization of the objective pursued
Campaign by email and/or telephone to evaluate the impact of our services/products and/or to assess your satisfaction	Identification D... ▾	Chance's legiti... ▾	The time necessary for the realization of the objective pursued
Offering you job opportunities	Identification D... ▾	Contract ▾	The time necessary for the realization of the objective pursued and/or as long as your account is active.

## 5. Do we share your Personal Data?

Your Data is intended for Chance's authorized employees in charge of the management and execution of contracts and legal obligations, depending on the purposes of the collection and within the limits of their respective duties.

It may be transmitted for certain tasks related to the purposes, and within the limits of their respective missions and authorizations, to the following recipients:

- Data Host
- Payment providers
- Providers allowing us to improve the user experience of the site
- Provider making available tools for managing the relationship with you such as telephony solutions, video conferencing appointments, appointment booking tools
- Provider making available email and SMS sending tools
- Provider making available data security tools
- Public structures

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- Duly authorized public authorities (judicial, supervisory, etc.), as part of our legal and regulatory obligations
- Regulated professions (lawyers, bailiffs, etc.) who may intervene in the context of the implementation of guarantees, recovery or litigation
- Coaches
- Providers specialized in the development and/or provision of tools using artificial intelligence

To respect your privacy, your personal data is kept by our subcontractors only for the time necessary for the purpose of its processing.

When your Data is communicated to our providers and subcontractors, they are also asked not to use the Data for purposes other than those initially intended. We make every effort to ensure that these Third Parties preserve the confidentiality and security of your Data.

In all cases, only the necessary Data is provided. We make every effort to guarantee secure communication or transmission of your Data.

## **6. Is your Personal Data transferred to Third Countries?**

Chance strives to keep Personal Data in France, or at least within the European Economic Area (EEA).

In the event of such a Transfer, we guarantee that it is carried out:

- To a country ensuring an adequate level of protection, i.e., a level of protection equivalent to what European Regulations require;
- Within the framework of standard contractual clauses;
- Within the framework of corporate binding rules.

## **7. How long do we keep your personal data?**

We keep your personal data only for the time necessary to achieve the purpose for which we hold this data, in order to meet your needs or to fulfill our legal obligations (see article 4 of this policy).

Retention periods vary depending on several factors, such as:

- The needs of Chance's activities;
- Contractual requirements;
- Legal obligations;
- Recommendations from supervisory authorities.

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## 8. Exercise of your rights

In accordance with Articles 15 to 22 of the General Data Protection Regulation (GDPR), concerning the data we hold about you, you have the following rights:

- Right of access (Article 15 of the GDPR)
- Right to rectification (Article 16 of the GDPR)
- Right to erasure (Article 17 of the GDPR)
- Right to restriction of processing (Article 18 of the GDPR)
- Right to data portability (Article 20 of the GDPR)
- Right to object (Article 21 of the GDPR)
- Right to define guidelines regarding the fate of your data after your death

Each of these rights can be exercised at any time directly:

- By email: [data-privacy@chance.co](mailto:data-privacy@chance.co) or by writing to us
- By post at 22 Avenue Blaise Pascal, 60 000 BEAUVAIS.

Depending on your request, we implement appropriate measures to ensure the security and confidentiality of your personal data in order to protect it against any loss, accidental destruction, alteration, and unauthorized access.

To this end, CHANCE notably implements a number of physical and logical measures to guarantee the confidentiality and integrity of your personal data, including:

- Control of access to premises;
- Control of access to files and tools (authorizations);
- Control of subcontractors;
- Regular backups and external hosting.

## 9. Cookies

### 9.1. What is a cookie?

Cookies are data placed on your computers or mobile devices. They are identifiable by their unique identifiers, associated with your computers or phones. They allow you to avoid a poor user experience on your favorite sites, as they remember your actions and preferences. Thus, you do not need to enter your browsing preferences with each use, such as location, font, or language.

These "cookies" are stored in the active memory of your computer. They do not allow us to identify you; however, they record information relating to your computer's browsing on the Site (the pages

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you consulted, the date and time of the consultation, etc.) which we can read during your subsequent visits.

## 9.2. Are cookies placed when you browse the website?

We use cookies and similar tracking technologies to track activity on our Service and retain certain information.

Cookies are sent to your browser from a website and stored on your device. Tracking technologies also used are beacons, tags, and scripts to collect and track information and to improve and analyze our Service.

You can instruct your browser to refuse all cookies or to indicate when a cookie is being sent. However, if you do not accept cookies, you may not be able to use some parts of our Service.

The placement of certain cookies is subject to your **prior consent** and you can change your preferences at any time from <https://www.chance.co/> by clicking on "Gestion des cookies" (Cookie Management) at the bottom of the page.

## 9.3. What are the purposes of the cookies collected?

- **Cookies necessary for the personalization and operation of the website:** they allow you to use the main features of the Site and notably to save information between two visits to the site on the same device, to save session connection identifiers or interface personalization elements (choice of language or presentation). They do not require your prior consent. These cookies are essential for the proper functioning of the Site. If you refuse the registration of these cookies in your terminal or browser, or if you delete those stored there, your browsing and your experience on the Site may be limited.
- **Analytical, statistical or audience measurement cookies** of the website which allow us to know the use and audience performance of the site and to improve its operation for our visitors, for example, to establish statistics and volumes of traffic and use of the various elements composing the site (sections and content visited, journey), in order to improve the interest and ergonomics of the site.
- **Social network cookies** placed by social networks when you share content from our Sites with others or let them know your opinion on this content via an application button. These cookies are only placed when you have expressly consented to them through the banner presented during your first connection. We have no control over the process used by these social networks to collect information relating to your browsing on our sites and associated personal Data they hold. We invite you to consult their data protection policies in order to know your rights vis-à-vis each of them, and to manage your privacy settings.

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- **Advertising cookies** that allow us to choose in real time which advertisement to display on third-party sites. These cookies are only placed when you have expressly consented to them through the banner presented during your first connection.

COOKIE NAME	PURPOSE	RETENTION PERIOD
Axceptio	Saves your cookie consent choices.	1 year
Microsoft Clarity	Allows us to measure the audience of our websites and conduct behavioral analysis to improve user experience and identify navigation bugs.	1 year
Google Ads	Allows us to measure the performance of our advertising campaigns and perform re-targeting.	390 days
Google Analytics	Allows us to measure the audience of our websites and conduct behavioral analysis to improve user experience and identify navigation bugs.	390 days
Calendly	Functional cookie.	21 days
Facebook / Meta	Allows us to measure the performance of our advertising campaigns and perform re-targeting.	260 days
Segment	Allows us to measure the audience of our websites and conduct behavioral analysis to improve user experience and identify navigation bugs.	1 ...

## 10. Security of personal data

To ensure optimal respect for your privacy, CHANCE makes its best efforts, by taking all appropriate measures, to ensure the security and confidentiality of your personal data in order to protect them against any loss, accidental destruction, alteration, and unauthorized access.

To this end, CHANCE implements a number of physical and logical measures to guarantee the confidentiality and integrity of your personal data, including:

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- Control of access to premises;
- Control of access to files and tools (authorizations);
- Control of subcontractors;
- Regular backups and external hosting

## **11. Policy Update**

This Policy may be regularly updated to take into account changes in personal data regulations.

Last updated date 03/10/2025