

2 GC-POL-002 Data Protection and Privacy Policy

GC Group is committed to protecting and respecting privacy in compliance with relevant data protection and privacy laws in each of the countries and jurisdictions where it operates.

This privacy policy explains when and why the Company collects personal information, how it is used, the conditions under which it may be disclosed to others and how it is kept secure. This privacy policy applies to the use of the Company's services and to sales, marketing, and customer contract fulfilment activities. It also applies to individuals seeking a job at the Company.

When does the Company collect personal data about an individual?

- When an individual is using Company services.
- When an individual interacts with the Company in person, through correspondence, by phone, by social media, or through the Company website.
- The Company may collect personal data if it is of legitimate interest, and if this interest is not overridden by an individual's privacy interests. Before data is collected, the Company makes an assessment, ensuring that there is an established mutual interest between the individual and the Company.

Why does the Company collect and use personal data?

The Company collects and uses personal data mainly to perform direct sales and customer service. Data is also collected about suppliers, partners, and people seeking a job or working in the Company.

The Company may use personal information for the following purposes:

- Perform direct sales activities in cases where legitimate and mutual interest is established.
- Reply to a 'Contact Us' web forms completed on the Company website (e.g., to download a document/PDF).
- Follow up on incoming requests (customer support, emails, chats, or phone calls).
- Provide individuals with access and services related to the Company.
- Perform contractual obligations such as order confirmation, license details, invoice, reminders, and similar. The contract may be directly with the Company or with a corporate partner.
- Notify individuals about any disruptions to Company services.
- Contact individuals to conduct surveys about opinions on the Company's products and services.
- Process a job application.

Legal basis for collecting personal data

The Company uses personal information for fulfilling obligations related to contracts and agreements with customers, partners, and suppliers.

The Company may use personal data if it is considered to be of legitimate interest, and if the privacy interests of the data subjects do not override this interest. Normally, to establish the legal basis for data collection, an assessment has been made during which a mutual interest between the Company and the individual person has been identified. This

legal basis is primarily related to the Company's sales and marketing purposes. The Company will always inform individuals about their privacy rights and the purpose for collecting personal data.

What type of personal data is collected?

The Company collects name, phone number, title, and email address, along with the company name and contact details of its personnel. The Company may also collect feedback, comments, and questions received from individuals in service-related communication and activities, such as meetings, phone calls, documents, and emails. From the Company websites, the Company may collect IP-address and actions taken on the site.

If an individual applies for a job at the Company, the Company collects the data the individual provides during the application process.

How long is personal data kept?

The Company stores personal data for as long as the Company finds it necessary to fulfil the purpose for which the personal data was collected, while also considering the need to answer queries or resolve possible problems, to comply with legal requirements under applicable laws.

This means personal data may be retained for a reasonable period of time after the last interaction with the Company. When the personal data collected is no longer required, it will be deleted. Data may be processed for statistical purposes but, in such cases, data will be anonymised.

Rights to personal data

Individuals have the following rights with respect to personal data:

- The right to request a copy of the personal data that the Company holds about you.
- The right to request that the Company corrects your personal data if inaccurate or out of date.
- The right to request that your personal data is deleted when it is no longer necessary for the Company to retain such data.
- The right to withdraw any consent to personal data processing at any time.
- The right to request that the Company provides you with your personal data and, if possible, to pass on this information directly (in a portable format) to another data controller when the processing is based on consent or contract.
- The right to request a restriction on further data processing in case there is a dispute in relation to the accuracy or processing of your personal data.
- The right to object to the processing of personal data in case data processing has been based on legitimate interest and/or direct marketing.

If you have any query about your privacy rights or have concerns with the way in which your personal data has been processed, you may contact HRGCR1@greencatrenewables.co.uk or HR@gchydrogen.co.uk.

Is data shared with anyone?

The Company does not share, sell, rent, or trade your information with any third parties without your consent, except from what is described below:

- Third-party Service Providers working on the Company's behalf: The Company may pass your information on to

our distributors, agents, sub-contractors, and other associated organisations with the purpose of them providing services to you on our behalf.

- If required by law: The Company will disclose your personal information if required by law or if, as a company, reasonably believe that disclosure is necessary to protect the Company's rights and/or to comply with a judicial proceeding, court order, or legal process. However, the Company will ensure that your privacy rights continue to be protected within reason.

Changes to this Privacy Policy

The Company reserves the right to amend this privacy policy at any time. The applicable version will always be found on our website. If we make changes that significantly alter our privacy practices, we will post a notice on our website prior to the change taking effect.