



Privacy Policy

This is the Privacy Statement and Policy ("Privacy Statement") for FCG Holding Sverige AB and its affiliates ("FCG"). This Privacy Policy was last updated in August 14, 2018. For more detail on FCG's international operations please see www.fcg.se

FCG understands that your privacy is important. FCG is committed to protecting your privacy and personal information you provide as you access www.fcg.com (the "Site"), including the Site subscription pages. In addition, information that you submit to FCG in response to an email request for information or other outreach from FCG, or through FCG's recruitment processes, will be treated in accordance with this Privacy Statement.

To ensure you can remain informed about the information we collect and how we use it, changes to our statement will be reflected here. This Site may contain links to external sites which are not governed by this Privacy Statement. FCG does not take responsibility for the privacy practices of any third-party sites to which we link.

YOUR ACCEPTANCE OF THIS PRIVACY STATEMENT

Please read this Privacy Statement carefully. By browsing our website, you agree to be bound by this Privacy Statement.

INFORMATION THAT WE COLLECT, AND HOW WE USE IT

FCG collects information from you when you visit our Site, request copies of publications, seek additional information regarding our services or employment opportunities, or FCG events. If you do not provide such information, you will not be able to seek additional information regarding our services or employment opportunities. Some of FCG's registration, enrollment, account setup and other forms may ask you to give us contact information, unique personal identifiers, financial information, subject areas of interest and/or demographic information. We may use this data to tailor your experience at the Site with relevant FCG materials or, if applicable, to assess candidacy and qualifications for employment with FCG.

FCG also may conduct user surveys on the Web or use technologies to provide FCG with information on several areas, such as user identity, user viewing habits, whether or not users found what they were searching for, whether the Site content is relevant to user needs, and the like. FCG uses the



information gathered from such surveys to improve our web content, navigation, and overall visitor experience and to provide you with relevant FCG materials.

Any personal information that is provided, such as names, addresses, e-mail addresses, phone numbers, subject areas of interest, etc., allows FCG to inform you about updates to the service and to notify you about other products and services offered by FCG that may be of interest to you. We will not sell, share, or rent or otherwise make available any of that information to other parties, except that we may disclose the information to third parties who perform services on our behalf and have a need to access the information in connection with those services. Any third parties will only process this information to the extent to which and within the limits that FCG itself is permitted to process that data.

1 HOW WE MIGHT SHARE YOUR INFORMATION

The third parties with whom we may need to share personal information to help us provide services and products to you and to run our Website include:

- our subsidiaries or affiliates
- our advisors
- our third-party service providers who process information on our behalf to help run some of our internal business operations including email distribution, IT services and marketing and events services
- law enforcement bodies in order to comply with any legal obligation or court order

Because FCG is a Nordic organization we might need to transfer personal information which is collected on the Site or through other means across the FCG group of companies to help operate our business efficiently. These arrangements may involve your personal information being located in various countries around the world e.g. USA where privacy laws differ. We only make these arrangements or transfers where we are satisfied that adequate levels of protection are in place to protect information held in that country. In addition, the Site may be viewed and accessed anywhere in the world including countries that may not have laws regulating the use and transfer of personally identifiable information. By using the Site, submitting information through this site, or submitting personal information to FCG through other means you voluntarily consent to such international transfer and hosting of such information to those countries and parties.

2 MARKETING



From time to time, we may send you information regarding services, publications and events that we perceive may be of interest to you or your business. You may receive this information by hard copy mailing or email. If, at any time, you prefer not to receive further communications from us in any or all forms (except in connection with information, publications, events or services that you specifically request), you will have the ability to unsubscribe from such communications by means of a link provided in every e-mail that is sent to you by us.

3 E-MAIL ADDRESSES

We may collect e-mail addresses at the point of subscription from users who wish to receive e-mail notification of publications and press releases in identified subject areas of interest, and/or those who send us e-mail messages or express interest regarding our services or employment opportunities or register for conferences and other FCG-sponsored events. We will not, however, share any e-mail addresses with any third party or send unsolicited e-mail to any of the addresses we collect, except in very limited circumstances as set forth in this Privacy Statement.

4 COOKIES

FCG may use browser cookies on this Site to keep track of your visit to our Site. A cookie is a small text file that is saved to your computer or portable device when you visit a website. Here you will find information about how cookies are used on FCG websites.

You need to allow the storage of cookies on your computer in order to use FCG's websites in the manner we intend. Cookies are used to give you access to various features as visitors. If you do not allow cookies, you will have a poorer user experience.

The following cookies are set by WordPress and submitted by WordPress (CSM) and are critical to the functionality of our websites

wordpress_test_cookie – session cookie

wordpress_logged_in – session cookie

wp-settings-1 – expires in 1 year

wp-settings-time 1 – expires in 1 year

WPE-auth – session cookie

Cookie Bar Cookies

The following cookies are set by our cookie bar plugin, which checks to see if visitors have already accepted our cookie policy.

nQ_cookieId - no expiration date

nQ_visitId - no expiration date

Web analytics tool

FCG uses Google Analytics to get a picture of how visitors use the site. The following cookies are set:
_ga – Used to distinguish users – expires after two years



_gid – Used to distinguish users – expires after 24 hours

_gat – used to control the amount of requests, i.e. restrict data collection on high-traffic websites – ceases after 1 minute

Submitted by: Google. The information created by these cookies, by your use of the site (including your IP address), is forwarded to and stored by Google on servers in the United States. The purpose of these cookies is to evaluate how the site is used to improve content, navigation and structure. Google may also transfer this information to third parties if required by law, or in cases where a third party analyzes the information on behalf of Google.

Language management

FCG uses an extension in WordPress to display the site depending on the language chosen by the visitor. The following cookies are used by FCG:

pll_language – Used to display the user’s selected language – expires after 24 hours

No to web statistics

If you do not want your visits to FCG websites to appear in the statistics in Google Analytics, you can install an add-on to your browser. The add-on is available for the following browsers:

Internet Explorer, Google Chrome, Mozilla Firefox, Apple Safari and Opera. [The add-on can be downloaded from Google](#) (information is in English).

What is a cookie

A cookie is a small text file that is saved onto your computer or portable device when you visit a website.

There are two types of cookies. One type saves a file for a longer period of time on your device. For example, it uses features that communicate what has changed since the user last visited the current site. The other type of cookies is called session cookies. While you are browsing a page, this cookie is temporarily stored in your computer’s memory, for example, to keep track of which language you have chosen during a previous visit. Session cookies are not stored on your computer for a long time and are removed when you close your browser.

Avoid cookies.

You can apply settings on your computer if you do not want to accept cookies. This automatically denies the website from storing cookies onto your device or informs you each time a site requests to store a cookie. You can also delete previously stored cookies, through your web browser setting. See the browser’s help pages for more information.

More information about cookies and electronic communications can be found on the [Swedish Post and Telecom Authority \(PTS\) website](#).

To find out more about Google Analytics, Google's privacy policy and opting out of its cookies please visit: <https://tools.google.com/dlpage/gaoptout>.

5 SECURITY PROCESSES

FCG has in place appropriate technological and operational security processes designed to protect personally identifiable information from loss, misuse, alteration or destruction. Only authorized employees and contractors will have access to any data provided by you, and that access is limited by need. Each employee or contractor having access to any personally-identifiable information is obligated to maintain its confidentiality. Although we take steps that are generally accepted as



industry standard to protect your personally-identifiable information, FCG cannot guarantee that your personally-identifiable information will not become accessible to unauthorized persons and FCG cannot be responsible for any actions resulting from a breach of security when information is supplied over the internet or any public computer network.

6 LINKS TO OTHER WEB SITES

This website contains links to other Web sites not operated by FCG.

FCG is not responsible for the privacy practices or the content of any non-FCG web sites to which we link from the Site. We are not responsible for the protection and privacy of any information you provide whilst visiting other websites and sites not governed by our Privacy Statement. We cannot control the content or security of such websites. We cannot be held responsible for any loss or damage incurred by a user as a result of visiting such websites. No links are intended to be, nor should be construed as, an endorsement of any kind by us of that other website.

7 COMPLIANCE WITH LAW

FCG complies with all applicable privacy laws and regulations. FCG may be compelled to surrender personal user or customer information to legal authorities if presented with a legal or administrative order, or as required or permitted by the laws, rules and regulations of any nation, state or other applicable jurisdiction. Also, in the event of a violation of the terms and conditions of use of the Site or a violation of any restrictions on use of materials provided in or through the Site, we may disclose personal user information to our affected business partners or legal authorities.

8 ACCESS RIGHTS

You have a right to request a copy of the personal information we hold about you and details of how we use that information. If any of the information held about you is incorrect or out of date, please follow the process outlined below and we will amend our records where appropriate. You also have the right to require us to stop processing your personal data and/or to withdraw your consent to processing. This may not apply if there are other legal justifications to continue processing.



9 CHILDREN

FCG understands the importance of protecting children's privacy, particularly in their online interactions. This Site is not designed for and does not intentionally target or solicit to children 18 years of age and younger.

10 USE OF FCG WEB SITES

Your access to and use of the Site are subject to this Privacy Statement.

11 CONTACT US

If you have any questions about this Privacy Statement, or FCG's collection and use of information, or you think we may have incorrect personal information, or would like a copy of the personal information we hold on you, or concerns about how we have handled your personal information, please write to: dataprotection@fcg.se Please note that we need you to prove who you are before we can provide you with any information.

You also have a right to lodge a complaint with a relevant supervisory authority once you have tried to resolve the issue with us.