

Philips Privacy Notice

Recognition@Philips

Effective Date: March 26th, 2015

This privacy policy describes what personal data is collected and processed by Philips when you make use of Sharing Your Recognition Card on Philips Community, for what purposes your information is used, how your information is accessed and for how long your information is stored. Also, we will describe how you can have control over your personal data.

Please read this privacy policy carefully and remember that by ticking the box, you understand that Philips can process your personal data in accordance with the following privacy policy. You are allowed to withdraw this permission at any time, by sending a request to support@recognitionatphilips.com.

Please remember that you are at no time obliged to take part in Sharing Your Recognition Card on Philips Community.

If you have any questions or comments about this privacy policy, please contact us at: support@recognitionatphilips.com.

Privacy Notice

This Privacy Notice applies to all personal data processed by Koninklijke Philips N.V. or its subsidiaries (hereafter: Philips) in Recognition@Philips. The personal data are processed under the responsibility of the local Philips entity, which is the employer of the employee as well as under the responsibility of the Philips International BV, with its principle offices at Amstelplein 2, 1096 BC Amsterdam, The Netherlands.

How Philips protects, uses, shares, stores, and otherwise processes your personal data is governed by the [Philips Privacy Rules for Employee Data](#) ("Philips Privacy Rules") and explained in this "Privacy Notice".

Your personal data may be processed by Philips and transferred to countries outside of your country or jurisdiction for processing purposes consistent with Philips legitimate business purposes. These countries or jurisdictions may not have similar data protection laws. If we transfer your information outside of your geographic region in this way, we will take the appropriate steps to protect your personal data, including, for example, through the use of contractual arrangements with our third-party partners, which impose requirements for a comparable level of protection.

About Recognition@Philips

"Recognition@Philips" is a global "reward" system, allowing managers, in accordance with the guidelines set by country management, to recognize their employees with points for showing the

desired behavior or for going above and beyond the call of duty. These points can be used by employees to only buy various products via a third party (Xceleration Inc).

The Recognition@Philips system is operated by our service provider Xceleration Inc. in the United States of America (US-EU Safe Harbor certified company). There is a specific website launched for Recognition@Philips (<https://philips.rewardstation.com/>) where you can find additional information.

Personal Data in Recognition@Philips

Philips collects the personal data which have been previously uploaded on Connect Us via your own input, HR Data system and Active Directory. Recognition@Philips contains the following categories of personal data about you:

- your name,
- your e-mail address,
- your organizational information,
- relevant details about the type and status of your employment,
- transaction data such as the number of points earned or used.

Xceleration keeps data for a period of 30 days. This data is maintained for program management /research only and is then removed from the systems as new employee data is received. Xceleration keeps all program data (points entered, orders placed, quizzes taken) as long as you are employed at Philips and upon leaving will be turned inactive. The data in Connect US will be stored according to the privacy policy of Connect Us.

Why do we need to process your personal data?

- To provide a great way to personify exemplary examples of the Philips Behaviors.
- Bringing the ability for managers to allow the recognition to be posted to Philips Community and then allowing the recipient to make that final post. It's a professional forum to create a dialog about what was really exemplary about that employee's behaviors. And, colleagues can congratulate and offer their support for their colleagues.

Disclosure of information

Authorized individuals who process personal data as part of their respective duties or responsibilities shall be provided access to these data only to the extent necessary to serve the applicable business purpose and to perform their job. This includes your HR manager, line manager and the external vendor.

Data security

Philips recognizes its responsibility to protect the information that is entrusted to us. Philips has implemented appropriate technical and organizational measures to protect personal data.

Right of access / correction

You have a right to know what information about you is stored in Recognition@Philips and to correct the information if necessary.

- The personal data that we use is uploaded directly from Connect Us and BlueTube. Please make sure that the personal data in your Connect Us and BlueTube account is correct prior before starting to participate in the Sharing Your Recognition Card on Philips Community.
- If you want to update/correct the data on Sharing Your Recognition Card on Philips Community] after making the connection with Connect Us or BlueTube, you may send a request to: support@recognitionatphilips.com
- If you want to delete your personal data or withdraw your consent or opt-out of communication, please also send a request to: support@recognitionatphilips.com
- You also have the right to receive an overview of the information that we hold of you. Please send a request per email to: support@recognitionatphilips.com
- We shall inform you within 4 weeks after receiving your requests of our position with regard to your request and if any actions will or have been taking in response.

We make use of OAuth, what implication does that have for me?

- In order to make use of Sharing Your Recognition Card on Philips Community we need to make a connection with your Philips Community account. Therefore we make use of OAuth in order to get access to your account.
- By granting permission, you will be able to connect through *Sharing Your Recognition Card on Philips Community* to:
 - Read messages, likes and comments in your streams and groups.
 - Post messages, likes and comments.
 - Access your profile information.
 - See who you follow and follow or unfollow people

Changes to this Privacy Notice

This Privacy Notice may be changed from time to time without notice. The most current version of the Privacy Notice will appear on the HR portal. Therefore, we encourage you to check back often to learn about those changes.