

Privacy Policy: Running Mate Corp.

Last updated: [INSERT DATE]

This Privacy Policy (“Policy”) discloses the privacy guidelines that serve as the basis for our user relationships with respect to users of all websites and mobile applications that display a link to this Privacy Policy and that are published by Running Mate Corp. (“Running Mate,” “us,” “we,” or our “Company”). Running Mate is committed to protecting your privacy. In this Policy, we describe our use, disclosure and processing of personal information that we collect online via our website and our mobile application, as well as related to our services.

This Policy is incorporated into and made part of our Terms of Use. Please read our Terms of Use and this Policy carefully. It is your choice whether or not to provide personal information to us. If you choose to do so, you are giving us your express consent to use, process, and disclose your personal information as set forth in this Policy. If you choose not to provide your personal information to us, you may not be able to use our services.

Scope of this Policy

This Policy describes, generally, how we handle and process personal information relating to:

- the use of our websites, mobile applications, and associated services that link to this privacy notice (collectively, the “Website”)
- our former, current and prospective customers, partners, vendors, and independent contractors
- individuals who communicate with us
- individuals who use our services and individuals whose personal information we receive in providing the services

Our collection, use and disclosure, and processing of personal information about individuals will vary depending upon the circumstances.

In this Policy, our use of the term “personal information” includes other similar terms under applicable privacy laws—such as “personal data” and “personally identifiable information.” In general, personal information includes any information that identifies, relates to, describes, or is reasonably capable of being associated, linked, or linkable with a particular individual.

Information We Collect

When you interact with us, we may collect and process the following categories of personal information:

- Identifiers such as your name, the company you are associated with, your role with your company, your company address, your social security number, your sexual orientation, your age, your address, your phone number, and email address;
- Your demographic information;
- Your geolocation data;
- Your criminal history;
- The last four digits and expiration date of your payment method;
- Internet or other electronic network activity information including, but not limited to, browsing history, search history, and information regarding your interaction with an internet website, application, or advertisement;
- Information you may voluntarily submit to us;
- Your participation in marketing and other events; and
- Our communications with you, including whether you opened an email that we sent to you, clicked on any links contained in the email, and information about the device you used to do so.

Sensitive Information: Unless we specifically request or invite it, we ask that you not send or otherwise disclose to us your racial or ethnic origin, political opinions, religion or other beliefs, health, or trade union membership. In those cases where we may request or invite you to provide the foregoing information, we will only do so with your express consent, in accordance with applicable data protection law requirements. Where you provide us with such information without request from Running Mate, we reserve the right (but do not have any obligation) to erase any such information at our discretion.

Information We Collect About Your Use of our Website

For users of our Website: When you visit the Website, certain personal information may be passively collected, meaning it is gathered without your actively providing it, including:

- **Log Information:** information about your use of our Website, including your IP address, location data, your browser type and language, access times, the content of any undeleted cookies that your browser previously accepted from us, referring or exit website address, internet service provider, date/time stamp, operating system, locale and language preferences, and system configuration information.
- **Device Information:** We collect information about the computer or mobile device you use to access our website, including the hardware model, operating system and version, and unique device identifiers.
- **Information Collected by Cookies and Other Tracking Technologies:** We use different technologies to collect information, including cookies and web beacons. Through the use of a cookie, we also may automatically collect information about your online activity on

our site, such as the web pages you visit, the links you click, and the searches you conduct on our site. Most browsers automatically accept cookies, but you can usually modify your browser setting to decline cookies. If you choose to decline cookies please note that you may not be able to sign in or use some of the interactive features offered on the Website.

- **Other technologies:** We may use standard Internet technology, such as web beacons and other similar technologies, to track your use of the Website. We also may include web beacons in promotional e-mail messages or newsletters to determine whether messages have been opened and acted upon. The information we obtain in this manner enables us to customize the services we offer to users of the Website to help us improve the Website and your experience, see which areas and features of our website are popular, and count visits.

The technologies we may use for automatic information collection include:

- **Google Analytics.** We may use Google Analytics provided by Google Inc. Google Analytics uses cookies to collect the information identified above, for example, information about the operating system and the browser that you use, your IP address, the website you previously accessed (referrer URL) and the date and time of your visit to the Website. On subsequent repeated visits to the Website, frequently used information is automatically displayed for you. We are able to track your usage patterns with the help of the cookies. The information generated by cookies about the use of the Website is transmitted to a Google server, which may be located within or outside of, the United States, and stored there. Google will use this information to evaluate your use of the Websites. Google may transfer these rights to third parties insofar as it is required to do so by law or in order that data may be processed on Google's behalf. By accepting this policy, you consent to the processing of your data by Google. You can learn about how Google Analytics collects and processes data [here](#).
- **Cookies.** When you visit our Websites, we may assign your device one or more cookies to facilitate access to our site and to personalize your online experience. Through the use of a cookie, we also may automatically collect information about your online activity on our site, such as the web pages you visit, the links you click, and the searches you conduct on our site. Most browsers automatically accept cookies, but you can usually modify your browser setting to decline cookies. If you choose to decline cookies please note that you may not be able to sign in or use some of the interactive features offered on our Websites. A cookie is a small text file that is stored on a user's computer for record keeping purposes. Cookies can be either session cookies or persistent cookies. A session cookie expires when you close your browser and is used to make it easier for you to navigate our website. A persistent cookie remains on your hard drive for an extended period of time. We may allow our authorized service providers to serve cookies from our website to allow them to assist us in various activities, such as doing analysis and research on the effectiveness of our site, content and advertising. You may delete or decline cookies by changing your browser settings (click "Help" in the toolbar of most browsers for instructions). If you do so, some of the features and services of our Websites may not function properly.

How We Use Your Personal Information

While the purposes for which we may process personal data will vary depending upon the circumstances, in general we use personal information for the purposes set forth below.

We may use information that we collect about you to:

- for marketing purposes, including helping us create and deliver content most relevant and impactful to you, develop and measure and improve the effectiveness of our marketing campaigns (if you prefer that we not contact you in this manner please follow the Opt-Out instructions elsewhere in this Policy);
- perform research and analysis about your use of, or interest in, the Website;
- provide you with customer support, or otherwise contact you in response to your requests, comments, and questions);
- enforce our terms and conditions;
- manage our business and perform functions as otherwise described to you at the time of collection;
- providing training,
- defending our legal rights,
- complying with our legal requirements,
- carry out any other purpose described to you at the time the information was collected;
- contacting us: when you contact us, we may ask you to provide, or confirm, personal information so that we can respond to your request.; and
- receiving our newsletters, push notifications, or marketing or promotional communications.

We may also use your information in other ways, if you consent to those uses. We do not use your personal information for profiling or for any other automated decision making purposes.

Children's Privacy

Running Mate does not knowingly collect personal information from children under 18. If you are under 18, do not use or provide any information to Running Mate or use the Website, or provide any information about yourself to us, including your name, address, telephone number, or email address. If we learn we have collected or received personal information from a child under 18 without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under 18, please contact us at hello@getrunningmate.com.

How We Share Your Personal Information

As discussed more fully below, we share your personal information as necessary to provide the services you request, including sharing information with service providers; when required by law; to protect rights and safety, and with your consent.

We may share personal information with:

Our service providers, vendors, and consultants that perform certain services on our behalf. These services may include customer relationship management software; website hosting; web forms for questionnaires; email marketing vendors; providing customer service; performing business and operations analysis; and supporting our Website. These service providers may have access to personal information needed to perform their functions but are not permitted to share or use such information for any other purposes.

Other situations: We also may disclose your information:

- your personal information may be shared for legal reasons (e.g., to prevent crime or fraud, or to comply with a court order or legislation) or with your consent;
- sharing your geolocation with other Running Mate users with your consent;
- to enforce our terms and conditions or other agreements or policies;
- in connection with, or during negotiations of, a substantial corporate transaction, such as the sale of our business, a divestiture, merger, consolidation, or asset sale, or in the unlikely event of bankruptcy;
- when you provide us with your consent to share your information with third parties.

Third-Party Privacy Policies: Any third parties to whom we may disclose personal information may have their own privacy policies which describe how they use and disclose personal information. Those policies will govern use, handling and disclosure of your personal information once we have shared it with those third parties as described in this Policy. If you want to learn more about their privacy practices, we encourage you to visit the websites of those third parties. These entities or their servers may be located either inside or outside the United States. Running Mate contracts with Checkr, Inc. (“Checkr”) to perform background checks. Checkr may collect and process personal information including, but not limited to, your name, birth date, social security number, address, sexual orientation, and criminal history. Running Mate has access to the personal identifying information provided to Checkr as well as the full background check report. If you want to learn more about Checkr’s privacy policy it can be found [here](#).

Aggregated and Non-personal Information: We may share aggregated and non-personal information we collect under any of the circumstances set forth in this Policy. We may combine

non-personal information we collect with additional non-personal information collected from other sources. We also may share aggregated information with third parties.

Your Privacy Rights

How You Can Access Your Information

You may request to have all of your personal information collected by us removed from our database by emailing a request to hello@getrunningmate.com. We will remove such information as soon as practicable for us, however, we may still retain certain information associated with your account for analytical purposes and record keeping integrity, as well as to prevent fraud, enforce our terms and conditions, take actions we deem necessary to protect the integrity of our Website or take other actions otherwise permitted by applicable law. In addition, if certain information has already been provided to third parties as described in this Policy, retention of that information will be subject to those third parties' policies.

Your Choices About Collection and Use of Your Information

You can choose not to provide us with certain information, but that may result in you being unable to use certain features of our Website because such information may be required in order for you to participate in a survey; or ask us questions.

Opt-Out

At any time you can choose to no longer receive marketing or promotional emails or newsletters from us by modifying your email preferences by selecting the "Opt-Out" link found in the footer of the communication. You may modify your choice at any time by using the "Opt-Out" link as described above. It may take up to 10 business days for us to process an opt-out request. Please note that changing information in your account, or otherwise opting out of receipt of promotional email communications will only affect future activities or communications from us. If we have already provided your information to a third party before you have changed your preferences or updated your information, you may have to change your preferences directly with that third party.

Even if you opt-out of receiving marketing or promotional communications, you may continue to receive other types of transactional and relationship e-mail communications, such as service announcements, notifications relating to your account, and surveys.

Data Retention

Our retention periods for personal data are based on our business needs and legal requirements. We retain your personal information for the period necessary for the processing purpose(s) for which the data was collected, and any other permissible, related purpose unless a longer retention period is required or permitted by law or defined in an agreement. We may retain personal information for longer where required by our regulatory obligations or professional indemnity

obligations, or where we believe it is necessary to establish, defend or protect our legal rights and interests or those of others.

We will also retain usage data for internal analysis, to strengthen the security, or to improve the functionality of our service.

No Rights of Third Parties

This Policy does not create rights enforceable by third parties.

Changes to this Policy

We may modify this Policy from time to time and will notify you of any updates to our Policy by posting the revised Policy on our Websites. The last updated date set forth at the top indicates the last time we revised this Policy. We encourage you to review the Policy each time you visit our Websites to see if this Policy has been updated since your last visit.

Contact Us

If you have any questions about this Policy or our privacy practices, please contact us by e-mail or postal mail as follows:

Email: hello@getrunningmate.com