

PRIVACY POLICY

Version: 01.09.2025

The protection of your privacy and personal data is of utmost importance to us. We make every effort to protect your privacy and to ensure that you can safely entrust us with your personal data. As such, we always handle personal data securely and discreetly. Furthermore, appropriate security measures have been taken to avoid loss, alteration, access by unauthorised persons and/or any other unlawful processing of your personal data. This Privacy Statement applies to our website www.justlawyers.app (hereinafter referred to as the "Website(s)"), to the SaaS application called JustLawyers (hereinafter referred to as the "JustLawyers Application"), to all related content and services, and to all commercial relationships between JustLawyers (hereinafter referred to as "JustLawyers", "we" or "us") and its customers, prospects and business partners.

We aim to be transparent regarding how we process your personal data and what we do with your personal data. We provide you with more detail on those processes in this privacy policy.

LANGUAGE. You acknowledges that you are proficient in the English language, or have consulted with an advisor who is sufficiently proficient in English, so as to allow you to understand this Contract, as well as any related terms and appendices.

TAAL. *U erkent dat u de Engelse taal machtig bent, of een adviseur hebt geraadpleegd die de Engelse taal voldoende machtig is, zodat u in staat bent dit Contract, alsook enige gerelateerde voorwaarden en bijlagen te begrijpen.*

LANGUE. *Vous reconnaisssez votre maîtrise de la langue anglaise ou que vous avez consulté un conseiller qui maîtrise suffisamment l'anglais pour vous permettre de comprendre ce Contrat, ainsi que tous les termes et annexes s'y rapportant.*

The original language of this Contract is English. Any translations or documents drawn up in a different language shall merely constitute a bonus for the benefit of the User. In the case of any inconsistencies, the English version will always prevail.

Who are we?

JustLawyers, a limited liability company incorporated and existing under the laws of Belgium, with registered office at Jan Fijtlaan 20, 3090 Overijse, Belgium and registered with the Crossroads Bank of Enterprises under company number 1013.371.767 (hereinafter, "JustLawyers", "we" or "us").

You can contact us via the following contact details:

E-mail: Support@justlawyers.app

Phone number: + 32 4 72 74 20 04

We process your personal data in accordance with the applicable legal provisions regarding privacy and the protection of personal data, including 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 (General Data Protection Regulation) (hereinafter the "**GDPR**") and the applicable national implementing legislation.

Some definitions

As far as this privacy policy is concerned, the term "**personal data**" refers to: *all information about an identified or identifiable natural person* (the "**data subject**"). An identifiable natural person is one who can be identified, directly or indirectly, in particular through an identifier, such as a name, identification number, location data, online identifier, or one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person. In other words, all the information which can be used to identify a person. These elements include, for instance, your surname, first name, date of birth, telephone number and email address, as well as your IP address.

The term "**processing**" is very broad and covers, among other things, collecting, recording, organising, storing, updating, modifying, retrieving, consulting, using, disseminating, combining, archiving and deleting data.

Entity responsible for the processing of your personal data (the "Controller").

JustLawyers is responsible for the processing of your personal data.

We are what the GDPR refers to as the "**data controller**" of your personal data. In concrete terms, this means that JustLawyers, possibly together with other entities, determines the purpose and means for the processing of your personal data.

Why JustLawyers Collects and Processes Data

JustLawyers collects and processes personal data for the following reasons:

1. where it is necessary for the performance of our agreement with you to provide a full-featured "professional matchmaking service" and deliver associated content and services;
2. where it is necessary for compliance with legal obligations that we are subject to (e.g. our obligations to keep certain information under tax laws);
3. where it is necessary for the purposes of the legitimate and legal interests of JustLawyers or a third party (e.g. the interests of our other customers), except where such interests are overridden by your prevailing legitimate interests and rights; or
4. where you have given consent to it.

What categories of personal data do we process, why specifically, on what legal basis and

for how long?

In the table below you can read:

- **Column 1:** what categories of personal data we process (the “**Categories of personal data**”);
- **Column 2:** why we process your personal data (the “**Purposes**”);
- **Column 3:** on what legal grounds the processing is based (the “**Legal basis**”); and
- **Column 4:** for how long we process your personal data (the “**Retention period**”).

All processing activities involving your personal data takes place for one or more specific purposes.

In addition, we only process your personal data when we can rely on a valid legal basis. The applicable legal basis, which you can find in the column ‘**Legal basis**’, means the following:

- ‘Consent’: you have given **consent** for the processing of personal data for one or more specific purposes;
- ‘Legitimate interest’: the processing is necessary to protect our **legitimate interests** or those of a third party, except where such interests are overridden by your interests or fundamental rights and freedoms which require protection of personal data.

Categories of personal data	Purposes	Legal basis	Retention period
Personal identification information	To allow you to access our website	Consent	Until the end of your visit to our website
Personal identification information and contact information, as well as your company’s name in case you are representing a company	To answer your question or message via the contact form on the website	Consent	For the duration of the processing of your question or message and possibly up to 10 years afterwards in case of a (legal) dispute.
Personal identification information and contact information, including: <ul style="list-style-type: none">• your first and last name (mandatory to create an account)• your e-mail address (mandatory to create an account)• your curriculum vitae (cv)• information contained in your cover letter(s)• profile picture	To create, confirm creation of an account for the JustLawyers Application and use the JustLawyers Application. Note that all JustLawyers accounts are created by default in anonymous mode . This means that only	Consent / implementation of SaaS agreement	If you terminate your account, your data will be marked for deletion except to the degree legal requirements or other prevailing legitimate purposes dictate a longer storage. In certain cases, data cannot be completely deleted in order to ensure the consistency of the

<ul style="list-style-type: none"> • <u>study results</u> • <u>where you have studied (masters and LL.Ms)</u> • <u>graduation date</u> • office(s) where you work or have worked • <u>how long you work(ed) somewhere</u> • <u>your expertise and skills</u> • <u>the location where you want to work</u> • <u>what languages you speak</u> • <u>how much experience you have</u> • <u>section "About me": free text where you can share information about yourself</u> • <u>status: whether you are actively looking or casually exploring</u> • current and desired compensation 	<p>the (personal) data underlined in the cell on the left will always be visible to law offices making use of the JustLawyers Application. All other (personal) data and information will only be visible with your express consent.</p>		<p>services and content of the JustLawyers Application. For instance, matches that have been made with certain firms will affect the matchmaking data of these firms and will not be deleted; rather, data with regard to these matches will be permanently anonymized.</p>
(Personal and contact) information that you post, sent through chat, comment, like or follow in the JustLawyers Application. Browser and device information, data collected through automated electronic interactions and application usage data.	To communicate with others using the JustLawyers Application in execution of the SaaS agreement	Consent / implementation of SaaS agreement	Same as the above.
E-mail address, yearly income, how much experience you have, field of expertise, type of law firm you work for	To use the "Know Your Worth" tool, part of the JustLawyers Application.	Consent / implementation of SaaS agreement	The data will be stored for 5 years, but in an anonymised fashion.
Information you provide when you request information or support from us	To provide support services with regard to the JustLawyers Application	Consent / implementation of SaaS agreement	For the duration of the processing of your question or message and possibly up to 10

			years afterwards in case of a (legal) dispute.
Personal identification information and contact information	To manage your request to exercise your rights	Legitimate interest (to facilitate the exercise of your rights)	10 years for request (in the event of a judicial procedure: until termination of judicial procedure)
Personal identification information and contact information Any other information relating to you that may be necessary to defend and protect our rights	To defend and protect our rights	Legitimate interest (legal defence)	Applicable statute of limitations (see "Retention of your personal data")
Email address	Send you personalized emails, such as reminders to finish your profile so you receive better matches, or notifications when you haven't been active for a while (e.g., more than 14 days).	Legitimate interest	Applicable statute of limitations (see "Retention of your personal data")

Minors

We do not intend to collect any personal data from persons younger than 16 years old. These minors are not allowed to provide us with any personal data or a statement of consent without permission from the person who has parental authority.

Cookies

We use cookies and similar tracking technologies to enhance user experience, analyse website traffic, and measure the effectiveness of our marketing campaigns. The tracking technologies we use include:

1. Google Analytics

We use Google Analytics to understand how visitors interact with our website. Google Analytics places cookies on your device to collect information such as IP address, browser type, pages visited, and time spent on our site. This helps us improve our website and tailor content to users.

2. Meta Pixel

Our website uses the Meta Pixel, a tracking tool provided by Meta (Facebook). This pixel helps us measure the effectiveness of our advertisements and deliver personalized ads on Meta platforms. It collects data on actions taken on our website, such as page visits and purchases.

3. LinkedIn Insight Tag

We use the LinkedIn Insight Tag to track interactions with our website from LinkedIn users. This tool helps us measure ad performance and provide relevant content to our audience. LinkedIn may use this data for ad personalization.

Managing Cookies

You can manage or disable cookies through your browser settings. You may also opt out of targeted advertising using the following links:

- **Google Analytics Opt-Out:** <https://tools.google.com/dlpage/gaoptout>
- **Meta/Facebook Ad Preferences:** <https://www.facebook.com/adpreferences>
- **LinkedIn Ad Preferences:** <https://www.linkedin.com/psettings/advertising>

Behavior-driven communication

When you use our website, we collect certain information about how you interact with it—for example, whether you complete your profile or if you have periods of inactivity. Based on this, we may send you personalized emails, such as reminders to finish your profile so you receive better matches, or notifications when you haven't been active for a while (e.g., more than 14 days).

These communications are part of our service and are based on our legitimate interest in enhancing the user experience and helping you get the most out of our platform. You can unsubscribe from these emails at any time via the unsubscribe link provided in each message or by contacting us directly.

Your privacy rights

To give you more control over the processing of your personal data, you have various rights at your disposal. These rights are laid down, amongst others, in articles 15-22 of the GDPR.

You have the following rights:

- **The right to access the personal data we process about you** (art. 15 GDPR):

You have the right to be informed by us at any time whether or not we are processing your personal

data. If we are processing them, you have the right to access these personal data and to receive additional information about:

- a) the purposes of the processing;
- b) the categories of personal data concerned;
- c) the recipients or categories of recipients (in particular, recipients in third countries);
- d) the retention period or, if that is not possible, the criteria for determining that period;
- e) the existence of your privacy rights;
- f) the right to lodge a complaint with the supervisory authority;
- g) the source of the personal data if we obtain personal data from a third party;
- h) whether we are using automated decision-making in respect of you.

If we cannot give you access to your personal data (e.g. due to legal obligations), we shall inform you as to why this is not possible.

You can also obtain a free copy, in an understandable format, of the processed personal data in an understandable format. Please note that we may charge a reasonable fee to cover our administrative costs for any additional copy you may request.

- **The 'right to be forgotten' (the right to request us to delete your personal data) (art. 17 GDPR):**

In certain cases, you can request that we delete your personal data. Please also note that your right to be forgotten is not absolute. We are entitled to continue to store your personal data if this is necessary for, among other things, the execution of the agreement, compliance with a legal obligation, or the establishment, execution or substantiation of a legal claim. We shall inform you of this in more detail in our response to your request.

- **The right to rectification (art. 16 GDPR):**

If your personal data is incorrect, out of date or incomplete, you can ask us to correct these inaccuracies or incomplete information.

- **The right to data portability (art. 20 GDPR):**

Subject to certain conditions, you also have the right to have the personal data that you have provided to us for the performance of the agreement or for which you have given your consent, transferred by us to another controller. Insofar as technically possible, we shall provide your personal data directly to the new controller.

- **The right to restriction of processing (art. 18 GDPR):**

If any of the following elements apply, you may request us to restrict the processing of your personal data:

- a) you dispute the accuracy of those personal data (in this case, its use shall be limited for a period that allows us to verify the accuracy of the personal data);
- b) the processing of your personal data is unlawful;
- c) we no longer need your personal data for the its purposes, but you need them in establishing, exercising or substantiating a legal claim;
- d) as long as no decision has been taken on exercising your right to object to the processing, you may request that the use of your personal data be restricted.

- **The right to object** (art. 21 GDPR):

You can object to the processing of your personal data on the basis of your particular situation, if we process your personal data on the basis of legitimate interests or on the basis of a task of general interest. In this event, we shall cease the processing of your personal data, unless we can demonstrate compelling and legitimate grounds for processing which outweigh your own, or if the processing of the personal data is related to establishing, exercising or substantiating a legal claim.

- **The right not to be subject to automated decision-making** (art. 22 GDPR):

You have the right not to be subject to a decision made exclusively on the basis of automated data processing that significantly affects you or has legal consequences and that is made without substantial human involvement.

You cannot exercise this right in following three situations:

- a) when automated decision-making is legally permitted (e.g. to prevent tax fraud);
- b) when automated decision-making is based on your explicit consent; or
- c) when automated decision-making is necessary for entering into, or performance of a contract (please note: we always endeavour to use less privacy-intrusive methods for entering into or performing the contract).

- **The right to withdraw your consent** (Art. 7 GDPR):

If your personal data are processed on the basis of your consent, you may withdraw this consent at any time upon simple request.

Exercising your rights

To exercise these rights, you can contact us by using the contact details set out in CONTACT on www.justlawyers.app.

In order to verify your identity when you wish to exercise these rights, we may ask you to send us a copy of the front side of your identity card. The image on your electronic identity card shall not be retained by us. We strongly advise you to “blackline” the image before transmitting a copy of your electronic identity card to us.

You can exercise the abovementioned rights free of charge, unless your request is manifestly unfounded or excessive (for instance due to its repetitive nature). In such cases, we shall be entitled to charge you a reasonable fee or to refuse to respond to your request.

Retention of your personal data

We shall only retain your personal data for as long as necessary to achieve the intended purposes. You should take into account that numerous (legal) retention periods result in the fact that personal data (must) remain stored. Where there is no obligation to retain the data, it shall be routinely deleted once the purpose for which it was collected has been fulfilled.

In addition, we may store your personal data if you have given us your consent to do so or if we may require this data in the context of a legal claim. In the latter case, we need to use certain personal data as evidence. To this end, we store certain personal data, in accordance with the applicable statute of limitations, which may be up to thirty years; however, the usual statute of limitations in relation to personal claims is ten years.

Sources of your personal data

We process personal data that you spontaneously provide to us. If additional personal data are required, we will inform you whether or not you are obliged to communicate them and what the consequences are if you do not communicate them. Failure to communicate personal data may result in our inability to provide our products and services to you.

Categories of recipients

Within our organisation, we ensure that your personal data is only accessible to those who need it to fulfil contractual and legal obligations.

We will only disclose your personal data to third parties in accordance with statutory provisions or if you have given your consent. In certain cases, our employees are supported by external service providers in performing their tasks.

Furthermore, we do not transfer personal data to third parties unless we are obliged to do so on the basis of legal provisions (e.g. transfer to government bodies such as supervisory or law enforcement authorities).

In particular, we identify the following categories of recipients:

- (i) Governmental or regulatory authorities when requested in the context of complying with a judgment or decree, legislation, regulation, standard or legal process;
- (ii) External service providers that enable us to provide the website functionalities to you
- (iii) Parties involved in mergers or acquisitions by or relating to JustLawyers.

Transfer to third countries outside of the European Economic Area (“EEA”)

We shall only transfer your personal data to processors or controllers in third countries to the extent we are legally entitled to do so.

Insofar as such transfers are necessary, we take the necessary measures to ensure that your personal data are highly protected and that all transfers of personal data outside the EEA take place lawfully.

Security of your personal data

The security of your personal data is an important concern for us. We have taken all reasonable and adequate technical and organisational security measures to protect your personal data as best as possible against accidental or intentional manipulation, loss, destruction or access by unauthorised persons.

Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to protect your personal data, we cannot guarantee the security of your personal data transmitted to us via the internet. Any transmission of personal data is at your own risk.

Complaints?

We make every effort to securely protect your privacy and personal data. If you have a complaint about the way in which we process your personal data, you can notify us thereof via our contact details, as mentioned at the beginning of this privacy policy, so that we can deal with it as quickly as possible.

You can also lodge a complaint with the competent supervisory authority. In Belgium, the competent supervisory authority is the Data Protection Authority, with the following contact details:

Website:

<https://www.dataprotectionauthority.be>

Contact details:

Data Protection Authority
Drukpersstraat 35, 1000 Brussels, Belgium
 +32 (0)2 274 48 00
 +32 (0)2 274 48 35
 contact@apd-gba.be

Do you have any questions?

You can always contact us by using the contact details set out in section CONTACT. We are happy to answer any of your questions.

Amendments

In response to feedback, or to reflect changes in our processing activities, we may amend this privacy policy from time to time. We therefore invite you to always consult the latest version of this privacy policy on our website.