



HIGHBRIDGE

PRIVACY POLICY

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PRIVACY POLICY

Last updated: 4 March 2026

1. GENERAL

- 1.1. This Privacy Policy applies to our processing of Personal Data relating to (i) visitors to our website, (ii) attendees and ticket purchasers of TechBBQ events, (iii) newsletter subscribers, (iv) speakers and other contributors, and (v) business partners and other individuals who interact with us in connection with our events and activities.
- 1.2. “**Personal Data**” means any information relating to an identified or identifiable natural person.

2. IDENTITY OF THE DATA CONTROLLER

- 2.1. If there are any questions regarding this Privacy Policy, you may contact us using the information below.

Foreningen til drift af TechBBQ
Company no.: 37697273
Højbro Plads 10
1200 Copenhagen K
Denmark

Attn: Benjamin Rej Notlev
info@techbbq.org
+45 53 53 50 92

- 2.2. We are processing your Personal Data in accordance with the General Data Protection Regulation (GDPR) and applicable Danish legislation.

3. PURPOSE OF PROCESSING

3.1. Non-sensitive personal data

- 3.1.1. We collect the following non-sensitive personal data (“**Non-Sensitive Personal Data**”) about you depending on your interaction with us (e.g. website visitor, attendee, speaker or newsletter subscriber).
- 3.1.2. Personal Data may be collected directly from you, including via our ticketing systems, website forms, marketing platforms, speaker management platform (Lovable) and travel/reimbursement forms (Airtable), where applicable:

Identity and contact information

- Full name



- E-mail (including speaker email and personal assistant e-mail, where applicable)
- Phone number
- Country of residence
- Location
- Gender
- Pronouns

Professional information

- Job title
- Your place of employment (company)
- Industry
- Role
- Biography (where applicable)
- Headshot (where applicable)
- LinkedIn profile (where applicable)

Marketing preference

- Marketing opt-in or opt-out

Travel-related identification data (where applicable)

- Nationality
- Date of birth
- Travel dates
- Checked-in baggage information

Financial information for reimbursements (where applicable)

- Bank name
- IBAN and/or bank account number
- SWIFT / BIC code
- Electronic wire number

3.1.3. We process Non-Sensitive Personal Data on the basis of Article 6 in the GDPR, more specifically, our legal basis for collecting and processing Non-Sensitive Personal Data is for each service outlined below and may include:

- Consent – processing is based on an obtained consent from you (e.g. marketing communications).
- Contract – processing is necessary to fulfil a contractual obligation with you or entering into such obligation (e.g. ticket purchase, speaker participation, travel arrangements, reimbursements).



- Legal obligation – it is required by law that we process the Non-Sensitive Personal Data (e.g. bookkeeping requirements).
- Legitimate interest – processing occurs to pursue a legitimate interest for us (e.g. such as organising events, managing speaker relations, improving services and ensuring security, provided that such interests are not overridden by your rights and freedoms).

3.1.4. If the processing is based on your consent, you may at any time withdraw your consent by contacting us.

3.2. **Sensitive personal data**

3.2.1. We may process special categories of personal data (“**Sensitive Personal Data**”) in limited situations in connection with event participation, including speaker participation and attendee participation where relevant.

3.2.2. We may collect and process the following types of Sensitive Personal Data where relevant and voluntarily provided:

- Data concerning health (e.g. dietary requirements, accessibility needs or other health-related information necessary for travel arrangements or event participation).

3.2.3. We do not intentionally collect other types of special categories of Sensitive Personal Data (such as political opinions, trade union membership, genetic or biometric data, or data concerning sex life or sexual orientation) unless required by law or explicitly provided by you for a specific purpose.

3.2.4. We process Sensitive Personal Data under Article 9 in the GDPR, more specifically, our legal basis for collecting and processing Sensitive Personal Data for each service is outlined below:

- Explicit consent (Article 9(2)(a) GDPR) – where you voluntarily provide health-related information (e.g. dietary or accessibility needs).
- Contract in combination with explicit consent (Article 6(1)(b) GDPR and Article 9(2)(a) GDPR) – where processing of health-related data is necessary for the performance of a contract, such as speaker participation and related travel coordination.

3.2.5. Sensitive Personal Data is processed only where strictly necessary for the relevant purpose and access is limited to authorised personnel.

4. **TRANSFER OF PERSONAL DATA**



- 4.1. We may share or transfer your Personal Data to our data processors and partners located within or outside a country or territory the EU/EØS where necessary to operate our website, manage events, administer speaker participation and provide our services.
- 4.2. Where Personal Data is transferred outside the EU/EØS that do not provide an adequate level of protection for the rights and freedoms of data subjects in relation to the processing of Personal Data, we ensure that appropriate safeguards are in place in accordance with Chapter V of the GDPR.
- 4.3. You may contact us using the contact details provided in this Privacy Policy if you wish to obtain further information regarding international transfers and the safeguards applied.
- 4.4. We will not share your Personal Data with any third-parties except as described in this Privacy Policy, including with the data processors/sub-processors listed in Section 11, or where required by law that we do so.

5. PROFILING AND AUTOMATED DECISION MAKING

- 5.1. Our processing activities do not include profiling or automated decision-making.

6. BUSINESS TRANSFERS

- 6.1. In the event of an actual or contemplated transfer of our company or our assets, or if we discontinue our business or enter into bankruptcy proceedings, we will include data, including your personal information, among the assets transferred to any parties who acquire us or such assets may be the subject of review (due diligence) by such parties (or their representatives). You acknowledge that such transfers may occur, and that any parties who acquire, or contemplate to acquire, us may, to the extent permitted by applicable law, continue to use your personal information according to this policy, which they will be required to assume as it is the basis for any ownership or use rights we have over such information.

7. USE OF PERSONAL DATA

- 7.1. We only process your Personal Data as stated in this Privacy Policy and we do not use your personal data for any other purpose than explicitly described above or communicated directly to you elsewhere.
- 7.2. We process your Personal Data in a lawful, fair and transparent manner. The data we collect is solely used for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes.
- 7.3. All use of your Personal Data is relevant and limited to what is necessary in relation to the purposes for which they are processed.



8. SECURITY

- 8.1. When we store and process Personal Data that we have received from you, we always take appropriate technical and organisational measures to store it in a secure manner. However, we cannot guarantee that your data is 100% secure as we cannot guarantee that the data will not be accessed or otherwise misused as a result of an unlawful act or similar.
- 8.2. We do take all necessary precautions to keep your Personal Data safe against accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data, in accordance with GDPR Article 32.
- 8.3. The following security measures are in place to keep your data safe:
- Firewalls & anti-virus;
 - Internal policies & password protection; and
 - Contractual data processing agreements with our data processors.

9. RETENTION

- 9.1. We retain Personal Data only for as long as necessary to fulfil the purposes described in this Privacy Policy and in accordance with applicable legal obligations.
- 9.2. Retention periods depend on the type of data and the purpose of processing. For example:
- Ticket purchases and related financial documentation: retained in accordance with applicable bookkeeping and accounting requirements under Danish law;
 - Marketing communications: retained until you withdraw your consent or object to the processing;
 - Speaker participation data: retained for a limited period after the event to manage follow-up and documentation, unless longer retention is required for legal or documentation purposes;
 - Speaker travel and reimbursement documentation: retained as required for contractual and accounting purposes; and
 - Technical website data: retained in accordance with our cookie and analytics configuration and internal deletion procedures.
- 9.3. When Personal Data is no longer necessary for the relevant purpose, it is deleted or anonymised in accordance with our internal retention policies.

10. ACCESS TO YOUR INFORMATION

- 10.1. Right to access



GDPR Article 15: You have the right to obtain a confirmation from us as to whether or not Personal Data concerning you is being processed, including information on the purpose-, categories-, recipients-, and time of storage of the processing.

10.2. Right to rectification

GDPR Article 16: If you figure out, that the data that is being processed about you is inaccurate or incomplete, you have the right to get that data rectified. We will communicate any rectification or erasure of Personal Data to any recipient to whom the Personal Data has been originally disclosed, unless it proves impossible according to Article 19.

10.3. Right to erasure and restriction of processing

GDPR Article 17: You also have the right to get your Personal Data erased, if the Personal Data is no longer necessary in relation to the purposes for which they were collected or otherwise processed. Please see Article 17 for the full list of reasons for your right to erasure.

10.4. Right to restriction of processing

GDPR Article 18: You have the right to restrict the processing of your Personal Data if it is (i) inaccurate; (ii) unlawful; (iii) the purpose of the processing has changed; or (iv) you have objected to the processing according to Article 21.

10.5. Right to data portability

GDPR Article 20: You have the right to receive the Personal Data concerning you which you have provided to us, in a structured, commonly used and machine-readable format. You can also request that we transmit your data to another party.

10.6. Right to object

GDPR Article 21: You have the right to object to the processing of your Personal Data if it is being used for profiling or direct marketing purposes.

11. SUB-PROCESSORS

11.1. We use data processors to be able to deliver our services and run our business. We have listed the various categories of handling, its purposes and the supplier in the below table:

Category	Purpose	Sub-processors (or a similar and identifiable service)
Selling tickets for the event and registration management	Sale of tickets, collection of attendee information, and communication regarding event participation	Ti.to 64 Dame Street Dublin Ireland D02 RT72 Company no.: 566334



Selling tickets for the event and registration management	Sale of tickets and collection of attendee information	Ticket Butler Raffinaderivej 10 2300 Copenhagen S Denmark Company no.: 38404687
Collecting website visitor information and cookie management	Collection of website visitor information	CookieYes 3 Warren Yard Warren Par Wolverton Mill Milton Keynes, MK12 5NW United Kingdom Company no.: 13074037
Handling newsletters and marketing management	Handling newsletters and marketing communications, collecting data via website and social media channels	HubSpot Ireland Limited 1 Sir John Rogerson's Quay Dublin 2 Ireland Company no.: 515723
Speaker onboarding and profile management	Collection and management of speaker contact details and profile information, administration of speaker participation, communication with speakers	Lovable Labs Sweden AB Tunnelgatan 5, 11137 Stockholm Sweden Company no.: 5595061739
Speaker information forms and document storage	Collection and storage of speaker contact details and travel logistics information, including passport details and, where applicable, health-related information (e.g. dietary or accessibility needs) necessary for event participation, as well as financial information required for reimbursement	Formagrid Inc (dba Airtable) 1 Front Street, Floor 28 San Francisco CA 94111 United States



12. CONTACT INFORMATION, REQUESTS & COMPLAINTS

12.1. If you want to exercise any of your above rights, please contact our Data Protection Responsible:

Attn: Benjamin Rej Notlev
info@techbbq.org
+45 53 53 50 92

12.2. If you find that your Personal Data has been processed in a way that does not meet the requirements of the GDPR and if you want to file a complaint, you have a specific right to lodge a complaint with the relevant supervisory authority. The supervisory authority will guide you through the process. See contact information below:

Datatilsynet
Carl Jacobsens Vej 35
2500 Valby
Denmark
dt@datatilsynet.dk
+45 33 19 32 00