

PRIVACY STATEMENT AND COOKIE POLICY – NIKE PENSION – NETHERLANDS

WHO ARE WE?

Nike European Operations Netherlands B.V., Nike Retail B.V., Converse Netherlands B.V. (the employers) and Stichting Pensioenfonds Nike Nederland, companies incorporated under the laws of the Netherlands with registered address at Colosseum 1, 1213 NL Hilversum (hereafter also: “Nike” or “We”) are together responsible for the processing of your personal data obtained via several sources or via *www.nikepensionfund.nl* (hereafter: the “Website”).

PRIVACY LEGISLATION

Since 25 May 2018 the European General Data Protecting Regulation applies to employers and Stichting Pensioenfonds Nike Nederland. Besides that, your privacy and the safety of your personal data is important to us. In this Privacy statement and cookie policy, you will read more about which personal data we process and how we handle these personal data. All personal data are assembled for the sole purpose of execution of your pension agreement and for statutory purposes.

PROCESSING PERSONAL DATA

Personal Data

Stichting Nike Pensioenfonds Nederland record and assess personal data of participants, former participants, partners or former partners and children in information systems. The personal data are provided by your employer, the Basisregistratie Personen, the Uitvoeringsinstituut werknemersverzekeringen, by you or by your partner (via phone, e-mail or this Website), your previous pension plan provider, judicial authorities or public information.

We process the following personal data:

1. Social security number (burgerservicenummer)
2. Name
3. Sex
4. Date of birth
5. Date of commencement of employment contact
6. Personal income details (bonus, salary)
7. Personal assets
8. Shift allowance (if any)
9. Part-time percentage (any change included)
10. Address
11. E-mail address
12. Phone number
13. Civil status
14. File or case number
15. Name of the partner
16. Date of birth of the partner
17. Sex of the partner
18. Date of termination of employment contact
19. Date of divorce

20. Date of decease
21. Bank account (IBAN)
22. Disability information
23. Information about complaints / disputes
24. Other information needed to apply to statutory rules.

Why and how do we process your personal data?

We need this personal data to execute your pension agreement with the employer in a proper and correct way (i.e. calculating benefits, providing the yearly UPO-statement). We also need the personal data for fulfilling statutory obligations and to answer your questions or handle any requests by you or your partner. We will save your personal data respecting any legal storage periods and as reasonable is necessary for the purpose of a qualitative and careful execution of your pension agreement and the corresponding benefits. We will only process the personal data that are necessary for that purpose. We use a range of security technologies and procedures to protect your personal data against unauthorized access, use and disclosure. The personal data that we gather is stored in a secure environment that is inaccessible to the public.

Who has access to your personal data?

We may also disclose your personal data upon governmental request, in response to a court order, when required by law or to protect our or others' rights, property of safety. We may further share information to prevent illegal uses of the Website or violations of the Terms of Use, or defend ourselves against third party claims.

The personal data we obtain can be shared with third parties to enable them to carry out services or other tasks on our behalf (e.g. our pension administrator and web designer). These third parties process your personal data only on our behalf and instruction for the purposes mentioned in this Privacy statement and cookie policy. Third parties are

- Pension administrator Buck will have access to your personal data with regard to your pension agreement only.
- De Goudse Levensverzekeringen N.V. being the re-insurance company of the Stichting Pensioenfonds Nike Nederland;
- Nationale Nederlanden Investment Partners;
- Advisors or accountants

We do not provide your personal data to agencies or outside companies for marketing purposes and do not sell, trade, share or transfer your personal data to any outside parties other than those identified in this Privacy statement and cookie policy.

WEBSITE

When you visit the Website, we collect and process personal data that you submit or that we may ask you for. When you submit a question via the "Contact" section of the Website, we will request your name, email address and will process any personal data that you include in your message.

We will process this personal data and any subsequent personal data collected to confirm your identity and for the purpose for which you have specifically submitted them, such as receiving information or answering a particular question related to your Nike pension. We will also use this personal data to prevent or detect fraud or abuses of our Website.

Personal Data Obtained by Automated Means

When you visit and interact with the Website, certain data is collected from your device through the use of cookies. The data collected through cookies includes: (i) the visited webpages, (ii) date, time and duration of the visit, and (iii) unique device identifier and device type (desktop, tablet or smartphone).

There are generally two categories of cookies used on the Website:

- Analytical cookies that are used to collect information about the date and time of your visit, the duration of your visit and the pages you visit. This information is used to better understand the use of the Website and to improve the Website.
- Functional cookies that are used to collect information about the type of device you are using to visit the Website. This information is strictly necessary to offer you the basic functionality of the Website. These cookies cannot be turned off.

You can choose to have your device warn you each time a cookie is being sent and click on 'Privacy and cookies' down this page, or you can choose to turn off cookies. You can do this through your browser settings on each browser and device that you use. Each browser is different, so look at your browser Help menu to learn the correct way to modify your cookies. If you turn cookies off, you may not have access to features that make the Website more efficient and some of the features of the Website may not function properly.

ACCESS, CORRECTION, MODIFICATION OF OR DELETE YOUR PERSONAL DATA

You have the right of access to your personal data and to modification, deletion, blocking thereof in the event your personal data as stored by us are incorrect or otherwise unlawful or ask us to pass on your personal data to another organisation. You also have the right to object to the processing of your personal data on compelling legitimate ground relating to your particular situation. We are not always able to do what you ask for since we need your personal data to execute your pension plan.

Please contact privacy@nike.com for further information or to exercise these rights or to file a complaint. You have also the right to file a complaint with the Privacy Authority or to go to court, after you have gone through our complaint procedure.

LINKS TO OTHER WEBSITES

The Website may provide links to other websites for your convenience and information. These websites may operate independently from us and may have their own privacy notices or policies, which we strongly suggest you review. To the extent any linked websites are not owned or controlled by us, we are not responsible for their content, any use of the websites, or the privacy practices of the websites.

CHANGES TO OUR PRIVACY POLICY

If we decide to change our Privacy statement and cookie policy, we will post the changed policy on the Website and inform you accordingly. You are also advised to regularly check whether our Privacy statement and cookie policy has changed. If we materially change the way in which we process your personal data, we will provide you with prior notice, or where legally required, request your consent or ensure that there is another legal basis for such processing, prior to implementing such changes. This policy was last modified in August 2018.

QUESTIONS, REQUESTS, FEEDBACK AND COMPLAINTS

If you

- wish to provide any feedback with regard to this Privacy statement and cookie policy; or
- have questions or concerns on the way we process your personal data; or
- want to use your rights with regard to your personal data; or
- want to file a complaint with regard to the way we are processing your personal data.

Please contact in these cases Nike Privacy (c/o Customer Services) at Colosseum 1, 1213NL The Netherlands, by sending us an email at privacy@nike.com.