



GDPR Guidance note on Playtester applications

SCOPE

This guidance note applies to all entities of the Larian Studios group of companies (hereafter “Larian Studios” and individually referred to as “Company”). Any use of “we” or “us” in this policy is to be understood as referencing a Company.

USE OF PERSONAL DATA AS PART OF THE PLAYTESTER APPLICATION PROCESS

This guidance covers the use of personal data gathered by Larian Studios as part of the playtester application process (hereinafter the “Process”).

Following the submission of an application form (Web form), applicants may also be contacted for a follow up call (Google Meet). During the Process personal data of applicants will be gathered such as: name, e-mail, age, pronouns, Larian Studios office location preference, knowledge of languages, T-shirt size, dietary requirements, Larian Studios’ connection (history with videogames), gaming preferences, and availability.

The data processed will be used to organize the playtesting sessions and to select a diverse group of playtesters with the preferred profile to obtain maximum value feedback. Contact information will also be retained to ensure and follow up on confidentiality obligations. Each applicant will further be asked if they want to become a part of the Company’s playtester database for future sessions. Agreeing to be part of the database, will require the individual’s consent to the retention of all the aforementioned personal information in the Company’s databases. Selection and profiling is not based on automated decision making.

LEGITIMATE INTEREST AND LEGAL BASIS FOR PROCESSING

Where personal data is processed, a legal basis for processing must be identified and established.

In the case of the Process, we rely on:

- the legitimate (business) interests of the Company: playtesting is industry practice, and provides Larian Studios with valuable feedback, which can be implemented further down the development process to improve the game and the player’s experience;
- the performance of an agreement: playtester will be asked to sign a non-disclosure agreement to ensure confidentiality;
- consent: playtesters will be asked whether they wish their information to be retained with the purpose of being in Larian’s playtester database for future sessions. The consent is collected through an opt-in answer to a question, which is clear and unambiguous. The

choice does not affect the playtester's ability to participate in the initial playtesting session they are applying for. Consent only pertains to the retention of the playtester's personal data for future playtesting sessions which Larian Studios organises.

RIGHT TO OBJECT AND OTHER RIGHTS

Under data protection law, where personal data is processed, individuals have the right to object to the use of their personal data, either before or at any time after the data is processed.

Should you object to the use of your personal information as part of the Process, you can contact us at privacy@larian.com.

By law you have the right to:

- Request access to your personal information (commonly known as a "data subject access request"). This enables you to receive a copy of the personal information we hold about you.
- Request correction of the personal information that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected.
- Request erasure of your personal information. This enables you to ask us to delete or remove personal information where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see above).
- Request the restriction of processing of your personal information. This enables you to ask us to suspend the processing of personal information about you, for example if you want us to establish its accuracy or the reason for processing it.
- Request the transfer of your personal information to another party if technically feasible.

Where the processing is based on consent, you also have the right to withdraw the consent given for the processing of your personal data at any given time.

HOW LONG WILL MY PERSONAL DATA BE KEPT

Personal information is only kept for as long as necessary to fulfil the purposes we collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements.

To determine the appropriate retention period for personal data, we consider the amount, nature, and sensitivity of the personal data, the potential risk of harm from unauthorised use or disclosure of your personal data, the purposes for which we process your personal data and whether we can achieve those purposes through other means, and the applicable legal requirements.

All retention periods have been documented in the Larian Group's Record of Processing Activities.

Specifically, for the Process the following retention periods will be applied:

- Personal data relevant for the selection process will be deleted from Larian Studios' records 30 days' following the playtesting session you attend (unless you agree to us retaining the data for future use);
- Personal data relevant for the non-disclosure agreements will be deleted from Larian Studios' records within 30 days' following release of the game;
- Personal data relevant for further use (as agreed to by the playtesters) will be deleted from Larian Studios' records after 1 year of the confirmed consent to such retention by the data subject.

ACCESSIBILITY AND DATA SHARING

Information as part of the Process will only be accessible to a limited amount of Larian Studios' staff, who is expected to uphold principles of confidentiality and to comply with the provisions of the General Data Protection Regulation ("GDPR") where applicable. We expect them to respect the security of your data and to treat it in accordance with the law.

FURTHER INFORMATION

These guidelines are issued to be in accordance with the terms of the European Union General Data Protection Regulation (GDPR) and seek to provide information and guidance as to the personal data we keep about you, and the purpose of keeping it.

Further and more general information about the use and storage of personal information can be found in our privacy policies, a copy of which can be easily obtained via privacy@larian.com. Any questions, comments, requests, ... you might have on the issues raised in this note, as well as on the subject of data protection and GDPR in general, can also be directed to this email address.

Since we are an international group sharing information between the Companies can have transnational effects. The GDPR regulates in such a case that the supervisory authority of the main establishment of the Larian Group shall be competent to act as lead supervisory authority for the cross-border processing carried out by that controller or processor.

We consider the main establishment of the Larian Studios Group, on the subject of all matters and decisions on data processing, to be situated in Ireland, and thus, in accordance with the principles laid out in the GDPR, (the 'one-stop-shop mechanism'), we consider our lead supervisory authority to be the "Data Protection Commission", with address at 21 Fitzwilliam Square South, Dublin 2, D02 RD28, Ireland. However, you are always free to contact their own EU-vested authority.

We further note that Larian Studios has appointed an external data protection officer ("DPO") to consult, advise and supervise on all matters related to GDPR. Our DPO can be contacted via privacy@larian.com.