

Privacy Policy

The evenko foundation for emerging talent (the “**evenko foundation**”, “**we**”, “**us**” or “**our**”) takes the privacy and security of your personal information seriously.

For this reason, it is important for us to be transparent and provide information as to how we collect, use, disclose and protect your personal information when you interact with us in the context of our philanthropic activities. We also want to ensure you are aware of your options and how you can exercise your rights in relation to the protection of your personal information.

This policy was last updated on July 3, 2026.

1. Application and Scope

This policy applies anytime you interact with us, including when you donate or pledge a contribution to the evenko foundation, when you visit our Website, when you volunteer, when you apply for a job, or through any other interaction you may have with us.

This policy (the “**Privacy Policy**”) has been prepared taking into account the *Act respecting the protection of personal information in the private sector* (the “**Act**”) and other laws of the province of Quebec and the federal laws of Canada, and their regulations (the “**applicable laws**”). If you interact with us and you are not a resident of Quebec, please note that by providing your personal information, you consent to its collection, use and disclosure in Quebec, in accordance with the laws of the province of Quebec and this Policy.

2. What is personal information?

When used in this Policy, “**personal information**” means any information that allows the identification of an individual. This may include, for example, your name, contact information, email address, information relating to an account you have created with us, or information relating to a donation you have made, including payment information. It may also include technical information, such as IP addresses of Website visitors or browsing history on our Website, but only when this information can identify you as an individual. Information that is rendered anonymous and cannot be associated with an identifiable individual is not considered personal information, as long as it is reasonable to expect that such information can no longer directly or indirectly identify an individual.

3. What personal information do we collect?

We only collect, and in some cases retain, the personal information necessary to carry out our mission and philanthropic activities. Here are some examples:

- Identification information: first and last name, signature and, where applicable, photo;
- Contact information: mailing address, email address and phone number(s);
- Financial and transactional information: payment card details, banking information, donation history and history of participation in our activities or events.
 - The evenko foundation complies with the Payment Card Industry Data Security Standard (PCI-DSS) and does not retain any card number or security code;
- Relationship marketing information: preferences, comments and survey responses;
- Employment application information: curriculum vitae and information necessary for reference checks.

We may also create or infer information from the personal information we collect, for example by assigning you a profile or an identifier. Such information is protected in the same manner.

4. How do we collect your personal information?

We collect personal information about you primarily from you. We may also collect information from other persons, if the Act permits it or if you consent to it, for example, from a person organizing an activity for the benefit of the evenko foundation in which you chose to participate.

We may collect personal information about you directly (through direct interactions with you, for example through our platforms, our employees or our volunteers) or indirectly (for example, through platforms, employees or volunteers of third parties, philanthropic partners, fundraising event organizers, service providers and mandataries). This collection may be carried out in various ways, including:

- In person, by telephone, by mail, by email or by text message;
- Through forms or surveys (printed or online);
- Through publicly accessible sources (for example, public registries, search engines, media).

5. How do we use your personal information?

In addition to the purposes related to our legal and regulatory obligations, we collect and, in some cases, retain the personal information necessary to carry out our mission and philanthropic activities, including to:

- Verify your identity;
- Establish and update your profile, including your contact information and philanthropic interests;
- Develop and maintain a relationship with you and respond to your inquiries;
- Communicate news or information about the evenko foundation;
- Invite you to events organized by the evenko foundation or to support fundraising activities organized for its benefit;
- Solicit financial contributions to the evenko foundation;
- Process your contributions and commitments, including issuing a tax receipt;
- Process your registration for an activity or event, or your request to organize an activity for the benefit of the evenko foundation;

- Process your volunteer engagement;
- Thank you and recognize your commitment, including by publishing your name and, where applicable, your level of donation in our public donor lists;
- Obtain your feedback and address any complaint or dissatisfaction.

In the case of an employment application, we use your personal information to allow you to apply, to analyze your application and, where applicable, to retain it in order to consider it for other positions.

6. Sharing of personal information

In the context of our mission and philanthropic activities, we may disclose your personal information to third parties, including third parties located outside Quebec. We will not sell, rent or trade your personal information, and we limit at all times the information disclosed to what is reasonably necessary. We may disclose your personal information:

- To philanthropic partners, volunteers or event organizers who contribute to our activities, including for event logistics and acknowledgment purposes;
- To service providers acting on our behalf (for example, hosting our Website, sending our communications, printing documents or processing donations). They are prohibited from using the information for purposes other than to carry out the services for which they have been engaged;
- To government authorities and enforcement agencies when required by law, when ordered by a court or for fraud prevention purposes, as well as to our advisors (accountants, auditors and lawyers) in the enforcement or protection of our rights;
- To a third party in connection with a sale, transfer, amalgamation, reorganization or financing of our activities, your personal information remaining protected by applicable laws;
- To advertising partners, such as Facebook, X, Google or LinkedIn, in order to determine if you are a registered user of these platforms and, if so, to display advertisements to you on these platforms that may be of interest to you. Use of your information by these platforms is subject to their privacy policy. You may manage your privacy settings directly through these platforms, including with respect to online advertising.

Only our employees, service providers and partners who require access in the performance of their duties will have access to your personal information.

7. Your options with regards to your personal information

When you interact with us, for example when you make a donation, you consent to the collection, use and disclosure of your personal information in accordance with this Policy. In certain cases, your consent may be “implied”, meaning your permission is considered to have been given from your action or inaction at the time of collection, use or disclosure of your personal information. personal information may only be collected, used or disclosed without consent to the extent permitted by applicable laws. Consent may be withdrawn at any time, subject to legal or contractual restrictions and reasonable notice.

If you withdraw your consent for purposes that are integral to the provision of our services, we may have to limit them. You may also, at any time, unsubscribe from our communications by clicking the

unsubscribe link at the bottom of our messages or by contacting us. Please note that even if you choose not to receive promotional communications, we may still need to contact you to provide important information regarding a donation or your account.

8. Children

Our Website is intended for a general audience and not for children under 14 years of age. If you are under 14 and do not have the authorization of a parent or legal guardian to visit our Website, you may not access the Website or use our services. If we learn that we have collected or received personal information from a child where parental confirmation was required, we will delete such information. If you believe we may have received information from or about a child where we should have obtained parental consent, please contact us using the information provided in the Contact Us section below.

9. Third party privacy policies

This Policy only addresses our own collection, use and disclosure of personal information. Other websites that may be accessible through our Website have their own privacy policies and their own data collection, use and disclosure practices. We encourage you to familiarize yourself with the privacy policies of all third parties prior to providing them with information.

10. Where do we keep your personal information?

We try to ensure that your personal information is kept in Quebec or, when this is not possible, in Canada. However, information stored on our service providers' servers may be located outside Canada (notably in the United States) and may therefore be subject to the laws of those countries, including any laws permitting access by government authorities. Where applicable, subject to such foreign laws, we will use contractual measures to the best of our ability to maintain protections for your personal information that are at least equivalent to those that apply in Quebec.

11. How do we protect and retain your personal information?

We will use reasonable security measures to protect your personal information against unauthorized access. We have implemented security measures that contain administrative, technical and physical controls designed to safeguard your personal information. Unfortunately, no collection or transmission of information over the Internet or other publicly accessible communications networks is 100% secure, and we ask that you do not provide us with sensitive personal information such as credit card information by email.

We retain your personal information as long as it is necessary to provide our services, to manage our activities and to comply with our legal and regulatory obligations. When we no longer require the information, your personal information is securely destroyed or anonymized (in a way that no longer allows you to be identified).

In the event of a confidentiality incident involving your personal information that presents a risk of serious harm, we will notify you as soon as possible, in accordance with the Act.

12. Access, correction and other requests relating to your personal information

You have the right to access your personal information and request its correction if it is incorrect, incomplete or obsolete, subject to any legal restriction that may apply.

You may also withdraw your consent to the collection, use or disclosure of your personal information at any time, subject to legal and contractual restrictions. The withdrawal of your consent will not have a retroactive effect and may impact your ability to access our services, offers and content. You also have the right to request additional information about how we process your personal information, including as it relates to the categories of individuals who have access to your personal information within our organization as well as the applicable retention period. If you need assistance updating your personal information, please contact us using the information detailed in the Contact Us section below.

13. Contact Us

If you have questions, concerns or complaints regarding this Policy or the personal information that we hold about you or that we may have disclosed to third parties, please contact info@fondationevenko.ca. You may also write to us at the following address:

Evenko foundation for emerging talent
1275, Saint-Antoine Street West
Montreal (Quebec) H3C 5L2
Attention: Responsible for the Protection of personal information

14. Changes to this Policy

We will review and update our policies and procedures as required to keep current with rules, regulations, applicable standards and new technologies. Our Policy may therefore change from time to time. We will post any privacy policy changes on our Website and, if the changes are significant, we will provide a more prominent notice.