



Remedy Employee Privacy Policy

Last update 25 September 2023

This privacy policy explains how Remedy Entertainment (Remedy Entertainment and its subsidiaries, “**Remedy**”, “**we**” or “**us**”) uses any personal data Remedy collects about its employees.

Remedy is committed to protecting your data privacy rights and we want to make sure you are informed about how we collect, use, and disclose the personal data we collect about our employees. Remedy is committed to process your personal data in accordance with data protection requirements applicable in the employment context (namely the Finnish Act on the Protection of Privacy in Working Life).

Under data protection legislation, Remedy Entertainment and each of its subsidiaries for its own employees act as the data controller regarding the personal data of its employees. This means that Remedy is responsible for deciding how we maintain and use your personal data.

Remedy reserves the right to amend this policy from time to time.

What kind of personal data do we collect about our employees?

Remedy may collect the following types of personal data about its employees:

- Name
- Contact details, including home address, phone number and email address
- Date of birth
- Social security number
- Nationality
- Bank account number
- Data related to salary and benefits
- Worktime and annual leave data
- Health related data, including disability status (optional)
- Basic education and degrees with the dates of completion as well as information on other completed education, completed courses and trainings, language skills and special skills
- Current and previous duties, including information on previous employer, title and job description
- References
- Other data disclosed during the application phase
- Emergency contact information (optional)
- Employee survey responses collected via Remedy’s employee analytics
- Internet traffic on Remedy networks for the purpose of detecting and preventing harmful content
- Usernames of various platforms and tools used for work
- IP address
- Logs of certain work tasks and actions (for debugging purposes for example)

On what basis do we collect and process your personal data?

Data protection laws require that we only use your data for certain reasons and only when we have a legal basis to do so. More than one legal basis may apply depending on the processing activity in question.

Controller’s legal obligation – Remedy may process its employee personal data in order to comply its legal obligations as an employer.

Contract – Processing of certain types of employee data may also be necessary for the performance of the employment contract.



Legitimate interest – Processing certain types of employee data may also be based on Remedy’s legitimate interest to, for example, develop Remedy as an employer, based employee feedback. Further information on Remedy’s legitimate interests may be requested by email at legal@remedygames.com.

Consent – Remedy may also, if required by applicable law, request an employee’s consent for the collection of certain types of personal data and certain types of processing of personal data.

Remedy does not generally require your consent for processing your personal data as an employee. Remedy may however, if required by applicable law or otherwise necessary, request an employee’s consent for the collection of certain types of personal data and certain types of processing of personal data. In such event, Remedy will provide you with details of the information we wish to obtain and the reason why it is needed so that you may consider your consent. Providing such information is not a condition for your employment and you may freely refuse to give your consent.

How do we collect your personal data?

As a rule, most of the personal data about our employees is collected directly from the employee it concerns. With the employee’s consent, personal data may also be collected from third parties, such as the data subject’s referees or service providers carrying out aptitude assessments. Personal data may also be collected from employment related insurance providers, occupational health care, authorities, and payroll, as may be allowed by law.

How do we use your personal data?

Personal data is processed for the purpose of entering into and maintaining your employment relationship as well as performing certain work tasks. This includes, for example, managing salary information, employment-related benefits, key contact information and other similar employment related matters.

For certain work tasks, such as video game development work, Remedy uses internally developed tools and third-party service providers’ software tools. Use of these tools may entail the collection and processing of personal data such as usernames, user email address, IP addresses and tasks performed by user (“**Work Task Data**”).

Remedy uses Peakon, an employee engagement platform, to gain feedback from its employees. The employee analytics data gathered from you via Peakon is anonymized and aggregated with information from other employees and personnel, and (where relevant) compared with data on past or future employee responses and/or industry benchmarks. This information is never used to personally identify individuals unless the person explicitly chooses otherwise. Providing any such employee survey-based data is always entirely voluntary.

Who do we share your personal data with?

We do not share your personal data, except as approved by you or as described below, in which case, we will ensure that appropriate contractual safeguards are implemented to ensure protection of your personal data when transferring it to third parties.

We will only share your personal data with third-party service providers for fulfilling the duties related to reporting, employee benefits, occupational health care, occupational insurances, payroll, time tracking or other employer duties or work-related tasks. With regard to each recipient, only the data that is necessary for the performance of the recipient’s obligations is transferred.

Remedy may also disclose your personal data to:

- Your relatives or legal representatives
- Regulatory bodies or authorities as permitted or required by applicable law

Where do we store your personal data and how do we transfer it to third countries?



Remedy stores all its employee personal data in its local servers in Finland and in third-party provided cloud servers located within the EU.

Some of Remedy's third-party service providers, who act as processors of the employee personal data collected by Remedy, may transfer personal data outside of the European Economic Area ("EEA"). When such transfers take place, Remedy takes all the reasonably necessary steps to ensure the transferred data is protected by appropriate safeguards. This includes relying on EU recognized legal adequacy mechanisms or the EU standard contractual clauses. If you have any questions about the applied safeguards, please contact us by email at legal@remedygames.com.

How do we protect your personal data?

For employee data bases, access rights are granted and monitored by HR and IT. Rights to use such system are restricted to:

- HR (all information)
- Talent Director (all information)
- Finance (basic information, employment information, salary information)
- PMO (basic information, employment information)
- Office Admin (basic information)

For Work Task Data, access rights are granted and monitored by IT and relevant supervisors. Rights to use such systems are restricted to only such employees or suppliers who need access in order to carry out their work duties.

Employee information is always processed with extreme care and all information is treated confidentially.

Databases containing employee personal data cannot be accessed without a personal ID, password and a right of access.

How long do we store your personal data?

Employee personal data is stored for as long as they are necessary for the purposes of processing specified above, or for the purposes of complying with legal requirements or responding to potential claims, however, no more than ten years after the employment relationship has ended. This ten-year storage time is based on the time frames set out in the Employment Contracts Act (such as the employer's obligation to issue employment certificates).

The storage of Work Task Data varies depending on the software tool in question but does not exceed 90 days, whereafter all Work Task Data is automatically deleted.

Access to your personal data, corrections and right to be forgotten

You have the right to access your personal data we have collected and to receive a copy of the personal data you have provided us with. You may also have the right to have your personal data corrected or erased (right to be forgotten).

Requests regarding data stored in the HR System must be addressed to Remedy's HR department. The person requesting information and/or information correction and/or information deletion must present a sufficient request which contains all the reasonably required information necessary for finding and delivering the requested data and for verifying the identity of the person making the request.

Your other rights

As a data subject, you have the right to know and to a certain degree affect how your personal data is used. In addition to the above, you have the right to:

- To request that Remedy restricts the processing of your personal data
- To object to processing of your personal data, if the processing is based on Remedy's legitimate interest
- To withdraw your consent where you have issued it



You may also complain about the way we process your personal data by contacting us at legal@remedygames.com. If you feel that your complaint has not been handled in sufficient manner you may contact the supervisory authority.

How to contact us

Please contact us if you have any questions about this privacy policy or the information we hold about you by email at legal@remedygames.com.



Remedy Partner and Supplier Privacy Policy

Last update 13 November 2025

This privacy policy explains how Remedy Entertainment (Remedy Entertainment and its subsidiaries, “**Remedy**”, “**we**” or “**us**”) uses any personal data Remedy collects about its partners and suppliers.

Remedy is committed to protecting your data privacy rights and we want to make sure you are informed about how we collect, use, and disclose the personal data we collect about you.

Under data protection legislation, Remedy acts as the data controller regarding the personal data it collects about you. This means that Remedy is responsible for deciding how we maintain and use your personal data.

Remedy reserves the right to amend this policy from time to time.

What kind of personal data do we collect about you?

Remedy may collect the following types of personal data about its partners and suppliers:

- Name
- Contact details, including home address, phone number and email address
- Current and previous duties, including information on previous employer, title and job description
- References
- Survey responses
- Usernames of various platforms and tools used for work
- IP address
- Logs of certain work tasks and actions (for debugging purposes for example)

On what basis do we collect and process your personal data?

Data protection laws require that we only use your data for certain reasons and only when we have a legal basis to do so. More than one legal basis may apply depending on the processing activity in question.

Contract – The processing of partner and supplier personal data is based on the need to perform the underlying partner or supplier agreement.

Legitimate interest – Processing certain types of partner and supplier data may also be based on Remedy’s legitimate interest to maintain the partner and supplier relationships or to perform the underlying partner or supplier agreement entered into with the entity you are representing. Further information on Remedy’s legitimate interests may be requested by email at legal@remedygames.com.

Consent – Remedy may also request a partner’s or supplier’s consent for the collection of certain types of personal data and certain types of processing of personal data.

Your personal data is not used for automated decision-making or profiling.

How do we collect your personal data?

As a rule, we collect your personal data directly from you or your employer, e.g. when entering into a supplier or partner agreement with us or when collaborating or communicating in a partner or supplier relationship.

How will we use your personal data?



Personal data is processed for the purpose of entering into and maintaining partner and supplier relationships as well as performing certain work tasks. Personal data is also processed for the purpose of maintaining a supplier candidate list, for example in the form of a Freelancer Talent Pool.

For certain work tasks, such as video game development work, Remedy uses internally developed tools and third-party service providers' software tools. Use of these tools may entail the collection and processing of personal data such as usernames, user email address, IP addresses and tasks performed by user ("**Work Task Data**").

"Employee analytics" type data may also be gathered from partners or suppliers working closely with Remedy personnel. Such information is never used to personally identify individuals, unless the person explicitly chooses otherwise. Providing any such survey-based data is always entirely voluntary.

Who do we share your personal data with?

We do not share your personal data, except as approved by you or as described below, in which case, we will ensure that appropriate contractual safeguards are implemented to ensure protection of your personal data when disclosing it to third parties.

We will only share your personal data with third-party service providers for fulfilling the duties related to reporting, invoice processing, time tracking, work-related tasks or other duties. With regard to each recipient, only the data that is necessary for the performance of the recipient's obligations is transferred.

Remedy may also disclose your personal data to:

- Regulatory bodies or authorities as permitted or required by applicable law

Where do we store your personal data and how do we transfer it to third countries?

Remedy stores all its partner and supplier personal data in its local servers in Finland and in third-party provided cloud servers located within the EU.

Some of Remedy's third-party service providers, who act as processors of the partner and supplier personal data collected by Remedy, may transfer personal data outside of the European Economic Area ("**EEA**"). When such transfers take place, Remedy takes all the reasonably necessary steps to ensure the transferred data is protected by appropriate safeguards. This includes relying on EU recognized legal adequacy mechanisms or the EU standard contractual clauses. If you have any questions about the applied safeguards, please contact us by email at legal@remedygames.com.

How do we protect your personal data?

Access rights to the partner and supplier databases are granted and monitored by PMO, project development managers and IT. Rights to use the system are restricted to:

- HR (Freelancer Talent Pool information)
- Finance (basic information, payment information)
- PMO (all information)
- Project development managers, other supervisors or PMO related employees or similar as needed

For Work Task Data, access rights are granted and monitored by IT and relevant supervisors. Rights to use such systems are restricted to only such employees or suppliers who need access in order to carry out their work duties.

Partner and supplier personal data is always processed with extreme care and all information is treated confidentially.

Databases containing partner and supplier personal data cannot be accessed without a personal ID, password and a right of access.

How long do we store your personal data?



Partner and supplier personal data is stored for the duration of the cooperation and thereafter as long as necessary for implementing the rights and obligations of Remedy and responding to potential claims, however, no more than ten (10) years after the cooperation relationship has ended.

Freelancer Talent Pool data is stored for four (4) years, after which time we shall data subjects to reissue their consent. If consent is not reissued or withdrawn at any time, the relevant Freelancer Talent Pool data is permanently deleted.

As an exception to the above, the names of suppliers and freelancers Remedy has worked with may be stored indefinitely to maintain a record of past collaborations. No other personal data is maintained in connection with such record keeping.

The storage of Work Task Data varies depending on the software tool in question but does not exceed 90 days, whereafter all Work Task Data is automatically deleted.

Access to your personal data, corrections and right to be forgotten

You have the right to access your personal data we have collected and to receive a copy of the personal data you have provided us with. You may also have the right to have your personal data corrected or erased (right to be forgotten).

Requests about stored data by Remedy must be addressed to Remedy's legal by contacting us at legal@remedygames.com. The person requesting information and/or information correction and/or information deletion must present a sufficient request which contains all the reasonably required information necessary for finding and delivering the requested data and for verifying the identity of the person making the request.

Your other rights

As a data subject, you have the right to know and to a certain degree affect how your personal data is used. In addition to the above, you have the right to:

- To request that Remedy restricts the processing of your personal data
- To object to processing of your personal data, if the processing is based on Remedy's legitimate interest
- To withdraw your consent where you have issued it

You may also complain about the way we process your personal data by contacting us at legal@remedygames.com. If you feel that your complaint has not been handled in sufficient manner you may contact the supervisory authority.

How to contact us

Please contact us if you have any questions about this privacy policy or the information we hold about you by email at legal@remedygames.com.