



# Privacy Policy - Landing Page

Last Updated: 17.12.2025

## 1. Imprint / Legal Notice

**Operator:** This website and platform ("HIVE888") is operated by PTGR AG, a Swiss stock corporation (Aktiengesellschaft) registered in the Canton of Zug, Switzerland. PTGR AG's registered business address is Ibelweg 18a, CH-6300 Zug, Switzerland.

**Contact Details:** You can reach PTGR AG at Email: [contact@hive888.org](mailto:contact@hive888.org) and Telephone: +41 78 218 44 72. For any inquiries or legal notices, please contact us at the above address or email.

**Corporate Information:** PTGR AG is registered in the Commercial Register of the Canton of Zug under the UID CHE-380.040.516. PTGR AG is represented by its authorized director (Dr. Pan Theo Grosse-Ruyken).

## 2. Privacy Policy

### 2.1 Introduction and Scope

This Privacy Policy describes how PTGR AG ("we", "us" or "the Operator") collects, uses, stores, and protects personal data of users ("you" or "Users") of the HIVE888 platform. It is written in accordance with the Swiss Federal Act on Data Protection (FADP, revised 2023) and the EU General Data Protection Regulation (GDPR), reflecting our commitment to comply with Swiss law and international standards for data privacy. This Policy applies to all personal data processed via our website (public landing pages) and the HIVE888 user dashboard (including the Talent Pool, Project Pool, Academy888, Calendar, Events, Communities, and related services).

### 2.2 Data Controller and Contact

PTGR AG, at the address listed in the Imprint, is the data controller for personal data collected via HIVE888. If you have any questions or requests regarding your personal data, you may contact us at [contact@hive888.org](mailto:contact@hive888.org) (or the email in the Imprint). We may also designate a Data Protection Officer or contact person for data protection inquiries; if so, their contact details will be provided in this Policy or upon request. Users may direct any questions or exercise their rights (described below) through this contact. PTGR AG is subject to oversight by the Swiss Federal Data Protection and Information Commissioner (FDPIC) for Swiss data matters, and for EU residents, possibly by relevant EU supervisory authorities.



## **2.3 Personal Data We Collect**

We only collect personal data that is necessary for the operation of the HIVE888 platform and the provision of our services. The types of data we collect and process include:

### **2.3.1 Account and Profile Data**

When you register an account, we collect information such as your name, email address, contact details, username, password, and other profile details you provide. In the Talent Pool, you may provide professional information (CV, skills, experience) to create a profile visible to businesses. In the Project Pool, you may post project information. In Academy888, if you enroll in programs, we collect enrollment details. We also collect any information you upload to your profile, communities, or events (including text, images, or other media).

### **2.3.2 Identification Numbers**

We may collect identification details like your date of birth or government ID only if needed for specific verified services (for example, if required for PTGR Wallet services or compliance checks). We will inform you and seek appropriate consent if such sensitive identification data is required.

### **2.3.3 Payment Information**

For purchases or transactions (such as enrolling in paid Academy888 courses, buying digital or physical products like PTGR Wallets, or marketplace transactions), we collect data necessary to process the payment. This may include billing name, billing address, and payment method details. Note: We do not store full credit card numbers or private cryptocurrency keys on our servers. Payments by credit card or Stripe are processed by third-party payment processors (e.g., Stripe), and cryptocurrency payments are processed via our wallet system or third-party crypto payment gateways. We may retain transaction identifiers and amounts, but sensitive payment details are handled by the payment provider.

### **2.3.4 Usage Data**

We automatically collect certain data when you use the platform for analytics and security. This includes your IP address, device type, operating system, browser type, and information on how you interact with our platform (e.g., page views, clicks, time spent, error logs). We may use technologies like cookies (see our Cookie Policy) and similar tracking to gather this usage information.

### **2.3.5 Communications**

If you contact us (e.g., via support email or chat) or if you participate in communities, forums, or events on the platform, we may keep records of those communications and any information you provide therein. This can include support inquiries, feedback, or posts and messages you make on the platform.



### **2.3.6 Third-Party Data**

If you integrate third-party services or if a business on the platform uploads information about you (for example, if a company adds your profile to a private talent list with your consent), we may receive data from those third parties. Also, if you log in via a social network or other identity provider (if we offer such login methods), we may receive basic profile info from that provider with your consent.

We collect personal data either directly from you (when you fill out forms or provide information) or automatically through your interaction with the site. In all cases, we strive to collect only the data that is necessary for the purposes described in this Policy.

## **2.4 Purpose of Data Processing**

We process your personal data for the following purposes, in each case based on an appropriate legal basis under Swiss law and (where applicable) GDPR (such as contract performance, legitimate interests, or your consent):

### **2.4.1 Providing Services**

To create and manage your user account and profile, and to enable you to use the HIVE888 platform features. For example, we use your registration and profile data to set up your account, display your Talent Pool profile publicly (if you choose public visibility), match you with opportunities, allow you to post projects in the Project Pool, enroll you in Academy888 courses, and facilitate community interactions. We process data you input (like your profile info or project listings) to display it on the platform as instructed by you. This processing is necessary to perform our contract with you as a user of the platform.

### **2.4.2 Facilitating Transactions**

To enable purchases and sales on the platform. This includes processing orders for Academy888 courses or programs, PTGR Wallets (physical or digital products), and marketplace transactions between buyers and third-party sellers. We use personal data to process payments (via third-party payment providers), to handle invoicing, receipts, and to fulfill orders (e.g., shipping a physical product to your address). Contract formation and execution require this processing (e.g., when you make a purchase, you are entering a sales contract and we or the seller must use your data to complete it).

### **2.4.3 Communication**

To communicate with you regarding your account, transactions, customer service, and platform updates. We will send service-related emails (e.g., confirmation of registration, order confirmations, course enrollment details, notifications of messages or project applications, technical or security alerts). We may also send you newsletters or marketing communications about platform features or new programs, but only if you have not opted out or if you have consented where required. You can unsubscribe from marketing emails at any time.

#### **2.4.4 Platform Improvement and Analytics**

To analyze platform usage and improve our services. We use usage data and cookies to understand how users navigate HIVE888, which features are popular, and to detect issues. This helps us enhance user experience, develop new features (for instance, improving the Academy888 interface or adding community functions), and ensure the platform's stability and performance. We use third-party analytics tools (like Google Analytics) which may set cookies – see our Cookie Policy for details and how to opt out. Where required by law, we will obtain your consent before setting analytics or advertising cookies. We rely on our legitimate interest in understanding and improving our services, balanced with your rights (with opt-outs provided for analytics/marketing tracking).

#### **2.4.5 Security and Fraud Prevention**

To maintain the security of the platform, protect against misuse, and enforce our Terms and Rules. For example, we may monitor login locations or activity patterns to detect suspicious activity, use Cloudflare or similar services to protect against DDoS attacks (which involves processing IP addresses for security), and use automated tools to detect fraud or violations (such as scanning for prohibited content in the Communities). We also process data as needed to investigate and address violations of our Platform Rules or illegal activities – e.g., we might review user content or communications if there is a report of harassment or intellectual property infringement. This processing is based on legal obligations to ensure a safe environment and our legitimate interest in protecting our business and users.

#### **2.4.6 Legal Compliance**

To comply with our legal obligations and regulatory requirements. This includes retaining or disclosing certain data when required by law (for example, retaining transaction records for tax and accounting purposes under Swiss law, or performing KYC/AML checks if required for cryptocurrency transactions or as a member of a financial self-regulatory organization). If authorities lawfully request user data, we will process and disclose it to the extent required by law. We also process data to exercise or defend legal claims, if any arise.

We will not process personal data for purposes that are incompatible with those above without obtaining your consent or as otherwise permitted by law. If we plan to use your data for a new purpose, we will update this Policy and notify you as required.

### **2.5 Cookies and Similar Technologies**

We use cookies and similar tracking technologies on our website and platform to provide core functionality and to enhance your experience. For detailed information, please see our separate Cookie Policy (Section 3 below). In summary, we use: (a) necessary cookies for login sessions and preferences (these cannot be disabled as they are essential to site functioning), and (b) analytics and optional cookies to understand usage or for marketing personalization (these will be used only with your consent or where you have the opportunity to opt-out). You have choices regarding cookies, described in the Cookie Policy, including how to disable non-essential cookies.

## 2.6 Data Storage and International Transfers

All personal data we collect is stored and processed either in Switzerland or in other jurisdictions as needed for service provision. Primarily, our servers and main database are located in Switzerland (or the EU), ensuring your data is stored under robust data protection laws. However, we also use cloud infrastructure and third-party services which may involve data transfers outside of Switzerland:

- Our platform may be hosted on cloud servers (e.g., Amazon Web Services (AWS) or similar providers) which could be in data centers within the European Union or other locations. We ensure any cloud provider we use offers appropriate security and contractual guarantees (such as adherence to the Swiss–US Data Privacy Framework if applicable, or EU Standard Contractual Clauses) to protect your data when stored abroad.
- We utilize Cloudflare or similar content delivery and security services, which means your IP address and requests may be routed through global servers for faster delivery and protection against attacks. Cloudflare is a US-based company; when using such services, we ensure compliance with cross-border data transfer requirements by relying on adequacy decisions or standard safeguards.
- Payment processors (like Stripe) and other third-party tools (such as analytics providers, email service providers, or support ticketing systems) might process data in the United States or other countries. We only engage providers that are reputable and, if they process data outside Switzerland/EU, we ensure they have adequate data protection measures in place (for example, Stripe is certified or uses standard data protection clauses, and analytics data is anonymized where possible).

By using HIVE888, you acknowledge that your personal data may be transferred to and stored in servers located outside your country of residence, including countries that may have different data protection standards. In all such cases, we take appropriate safeguards to protect your information consistent with this Policy and applicable law. If no adequacy decision is in place for a given country (e.g., for certain third-party providers), we will rely on EU Standard Contractual Clauses (SCCs) or comparable frameworks approved under Swiss law, or we will obtain your explicit consent for the transfer, when required.

## 2.7 Data Retention

We retain personal data only as long as necessary to fulfill the purposes outlined in this Policy or to comply with legal obligations. In general:

- Account information and profile data are kept for as long as you have an active account. If you delete your account or request deletion, we will remove or anonymize your personal data within a reasonable time after the request or account closure, except for data we are required to retain for legal reasons.
- Transaction records (payments, invoices, etc.) are retained for at least the minimum period required under Swiss accounting and tax laws (typically 10 years for financial records) or longer if necessary to establish or defend legal claims.
- Content you post (such as community posts, project listings) may remain available on the platform while your account is active. If you remove specific content or delete your

account, we will endeavor to remove it from public view; however, cached pages or backups might persist for a short time. Additionally, other users' interactions (e.g., quotes of your post) might remain.

- Analytics data is generally retained in aggregate or anonymized form wherever possible. Raw analytics logs with personal identifiers (like IP addresses) are either anonymized or deleted after a short retention (e.g., 14 months), unless we need to retain them longer for security analysis.
- If a legal claim, dispute, or investigation is ongoing, we will retain relevant data until it is resolved, even if that extends beyond normal retention periods.

After the retention period, personal data will be securely deleted or anonymized so that it can no longer be associated with you.

## **2.8 Disclosure of Personal Data to Third Parties**

We treat your personal data as confidential and do not sell it. We will share your data with third parties only in the following circumstances:

### **2.8.1 Service Providers (Processors)**

We share data with third-party service providers who perform functions on our behalf and under our instructions (as “data processors”). These include hosting providers (e.g., AWS), payment processors (Stripe, cryptocurrency payment gateways), email and communications services (for sending notifications or newsletters), analytics tools (Google Analytics or similar), customer support platforms, and other IT service providers. These parties only process your data for the purposes we specify and are contractually obliged to protect it (for example, through Data Processing Agreements under Art. 28 GDPR or equivalent under Swiss law).

### **2.8.2 Marketplace Transactions (Sellers/Buyers)**

If you engage in a marketplace transaction on HIVE888, certain information will be shared between the buyer and the seller to facilitate the transaction. For example, if you purchase a product or service from a third-party Marketplace seller through our platform, we will provide the seller with necessary order information, such as your name and delivery address (for physical goods) or your contact info (for service fulfillment). Likewise, if you are a seller, we share your provided contact details and product information with the buyer. This exchange is inherent to fulfilling marketplace contracts. Both buyers and sellers are required to use such information only for transaction-related communications or fulfillment.

### **2.8.3 Legal Requirements and Protection**

We may disclose personal data if required by law or legal process, or if we believe in good faith that such disclosure is necessary to comply with a legal obligation (for instance, responding to lawful requests by public authorities, including to meet national security or law enforcement requirements). We may also disclose data to protect our rights, property, and safety or those of our users or others (for example, to investigate fraud, security breaches, or violations of our terms, or to respond to an emergency that poses a threat to health or safety).

### **2.8.4 Business Transfers**

In the event of a proposed or actual merger, acquisition, financing, sale of assets, or insolvency/bankruptcy of PTGR AG, user data may be transferred to a successor or affiliated entity as part of that transaction. We will ensure that any such entity is bound by terms that are at least as protective of your personal data as those in this Policy, and we will notify you before your personal data is transferred and becomes subject to a different privacy policy.

### **2.8.5 Third-Party Content Providers**

Within HIVE888, there are areas like Academy888 where third-party content (e.g., course creators) might be involved. If, for example, you enroll in a course by an independent instructor, we may share with the instructor your name or username and contact information necessary for them to provide you access or support for the course. Those instructors are required to handle your data in line with this Policy and applicable law.

Aside from the above, any sharing of your data would either be with your explicit consent or in an aggregated form that does not identify you personally (e.g., publishing user statistics or testimonials with anonymization or with your permission).

## **2.9 User Rights (Access, Correction, Deletion, etc.)**

Under the revised Swiss data protection law (revDSG/nFADP) and the GDPR (for EU users), you have certain rights regarding your personal data. We are committed to honoring these rights. They include:

### **2.9.1 Right to Access**

You have the right to request confirmation of whether we are processing your personal data, and if so, to request a copy of the data we hold about you. This includes information about the categories of data, the purposes of processing, the recipients (or categories of recipients) to whom the data has been disclosed, and the envisaged retention period. We will provide this information free of charge, within a reasonable timeframe, as required by law.

### **2.9.2 Right to Rectification**

If any personal data we have about you is inaccurate or incomplete, you have the right to request that we correct or update it. You can also directly edit some of your data by logging into your HIVE888 account (e.g., you can update your profile information, change your contact details, etc.). We encourage you to keep your information up to date and will promptly make corrections upon your request.

### **2.9.3 Right to Erasure**

You may request deletion of your personal data ("right to be forgotten") under certain conditions. This includes when the data is no longer necessary for the purposes it was collected, if you withdraw consent (where consent was the basis for processing), or if you object to processing and we have no overriding legitimate grounds to continue. We will evaluate and, if appropriate, comply with such requests in line with legal requirements. Note that some data cannot be





deleted if we must retain it by law (e.g., transaction records) or if it is needed for legal claims; in such cases we will inform you. If you wish to delete your account, you can do so in your account settings or by contacting us; we will then delete or anonymize your personal data as explained in the Data Retention section above.

#### **2.9.4 Right to Object to Processing**

You have the right to object to certain types of processing of your data, particularly where we rely on “legitimate interests” as the legal basis. If you object, we will stop processing your data for that purpose unless we have compelling legitimate grounds that override your interests, or the processing is needed for legal claims. For example, you can object to processing of your data for direct marketing or analytics; if you do so, we will stop using your data for those purposes (and indeed, for marketing emails you can simply unsubscribe at any time, and for analytics cookies you can opt-out as described in the Cookie Policy).

#### **2.9.5 Right to Data Portability**

To the extent required by GDPR (for users in the EU/EEA or if applicable to you), you may have the right to receive the personal data you have provided to us in a structured, commonly used, and machine-readable format, and to transmit that data to another controller, where the processing is carried out by automated means and based on your consent or on a contract. If you need such assistance (for example, to get an export of your profile and project data), please contact us.

#### **2.9.6 Right to Withdraw Consent**

Where we rely on your consent for any processing (for instance, if you explicitly consent to receive certain marketing communications or to the use of certain cookies), you have the right to withdraw that consent at any time. Withdrawal of consent will not affect the lawfulness of processing done before the withdrawal, and it may mean we can no longer provide certain services to you (for example, if you withdraw consent to processing your data that is essential for a service). We will inform you if this is the case.

#### **2.9.7 Right to Restriction**

You have the right to request that we restrict processing of your data under certain circumstances, for example while we verify your data correction request or when you have objected to processing (pending verification of overriding grounds). When processing is restricted, we will store your data but not use it until the restriction is lifted (except to the extent allowed by you or required for legal reasons).

To exercise any of these rights, please contact us at the privacy contact listed above. For security, we may need to verify your identity (for example, by confirming you have access to the email associated with your account) before fulfilling your request. We will respond to your request within the timeframe required by applicable law (generally within 30 days). If we cannot fulfill your request, we will provide an explanation subject to legal constraints.





## **2.10 Data Security**

We implement appropriate technical and organizational measures to secure personal data against unauthorized access, loss, alteration, or destruction. These measures include encryption of data in transit (TLS encryption for our website and APIs) and at rest where applicable, access controls to personal data (so only authorized staff or service providers with a need-to-know can access your data), regular security audits, and staff training on data protection. We also utilize security services (like firewall, DDoS protection via Cloudflare, malware scanning) to protect the platform. Despite these measures, no system can be 100% secure; therefore, we cannot guarantee absolute security of data. Users are responsible for keeping their login credentials confidential and we urge you to use a strong, unique password and enable any additional security features we may offer (such as two-factor authentication, if available). In the event of a data breach that poses a high risk to your rights (such as leakage of your personal data), we will notify you and the appropriate authorities (like the FDPIC and, if applicable, EU authorities) as required by law.

## **2.11 Children's Privacy**

HIVE888 is not directed to children under the age of 12. We do not knowingly collect personal data from anyone under 12 (or the relevant age of digital consent in your jurisdiction) without parental consent. If you are under 12, please do not use our platform or provide any personal information. If we learn that we have collected personal data from a child without proper consent, we will take steps to delete that information. Parents or guardians who believe their child may have provided us personal data should contact us immediately so we can remove it.

## **2.12 Changes to this Privacy Policy**

We may update this Privacy Policy from time to time to reflect changes in our practices, legal requirements, or for other operational reasons. When we update the policy, we will change the "Last Updated" date at the top. If changes are material, we will provide a more prominent notice (e.g., on our website or via email notification). We encourage you to review this Policy periodically for any updates. Continued use of HIVE888 after any modifications to this Policy indicates your acceptance of the updated terms. If you do not agree with any updated terms, you should stop using the platform and may request that your data be deleted as per Section 2.9. (See also Section 9 below on Version Control and Updates for more details on how we handle changes to our legal terms).

# **3. Version Control and Acceptance of Changes**

## **3.1 Initial Acceptance**

By creating an account or using HIVE888, you have agreed to the initial version of our Terms and all incorporated policies. During signup or first use, you likely had to check a box or click "I Agree" to indicate acceptance. That action records your consent to this entire legal documentation suite as binding. If you did not actually see these terms at signup (e.g., you



signed up through a mobile app that didn't show them), you are hereby notified that continued use of the platform is still subject to them; if you don't agree, you must stop using HIVE888 and may request account deletion.

We keep logs of user consent. If needed, we can show that a particular user agreed on a certain date. You are responsible for reading and understanding these Terms; if anything is unclear, you may contact us for clarification.

## **3.2 Updates to Terms and Policies**

We may revise or update this legal documentation from time to time, especially as our platform evolves, laws change, or new features are added. Changes can include modifications to existing sections or addition of new terms. For example, if we launch a new subscription service, we might add new clauses governing that; or if laws like the EU Digital Services Act impose new requirements, we'll update accordingly.

When we make material changes (i.e., changes that significantly affect your rights or obligations), we will provide a notice to users. We will determine the method of notice appropriate to the significance of the change:

- Posting an announcement on our website (e.g., a banner or notification in your dashboard).
- Sending an email to the address registered with your account outlining the changes.
- Other reasonable means, such as an in-app notification.

We will also update the "Last Updated" date at the top of each document/section. Minor changes (like clarifications, typo corrections, or updates that do not negatively impact users) may be made with less formal notice, though the updated date will still reflect the change.

## **3.3 Advance Notice and Consent**

Whenever feasible, we will provide notice of changes at least 30 days before they become effective. This gives you the opportunity to review the updated terms. If you do not agree to the proposed changes, you should discontinue use of the platform and can notify us to deactivate or delete your account. Continuing to use HIVE888 after the effective date of the changes constitutes acceptance of the new terms.

For changes that are required by law, or relate to new features or services (like introduction of a new product you may opt to use), the changes might take effect sooner. If a change requires a user's explicit agreement by law (for example, if we were changing how we handle personal data in a way that legally requires renewed consent), we will obtain that (perhaps by asking you to click "Agree" again next login).

## **3.4 Version Tracking**

We will maintain an archive of previous versions of these Terms and policies (perhaps available on our website or upon request), including the dates they were in force. If you ever need to see what terms applied on a certain date (say, the terms you agreed to when signing up), we can provide that. For any dispute, the version of the Terms in effect at the time of the events in



question will apply (unless a retroactive change was required by law, in which case that might apply if mandated).

### **3.5 Partial Invalidity of Changes**

If a new law or regulation requires us to change these Terms in a way that is inconsistent with the rest of the Terms, we will change only as needed and the rest remains effective. If any change itself is found invalid or unenforceable, it doesn't nullify the prior agreement; it means we revert to what it was or to whatever nearest lawful interpretation.

### **3.6 User Notifications and Settings**

We may ask you to periodically affirm that you have reviewed the current Terms, especially after major updates. For instance, after an update, the next time you log in, you may see a pop-up summarizing changes with options to accept or review later (with continued use being limited until you accept within a reasonable time). We believe in transparency, so we'll do our best to highlight the key changes rather than just posting a new giant document.

### **3.7 Agreement Continuity**

These Terms and policies are intended to govern our relationship until terminated. If you or we terminate the relationship (account deletion, etc.), certain obligations persist as noted. If you later come back or sign up anew, the then-current Terms would govern again.

### **3.8 User Agreement Acceptance Box**

As mentioned, initially you agreed via a check-box or equivalent. That is stored as your acceptance. In any interface where an acceptance box or button is presented (e.g., "I have read and agree to the Terms and Conditions"), you must not proceed unless you actually agree. That check or click is legally the same as a signature.

For any future significant feature that requires additional terms (say, you join a new program with its own terms), we will similarly present those and ask for explicit acceptance.

We ensure that the acceptance mechanism is clear and unambiguous, in line with best practices for online contracts. If you have colleagues or employees using the platform on your behalf, you must ensure they adhere to the Terms; but the account holder is ultimately responsible.

### **3.9 Contact and Questions**

If you have questions about any changes to our terms or need clarification on any part of this Agreement, please contact us before continuing to use the platform. We aim to respond and clarify promptly, because we want informed and comfortable users.

In summary, we are committed to keeping you informed about your agreement with us. We value you as a user and strive to maintain fair terms that protect both your interests and ours. Thank you for being part of HIVE888, and please periodically check in on this document (or watch for our notices) so you remain up-to-date.

