

PRIVACY POLICY – big.dk

This privacy policy explains how Bjarke Ingels Group A/S and its affiliated entities (hereafter “BIG”) use the personal data we collect from visitors who use BIG’s website, do business with BIG, or otherwise interact with BIG (referenced throughout as “you” or “your”).

The data controller responsible for your personal data depends on the BIG entity with which you interact: Bjarke Ingels Group A/S, a company incorporated under the laws of Denmark with its registered office at Sundkaj 165, 2150 Nordhavn, Copenhagen, Denmark (CVR 29309396); BIG Partners Limited, a company incorporated in England and Wales with its registered office at 1 Finsbury Avenue, London EC2M 2PF, United Kingdom (company number 100041392); and, Bjarke Ingels Group Architecture Spain, SLP, a company incorporated under the laws of Spain with its registered office at Ronda de Sant Pere, 56, Bajos, 08010 Barcelona, Spain (NIF B88236070).

Please take the time to read this privacy policy, as it provides information about the personal data that BIG may collect and how it is processed.

Topics:

- What data do we collect?
- How do we collect your data?
- How will we use your data?
- Transfer to countries outside the EU/EEA
- What are your data protection rights?
- How long will the personal data be stored?
- Withdrawal of consent
- Privacy policies of other websites
- Changes to our privacy policy
- Complaints Procedure

WHAT DATA DO WE COLLECT?

BIG may process personal data of potential and existing clients and collaborators, visitors of this website (“you”) and any other person who takes an interest in BIG related to carrying out the business of BIG. In this regard, BIG may process personal data such as name, email, phone number, mail conversations, address, and other contact details, job title, job position, CV and personal data contained therein, as well as information about our business relations.

The personal data is received from you directly, from the organization that you represent, or from any other party that may be associated with BIG’s business.

HOW DO WE COLLECT YOUR DATA?

- Email exchanges and communication with us: Personal data about you and in relation to our business communication will be collected when you communicate with us regarding potential or existing business topics. The personal data is collected from you directly.
- Social Media: BIG uses social media, such as Facebook, LinkedIn, Twitter, Instagram, Youtube and Vimeo, to reach and communicate with target groups, such as customers, potential employees, partners, decision makers and the general public. The purpose is to strengthen BIG’s position as a consultant, employer, and expert. BIG may process personal data that you have made available through social media including your interactions with BIG on these channels. With your consent, BIG may also credit you for your work associated with BIG’s business. The personal data is collected from you directly and through social media.
- Visits to our offices: BIG hosts visitors across our offices in Copenhagen, London, Barcelona, and New York. In this regard, BIG may process personal data such as name, email, phone number and other contact details. If your visit is planned, we may send your contact details to reception before your visit. If you arrive without an appointment, you will need to enter your personal data. Furthermore, BIG may process personal data such as device and IP address if you choose to use our Wi-Fi. The personal data is collected from you directly or from the organization you represent.
- Recruitment: BIG processes your personal data for recruitment activities to assess your qualifications and suitability for solicited roles you have applied for or with an unsolicited application, for relevant opportunities.

The personal data may also be used to contact you to progress your application with a view to offering you an employment contract, and may further be used to screen if other open job vacancies might be of interest to you. When applying for a position with BIG, you will be requested to submit personal data such as your name, email, phone number, resume, CV, cover letter, primary language, experience, education, qualifications and any other relevant information required for BIG to evaluate your application. BIG may use relevant information to comply with legal obligations, such as verifying your identity, ensuring compliance with employment laws. BIG may also use relevant information to protect our rights, including security of recruitment process or preventing fraud.

If you are called in for an interview, BIG may also process personal data you provide during the interview. Under certain circumstances, BIG may ask you to provide contact details to referees from former employer to collect information about you. The personal data is collected from you directly.

HOW WILL WE USE YOUR DATA?

The processing of your personal data will in some cases be necessary for business related matters and the performance of a contract entered into between BIG and you or the organization you represent or for the purpose of potential new business. The processing may also be necessary to comply with requests from you. In addition, the processing of your personal data may be based on our legitimate interest in conducting marketing activities and to develop, evaluate, and improve our content, blog posts, and services, as well as conducting statistics.

We will only use your personal data with an appropriate legal basis for each purpose, including contract necessity, the purpose for which you gave consent where required, and BIG's legitimate interests where permitted by applicable data protection law.

TRANSFER TO COUNTRIES OUTSIDE THE EU/EEA

BIG operates internationally and may transfer personal data to countries outside the European Union ("EU")/European Economic Area ("EEA"), including to affiliated entities, service providers, and business partners.

Where personal data is transferred outside the EU/EEA, BIG ensures that appropriate safeguards are implemented in accordance with applicable data protection laws. Such safeguards may include the European Commission's Standard Contractual Clauses, adequacy decisions, or other lawful transfer mechanisms.

You may contact BIG for additional information regarding international transfers of personal data.

WHAT ARE YOUR DATA PROTECTION RIGHTS?

BIG would like to make sure you are aware of your data protection rights. Under certain circumstances, by law you have the right to the following:

- **The right to access personal data:** You have the right to request copies from BIG of your personal data. We may charge you a small fee for this service.
- **The right to rectification:** You have the right to request that BIG correct any information you believe is inaccurate. You also have the right to request BIG to complete information you believe is incomplete.
- **The right to erasure:** You have the right to request that BIG erase your personal data.
- **The right to restrict processing:** You have the right to request that BIG restrict the processing of your personal data.
- **The right to object to processing:** You have the right to object to BIG's processing of your personal data.
- **The right to data portability:** You have the right to request that BIG transfer the data that we have collected to another organization, or directly to you, under certain conditions.
- **Rights relating to automated decision-making and profiling, where applicable:** You have the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal effects concerning you or similarly significantly affects you, except where permitted by applicable law.
- **The right to withdraw consent at any time where processing is based on consent:** Where BIG relies on your consent to process personal data, you have the right to withdraw that consent at any time. Withdrawal of consent will not affect the lawfulness of any processing carried out before your consent was withdrawn.

If you make a request, we will respond to you without undue delay, no later than one month from the date we receive the request and have required information from you to address your request. For complex or multiple requests we may need up to three months to respond to you. If you would like to exercise any of these rights, please contact us at our email: privacy@big.dk

HOW LONG THE PERSONAL DATA WILL BE STORED?

BIG stores personal data as long as it is necessary for the purpose(s) for which the data is collected. Your personal data will be deleted when we no longer need to process the data to fulfill one or more of the purposes mentioned above. However, your data may be processed and stored for a longer period in anonymized form or if we are required to do so by law.

WITHDRAWAL OF CONSENT

You may at any time withdraw any consent you may have given. Withdrawal of consent will not affect the lawfulness of any processing carried out before your consent was withdrawn. Should you wish to withdraw your consent, you may contact us at privacy@big.dk. With respect to newsletters and other electronic marketing material, you may also use the “unsubscribe link” in the email or other communications which you receive from us.

PRIVACY POLICIES OF OTHER WEBSITES

The BIG website contains links to other websites. Our privacy policy applies only to our website, so if you click on a link to another website, you should read their privacy policy.

CHANGES TO OUR PRIVACY POLICY

BIG keeps its privacy policy under regular review and places any updates on this web page. This privacy policy was last updated on 15 June 2026.

COMPLAINTS PROCEDURE

If an individual has concerns regarding how BIG processes personal data, they may submit a complaint to BIG by contacting privacy@big.dk. Complaints should include sufficient detail to allow BIG to investigate and respond appropriately.

BIG will:

- acknowledge receipt of a complaint within a reasonable timeframe,
- investigate the complaint in accordance with internal privacy procedures,
- take reasonable steps to address identified issues where appropriate,
- communicate the outcome of the complaint to the individual.

Submitting a complaint to BIG does not affect an individual’s right to lodge a complaint with a competent supervisory authority.

For individuals located in the United Kingdom, complaints may be submitted to the UK Information Commissioner’s Office (ICO).

For individuals located in Spain, complaints may be submitted to the Spanish Data Protection Agency (Agencia Española de Protección de Datos – AEPD), www.aepd.es.

For individuals located in Denmark or the European Union, complaints may be submitted to the relevant data protection supervisory authority, including the Danish Data Protection Agency.

BIG will maintain records of privacy requests and complaints where required for compliance, security, audit, and legal purposes.

BIG is committed to ensuring that individuals are able to exercise their privacy rights in a clear, accessible, and transparent manner in accordance with applicable data protection legislation, including the EU General Data Protection Regulation (Regulation (EU) 2016/679) for individuals located in the European Union, UK GDPR and

the Data (Use and Access) Act 2025 for individuals located in the UK, and Organic Law 3/2018 of 5 December on the Protection of Personal Data and Guarantee of Digital Rights (LOPDGDD) for individuals located in Spain.

Individuals may exercise their rights by contacting BIG at privacy@big.dk.

Upon receiving a request, BIG may take reasonable steps to verify the identity of the individual making the request and may request additional information where necessary to confirm identity, clarify the scope of the request, or locate relevant information. Where permitted by law, the applicable response period may be paused until sufficient clarification or verification has been received.

BIG reserves the right to refuse or charge a reasonable administrative fee for requests that are manifestly unfounded, excessive, repetitive, or abusive, in accordance with applicable legislation.

BIG COOKIE POLICY

The Bjarke Ingels Group website does not collect personal data or IP addresses of our visitors. We use the basic version of Google Analytics to track the number of visitors on our site, but we have anonymized our users' IP addresses, which prevents the collection of personal data from our Google Analytics tracking code.

CALIFORNIA JOB APPLICANT PRIVACY NOTICE

This California Job Applicant Privacy Notice is provided for transparency and, to the extent applicable, to address requirements under the California Consumer Privacy Act, as amended by the California Privacy Rights Act (collectively, the "CCPA"). This notice applies only to individuals who are California residents and whose personal information is collected by BIG in connection with a California recruitment, application, or hiring process. BIG does not sell or otherwise disclose your personal information to third parties for money or other consideration.

The CCPA may not apply, or apply to every BIG entity, office, recruitment process, or data-processing activity. Where the CCPA applies, BIG will process California job applicant personal information in accordance with applicable California privacy requirements.

Personal Information Collected

We collect certain personal information, as permitted by law, that you voluntarily provide when you apply for a job in California or otherwise contact us in the California recruitment context. During the job application process, we may collect the categories of personal information listed under "**HOW DO WE COLLECT YOUR DATA?**" above. We may collect your personal information for the purposes listed under "**HOW DO WE COLLECT YOUR DATA?**" and "**HOW WILL WE USE YOUR DATA?**" above.

Rights Under the CCPA

A California resident covered under this part of the policy has rights concerning their personal information under the CCPA, under certain circumstances:

- **Right to know/access.** You may request details about the personal information BIG collects, uses, and shares about you.
- **Right to delete.** You may request deletion of personal information BIG has collected from you, subject to applicable exceptions.
- **Right to correct.** You may request correction of inaccurate personal information BIG maintains.
- **Right to non-retaliation.** BIG will not retaliate against you for exercising CCPA rights.
- **Right to opt out of the sale of your personal information.** You may have this right, but BIG does not sell your personal information.

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