

allGeo PRIVACY POLICY

ABAQUS, Inc.™ allGeo Services Platform

Originally effective: January 1, 2011; last updated: February 11, 2026

Thank you for your interest in and use of the allGeo Platform (the “allGeo Services”) and associated Website (<https://www.allGeo.com>) owned and operated by Abaqus Inc. (collectively “Abaqus”, “we,” “our,” or “us”).

Abaqus is committed to protecting the security and privacy of personal information of our users (“users,” “you,” or “your”). This Privacy Policy explains how information that we receive or collect is processed, disclosed and used.

This Privacy Policy governs the allGeo Services Platform and Website (allGeo). By using the allGeo Services and/or Website, you acknowledge your consent to this Privacy Policy. If you do not agree with the terms, please do not use the allGeo Services or the Website.

What Information Do We Collect and Why?

General – In many cases, we will automatically collect certain non-personal information about your use of the Website that includes, among other things, information concerning date and time of your visit, the pages of the Website that you visited, your path through the Website, your IP address, the type of browser and operating system you are using and, and the third-party web sites or advertisements linked to or from the Website that you visited. For this purpose, we may use cookies, clear gifs, frames, server log analysis and other technology. Information, pertaining to your visits to the Website, collected through these technologies will be anonymous unless you provide, or have provided, us

with personal information. Any information collected through the use of these technologies will be handled according to this Privacy Policy.

Cookies - Like other websites, we may use a feature of Internet web browsers called "cookies." Cookies are generated by web servers and stored on users' hard drives when they visit practically any website on the Internet. Cookies enable us to remember users, to store user preferences and to track user trends in general. We use cookies to improve the quality of the Website and to better understand how users interact with the Website. We do not and cannot use cookies to retrieve individual personally identifying information about you from your computer unless you knowingly and willingly provide such information. You can adjust your web browser security settings to refuse all cookies or to indicate when a cookie is being sent. However, if you disable the use of cookies in your web browser, some features of the Website may not function properly. Learn more about our [Cookie Policy](#).

Workforce and Timekeeping Data - We collect and process workforce-related information including clock-in and clock-out times, shift records, break and overtime entries, job and task assignments, messaging within the platform, and related operational data entered or captured through the allGeo application.

This information is processed to generate accurate timesheets and payroll-ready data for integration with payroll and ERP systems.

Customers are responsible for providing appropriate notice and obtaining required acknowledgments or consents from employees or end users regarding time tracking, location tracking, messaging, analytics, and payroll integration features.

Data Subject Rights - You can access, rectify, erase your personal information at any time by emailing us at privacy@abaq.us. Contact our Data Protection Officer with

requests or concerns at privacy@abaq.us. We will attempt to respond within 72 hours with appropriate next steps. You can also update your communication preferences

Accessing and Updating Your Personal Information - With respect to workforce and timekeeping data, allGeo acts as a service provider or data processor on behalf of its customers and processes such data in accordance with applicable agreements. When you use allGeo, we make good faith efforts to provide you with access to your personal information upon your request and either provide you the means to correct this information if it is inaccurate or to delete such information at your request if it is not otherwise required to be retained by law or for legitimate business purposes. You may access, review, correct, update, change or delete your information at any time. To do so, please contact us at privacy@abaq.us with your name and the information requested to be accessed, corrected or removed. We may decline to process requests that are unreasonably repetitive or systematic, require disproportionate technical effort (for instance, requests concerning information residing on backup tapes), jeopardize the privacy of others, would be extremely impractical, or for which access is not otherwise required. In cases where we provide information access and correction, we perform this service free of charge, except if doing so would require a disproportionate effort.

Please note that if you cease using the Service or we terminate your access to the Service in accordance with your Customer Agreement, you may no longer have the ability to access or update your information.

We may retain your information as necessary to provide and support the Services, comply with applicable legal obligations, including labor, tax, and regulatory recordkeeping requirements, and resolve disputes.

Navigational data - As you browse our website, we may gather navigational data that shows what pages are visited and how long various features are used. This information

will not reveal your identity or be linked to you personally. We use this information to complete, support and analyze users' purchases from us; to facilitate and improve use of the Website; to comply with any requirements of law; to serve, or have a third party serve specialized or relevant advertising content and/or recommendations to you on the Website or on a third party's website; for internal purposes; and to determine any commissions due our Affiliates. This information may be disclosed only to our staff and to third parties involved in the completion of your transaction, the delivery of your order, and the analysis and support of your use of the Website. We may from time to time supply the owners or operators of third-party sites from which it is possible to link to our website with information relating to the number of users linking to our website from their sites. You cannot be identified from this information.

IP Addresses - When you access the Website, our servers may record your IP address. An IP address is a number that is assigned to your computer when you access the Internet. It is not truly personally identifiable information because many different individuals can access the Internet via the same computer. We may use IP addresses for system administration and troubleshooting, ensuring user compliance with our terms of service, investigating security breaches and compiling anonymous non-personal information such as how many users visited the Website.

Collected Through allGeo Services

allGeo records and processes

- Location information
- Messaging data transmitted within the platform
- Time & attendance data (including break and overtime records)
- Job and task associations linked to working hours
- Compensation-related metadata (such as pay codes and rate identifiers)

Location Based Information

When you access the allGeo Services on a device, we may collect location information associated with that device while the application is in use and configured by you, your employer or organization.

Location and operational data are used solely to deliver workforce management functionality, including GPS time tracking, employee location tracking, compliance workflows, dispatch coordination, generate accurate timesheets and payroll-ready data for integration with payroll and ERP systems.

Registration via Phone Number

We do not collect any contact information without the user's knowledge. The user manually enters the phone number or employee ID during registration which allows them to log in to their company's account. The user's personal information is used by their company to dispatch daily tasks and log work hours. We use this information solely to provide and support the allGeo Services in accordance with this Privacy Policy.

Personally Identifiable Information

We collect personal information only as necessary to provide the allGeo Services, including identifiers such as phone numbers or employee IDs, workforce time & attendance data, messaging content, and job-related operational data as configured by the customer.

The personal information that you submit is shared only with those people in our organization who need this information to respond to your question or request and deliver the Services to you. Information submitted through any of our online forms may be collected to ensure technical functionality. It will also be utilized to address any inappropriate use of the allGeo Services or the Website. We do not save personal information to use for other purposes, except as described in this Privacy Policy.

We use collected information for workforce management services including:

- Generate validated timesheets
- Support payroll processing and synchronization
- Provide workforce compliance reporting
- Deliver analytics and operational insights
- Maintain system security and integrity

We do not share, rent or sell information concerning you to third parties, except that we may share personally identifiable information with third parties only when we have a good faith belief that such action is reasonably necessary to: (a) satisfy any applicable law, regulation, court order, legal process or enforceable government request, or (b) ensure compliance with applicable terms of service or agreements including investigation of any potential violations, or (c) to investigate, prevent, or take action regarding illegal activities, suspected fraud, situations involving potential threats to the physical safety of any person.

Security

We have security measures in place in our physical facilities to protect our data sites from the loss or misuse of information that we have collected. Our servers are protected by firewalls and are physically located in secure data facilities to further increase security. While no computer is 100% safe from outside attacks, we believe that the steps we have taken to protect your personal information drastically reduce the likelihood of security problems to a level appropriate to the type of information involved.

Use of Artificial Intelligence and Automated Processing

allGeo may use automated systems, including artificial intelligence and machine-learning technologies ("AI"), to analyze data and provide analytics, insights, alerts, forecasts, recommendations, and service improvements. AI-powered features

may process location data, time and attendance records, job-related data, device metadata, operational usage data, and other information described in this Privacy Policy.

AI-enabled processing is used solely to operate, secure, maintain, support, and improve the allGeo Services.

allGeo does not use Customer Data to train public, generally available, or third-party foundation artificial intelligence models.

allGeo may use aggregated and anonymized data derived from Customer Data to improve internal analytics, algorithms, system performance, and service reliability. Such data does not identify individuals and cannot reasonably be used to re-identify any person.

AI-generated insights are intended to support human decision-making. allGeo does not make automated decisions that produce legal or similarly significant effects on individuals.

allGeo may engage third-party service providers to support AI-powered features. These providers act solely on allGeo's behalf and are contractually restricted from using Customer Data for their own purposes and are subject to confidentiality, security, and data protection obligations consistent with this Privacy Policy.

Data processed by AI-enabled features is retained only for as long as necessary to provide the Services, comply with legal obligations, or improve system performance, and is subject to the same retention and deletion controls described elsewhere in this Privacy Policy.

Third Party Information Gathering

Our website and information accessed through the allGeo Services may contain links to, and content hosted on, third party websites or servers. If you click on such links or access their content through other available means (such as interactive voice response systems), you may receive links or otherwise be directed to these third-party websites. When accessed, such third-party websites may place their own cookies on your computer, collect data, solicit personal information or perform user activity tracking other than that described herein. For more information about each third-party content provider, cookies, and how to "opt-out," please refer to such third-party privacy policy. Please be aware that we are not responsible for the privacy practices of such other websites. We encourage our users to be aware when they leave our site and to read the privacy statements of each and every third-party website that they visit. This Privacy Policy applies solely to information collected by us through the allGeo Services or the Website.

Time & attendance records, pay codes, and job-related workforce data may be exported or synchronized with third-party payroll, human capital management, or enterprise resource planning systems as configured by the customer. Such transfers occur solely to support payroll processing and workforce management operations.

In the event that another company acquires all or substantially all of the assets related to the allGeo Services or the Website, or if we experience some other change of control event such as merger, insolvency, bankruptcy or receivership, we reserve the right to include any or all user-related information among the assets transferred to the acquiring company. We do not guarantee that any entity receiving such information in connection with any of these transactions will comply with all the terms of this policy.

Children's Privacy

We comply with the Children's Online Privacy Protection Act of 1998 (COPPA). COPPA and its accompanying FTC regulation establish United States federal law that protects the

privacy of children using the Internet. The allGeo Services and the Website is not intended for children under the age of 13. If you are a child under the age of 13, please do not submit any information to the Website or through the allGeo Services. We do not knowingly request or collect personally identifiable information online or offline contact information from users under 13 years old nor do we knowingly use or share personal information of users under 13 years old with third parties.

Changes to Privacy Policy

This Privacy Policy is subject to change without notice. We may change our policy at any time by posting a new version of it on the Website. Please check the Website regularly for information about revisions to this Privacy Policy. In the event that we change our Privacy Policy, such changes will affect all the information we collect after any such change. If you object to the change to our Privacy Policy, then you must contact us in writing regarding your objection.

Questions and Comments

If you have any questions or comments about this Privacy Policy, you may contact us at privacy@abaq.us or allGeo@abaq.us