

Data Protection Notice

Our handling of your data and your rights. Information pursuant to Article 13 of the General Data Protection Regulation (GDPR)

Date: 2019/04/02

With this data protection information we inform you about the processing of your personal data processed by us and about the rights you are entitled to in accordance with the EU General Data Protection Regulation (GDPR) which came into effect on 25 May 2018. This information will be updated as necessary and made available to you.

1. Responsible Person, Data Protection Officer

Data processing is carried out by

Talentwunder GmbH, Hardenbergplatz 2, 10623 Berlin, Germany

E-mail: datenschutz@talentwunder.com

Privacy policy for our website <https://talentwunder.com/de/datenschutzbestimmungen/>

The company data protection officer is Maximilian Hartung, SECUWING GmbH & Co. KG, Frauentorstraße 9, 86152 Augsburg, Germany, Phone: +49 821 90786458, Mail: epost@datenschutz-agentur.de

2. Data Collection, Data Storage

We process personal data which we receive from you within the scope of our business relationship.

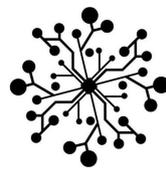
We process personal data that we have received from other companies (e.g. for the execution of orders, for the fulfilment of contracts or on the basis of your consent), to the extent necessary for the provision of our services.

We process personal data that we have obtained and are permitted to process from publicly accessible sources (e.g. press, media).

Relevant personal data is master data (name, address and other contact data, company, company address and other company contact data). In addition, this may also include order data (e.g. order data, product data), data from the fulfilment of our contractual obligations (e.g. sales), creditworthiness data, scoring/rating data, advertising and sales data (including advertising scores), documentation data (e.g. from documented conversations), data about your use of our telemedia services (e.g. calling up our newsletter) as well as other data comparable with the aforementioned categories.

The data processing is carried out at your request and is required according to Art. 6 Para. 1 s. 1 lit. b GDPR for the stated purposes for the appropriate processing of the order and for the mutual fulfilment of obligations arising from the contract.

The personal data collected by us for the fulfilment of the order will be stored until the end of the legal storage obligation (up to 10 years after the end of the order) and then deleted,



unless we are obliged to store them for a longer period of time in accordance with Article 6 para. 1 s. 1 lit. c GDPR due to tax and commercial law storage and documentation obligations (from HGB, StGB or AO) or you have consented to storage going beyond this in accordance with Article 6 para. 1 sentence 1 lit. a GDPR.

3. Data Collection As Part Of The Balancing Of Interests (Art. 6 Para. 1 Letter f GDPR)

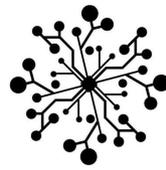
If necessary, we process your data beyond the actual fulfilment of the contract to protect the legitimate interests of us or third parties, for example:

- Data exchange with credit agencies (e.g. SCHUFA) to determine creditworthiness or default risks;
- Examination and optimization of procedures for needs analysis and direct customer approach;
- advertising or market and opinion research, insofar as they do not interfere with the use of your data.
- Assertion of legal claims and defence in legal disputes;
- Ensuring the IT security and IT operation of our company;
- Measures for building and plant security (e.g. access controls);
- Measures to secure the domestic authority;
- Measures for business management and the further development of services and products;
- Support with customer advice and support and sales;
- General business management and further development of services, systems and products; support in customer advisory services and support and sales; support in customer service and sales;
- Fulfilment of internal requirements and the requirements of the Company;
- Prevention and investigation of criminal offences as well as risk management and Fraud prevention.

Our interest and that of the additional responsible parties in the respective processing results from the respective purposes is otherwise of an economic nature (efficient performance of tasks, distribution, avoidance of legal risks). To the extent permitted by the specific purpose, we and the additional persons responsible will process your data pseudonymised or anonymised.

3.1 Based On Your Consent (Art. 6 Para. 1 lit a GDPR)

If you have given us permission to process personal data for specific purposes (e.g. for sending newsletters), the lawfulness of this processing is given on the basis of your consent. Your consent can be revoked at any time. This also applies to the revocation of declarations of consent given to us before 25 May 2018. Please note that the revocation will only take effect in the future. Processing that took place before the revocation is not affected by this.



3.2 Due To Legal Requirements (Art. 6 Para. 1 lit c GDPR)

We are subject to various legal obligations, i.e. legal requirements (e.g. money laundering law, tax laws), on the basis of which we must process personal data. The purposes of processing include the prevention of fraud and money laundering, the fulfilment of tax control and reporting obligations as well as the assessment and control of risks.

4. Use Of The Data

Within our company, those departments receive your data that need it to fulfil their contractual and legal obligations or to fulfil their respective tasks (e.g. sales and marketing).

In addition, the following offices may receive your data:

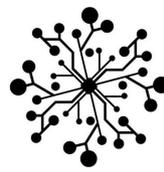
contract processors used by us (Art. 28 GDPR), in particular in the area of IT services, logistics and printing services, who process your data for us in accordance with instructions from public bodies and institutions in the event of a legal or official obligation on our part, our respective agents, employees, representatives, authorised representatives, auditors and service providers. Your personal data will only be disclosed to the following recipients or categories of recipients: credit institutions and providers of payment services for billing and payment processing. Service providers for operating the IT infrastructure, for printing invoices and subscribers/customer information letters and for destroying files. Public authorities in justified cases (e.g. social insurance institutions, tax authorities, police, public prosecutor's office, supervisory authorities). Credit bureaus and scoring providers for credit information and credit risk assessment. Collection service providers and lawyers to collect receivables, whereby we inform you before the intended transfer.

5. Data Storage

If necessary, we process and store your personal data for the duration of the business relationship, which includes, for example, the initiation and processing of a contract. It should be noted that our business relationship is regularly a continuing obligation, which is designed for years. In addition, we are subject to various storage and documentation obligations, including those arising from the German Commercial Code (HGB) or the German Tax Code (AO). The time limits for storage and documentation specified there are between two and ten years. Finally, the storage period is also assessed according to the statutory limitation periods, which, for example, according to §§ 195 et seq. of the German Civil Code (BGB) can generally be 3 years, but in certain cases also up to thirty years.

6. Disclosure Of Data To Third Parties

Your personal data will not be transferred to third parties for purposes other than those listed below. Insofar as this is necessary for the processing of contractual relationships with you pursuant to Art. 6 Para. 1 s. 1 lit. b GDPR, your personal data will be passed on to third parties. This includes in particular the disclosure to opponents of proceedings and their representatives (in particular their lawyers) as well as courts and other public



authorities for the purpose of correspondence and for asserting and defending your rights. The data passed on may only be used by the third party for the stated purposes. Your data will only be transferred to countries outside the European Economic Area - EEA (third countries) if this is necessary or legally required for the execution of your orders or if you have given your consent.

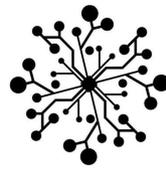
7. Rights Of Data Subjects

You have the right:

- in accordance with Art. 7 para. 3 GDPR to revoke your consent once given to us at any time. As a result, we may no longer continue the data processing based on this consent in the future;
- to request information about your personal data processed by us in accordance with Art. 15 GDPR. In particular, you may request information on the processing purposes, the category of personal data, the categories of recipients to whom your data have been or will be disclosed, the planned storage period, the existence of a right of rectification, deletion, restriction of processing or objection, the existence of a right of complaint, the origin of your data, unless it has been collected from us, as well as the existence of an automated decision making process including profiling and, if applicable, meaningful information on its details;
- in accordance with Art. 16 GDPR, to immediately request the correction of incorrect or incomplete personal data stored by us;
- to demand the deletion of your personal data stored by us in accordance with Art. 17 GDPR, unless the processing is necessary for the exercise of the right to freedom of expression and information, for the fulfilment of a legal obligation, for reasons of public interest or for the assertion, exercise or defence of legal claims;
- to demand the restriction of the processing of your personal data in accordance with Art. 18 GDPR if the accuracy of the data is disputed by you, the processing is unlawful but you refuse its deletion and we no longer need the data, but you need it to assert, exercise or defend legal claims or you have objected to the processing in accordance with Art. 21 GDPR;
- in accordance with Art. 20 GDPR to receive your personal data which you have provided to us in a structured, common and machine-readable format or to request the transfer to another responsible party, and
- to complain to a supervisory authority pursuant to Art. 77 GDPR. As a rule, you can contact the supervisory authority at your usual place of residence or workplace or at our company headquarters.

8. Right Of Objection

If your personal data is processed on the basis of legitimate interests pursuant to Art. 6 para. 1 s. 1 lit. f GDPR, you have the right to object to the processing of your personal data pursuant to Art. 21 GDPR if there are reasons for doing so which arise from your particular situation.



TALENTWUNDER

We may also process your data for direct advertising within the framework of the statutory provisions. You have the right at any time to object to the processing of your personal data for the purpose of such advertising. This also applies to profiling insofar as it is connected with such direct advertising. If you object to the processing for purposes of direct marketing, we will no longer process your personal data for these purposes.

If you wish to exercise your right of objection, simply send an E-Mail to our contact details at the beginning of this information.

This document was generated with the help of an automated translation service based on the German original. The German original can be found here: https://talentwunder.com/wp-content/uploads/2019/04/Datenschutzhinweis-Art_-13-Kunden_Stand-02.04.2019.pdf

In case of differences between the German and the English version or in any other case of doubt, the German version applies.