

Privacy Notice

1. Introduction

We would like to use the information below to provide you "data subject" with an overview of our processing of your personal data and your rights under data protection law. It is generally possible to use our website without entering personal data. However, if you wish to make use of special services offered by our company through our website, it may be necessary to process personal data. If it is necessary to process personal data and there is no legal basis for such processing, we will generally obtain your consent.

Personal data, such as your name, address or email address, is always processed in accordance with the EU General Data Protection Regulation (GDPR) and in accordance with the country-specific data protection regulations applicable to the "TechProtect GmbH". The aim of this Privacy Notice is to inform you about the scope and purpose of the personal data we collect, use and process.

As the data controller, we have implemented numerous technical and organisational measures to ensure the most complete possible protection of the personal data processed via this website. Nevertheless, Internet-based data transmissions can in principle have security gaps so that absolute protection cannot be guaranteed. For this reason, you are free to submit personal data on alternative ways, such as by phone or by post to us.

2. Data controller

The data controller, as defined by the GDPR, is:

TechProtect GmbH

Max-Eyth-Str. 35, 71088 Holzgerlingen, Deutschland

Phone: +49 7031-7632-0

Fax: +49 7031-7632-100

E-mail: info@techprotect.de

Data controller's representative: Sebastian Hotz

3. Data protection officer

You can reach the data protection officer as follows:

Michael Weinmann

Phone: +49 173-763 29 62

E-mail: michael.weinmann@dsb-office.de

You may contact our data protection officer directly at any time if you have any questions or suggestions regarding data protection.

4. Definitions

This Privacy Notice is based on the terminology used by the European legislature and legislature in the adoption of the General Data Protection Regulation (GDPR). Our privacy policy should be easy to read and understand, both for the public and for our customers and business partners. To ensure this, we would like to explain in advance the terminology used. Among other things, we use the following terms in this privacy policy.

We use the following terms in this Privacy Notice, among others:

1. Personal data

Personal data means any information relating to an identified or identifiable natural person. An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

2. Data subject

A Data subject is any identified or identifiable natural person whose personal data is processed by the controller (our company).

3. Processing

Processing is any operation or set of operations which is performed upon personal data, whether or not by automatic means, such as collection, recording, organisation, filing, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.

4. Restriction of processing

Restriction of processing is the marking of stored personal data with the aim of limiting their future processing.

5. Profiling

Profiling is any form of automated processing of personal data which consists in using such personal data to evaluate certain personal aspects relating to a natural person, in particular to analyse or predict aspects relating to that natural person's performance at work, economic situation, health, personal preferences, interests, reliability, behaviour, location or change of location.

6. Pseudonymisation

Pseudonymisation is the processing of personal data in such a way that the personal data can no longer be attributed to a specific data subject without the use of additional information, provided that such additional information is kept separately and is subject to

technical and organisational measures which ensure that the personal data cannot be attributed to an identified or identifiable natural person.

7. Data processor

Data processor means a natural or legal person, public authority, agency or other body which processes personal data on behalf of the controller.

8. Recipient

A recipient is a natural or legal person, public authority, agency, or other body to whom personal data are disclosed, whether a third party or not. However, public authorities that may receive personal data in the context of a specific investigative task under Union or Member State law shall not be considered as recipients.

9. Third party

Third party means any natural or legal person, public authority, agency or body other than the data subject, the controller, the processor and the persons who, under the direct responsibility of the controller or the processor, are authorised to process the personal data.

10. Consent

Consent means any freely given specific and informed indication of the data subject's wishes in the form of a statement or other unambiguous affirmative act by which the data subject signifies his or her agreement to the processing of personal data relating to him or her.

5. Legal basis for processing

Art. 6 (1) lit. a) GDPR (icw § 25 (1) Telecommunications Digital Services Data Protection Act (TDDDG) (formerly TTDSG)) serves our company as the legal basis for processing operations where we obtain consent for a specific processing purpose.

If the processing of personal data is necessary for the performance of a contract to which you are a party, as is the case, for example, with processing operations that are necessary for the delivery of goods or the provision of another service or consideration, the processing is based on Art. 6 (1) lit. b) GDPR. The same applies to processing operations that are necessary for the implementation of pre-contractual measures, for example in the case of enquiries about our products or services.

If our company is subject to a legal obligation by which the processing of personal data becomes necessary, such as for the fulfilment of tax obligations, the processing is based on Art. 6 (1) lit. c) GDPR.

In rare cases, the processing of personal data might become necessary to protect vital interests of the data subject or another natural person. This would be the case, for example, if a visitor were to be injured on our premises and as a result their name, age, health insurance data or other vital information had to be passed on to a doctor, hospital or other third party. In this case, the processing would be based on Art. 6 (1) lit. d) GDPR.

Finally, processing operations could be based on Art. 6 (1) lit. f) GDPR. Processing operations which are not covered by any of the aforementioned legal bases are based on this legal basis if the processing is necessary for the protection of a legitimate interest of our company or a third party, provided that the interests, fundamental rights and freedoms of the

data subject do not outweigh. We are permitted to carry out such processing operations in particular because they have been specifically mentioned by the European law. In this respect, the legislature took the view that a legitimate interest could be assumed if you are a customer of our company (Recital 47, Sentence 2 GDPR)..

Our offer is inherently aimed at adults. Persons under 16 years of age may not transmit any personal data to us without the consent of their parents or legal guardians. We do not request personal data from children and adolescents, do not collect it and do not pass it on to third parties.

6. Disclosure of data to third parties

Your personal data will not be conveyed to third parties for purposes other than those listed below.

We will only share/convey your personal data with third parties if:

1. you have given us your express consent to do so in accordance with Art. 6 (1) lit. a) GDPR,
2. the disclosure is permissible in accordance with Art. 6 (1) lit. f) GDPR to protect our legitimate interests and there is no reason to assume that you have an overriding interest worthy of protection in the non-disclosure of your data,
3. in the event that a legal obligation exists for the disclosure pursuant to Art. 6 (1) lit. c) GDPR, as well as
4. this is legally permissible and necessary according to Art. 6 (1) lit. b) GDPR for the processing of contractual relationships with you.

In the context of the processing operations described in this privacy statement, personal data may be transferred to the USA. Companies in the USA only have an adequate level of data protection if they have certified themselves under the EU-US Data Privacy Framework and thus the adequacy decision of the EU Commission pursuant to Art. 45 GDPR applies. We have explicitly mentioned this in the privacy policy for the service providers concerned. In order to protect your data in all other cases, we have concluded commissioned processing agreements based on the standard contractual clauses of the European Commission. If the standard contractual clauses are not sufficient to establish an adequate level of security, your consent pursuant to Article 49 (1) a) of the GDPR may serve as the legal basis for the transfer to third countries. This sometimes does not apply in the case of a data transfer to third countries for which the European Commission has issued an adequacy decision pursuant to Article 45 of the GDPR.

7. Technology

7.1 SSL/TLS-encryption

This site uses SSL or TLS encryption to **guarantee** the security of data processing and to protect the transmission of confidential content, such as orders, login data or contact

enquiries that you send to us as the operator. You can recognise an encrypted connection by the fact that the address bar of the browser contains a "https://" instead of a "http://" and by the lock symbol in your browser bar.

We use this technology to protect your transmitted data.

7.2 Data collection when visiting the website

If you only use our website for informational purposes, if you do not register or otherwise provide us with information or do not give your consent to processing that requires consent, we only collect data that is technically necessary for the provision of the service. This is regularly data that your browser transmits to our server (in so-called "server log files"). Our website collects a series of general data and information each time you or an automated system accesses a page. This general data and information is stored in the server log files. The following can be recorded:

1. browser types and versions used,
2. the operating system used by the accessing system,
3. the website from which an accessing system accesses our website (so-called referrer),
4. the sub-pages accessed via an accessing system on our website,
5. the date and time of access to the website,
6. an abbreviated internet protocol address (anonymised IP address) and,
7. the Internet service provider of the accessing system.

When using this general data and information, we do not draw any conclusions about your person. This information is rather required to:

1. deliver the contents of our website correctly,
2. optimise the contents of our website as well as to advertise it,
3. ensure the permanent operability of our IT systems and the technology of our website, and
4. provide law enforcement authorities with the information necessary to prosecute in the event of a cyber-attack.

This collected data and information is therefore statistically analysed and further analysed by us with the aim of increasing data protection and data security within our company to ultimately ensure an optimum level of protection for the personal data being processed by us. The anonymous data from the server log files is stored separately from all personal data provided by a data subject.

The legal basis for data processing is Art. 6 (1) lit. f) GDPR. Our legitimate interest follows from the purposes for data collection listed above.

7.3 Cloudflare (Content Delivery Network)

Our website uses functions from CloudFlare. The provider is CloudFlare, Inc. 665 3rd St. #200, San Francisco, CA 94107, USA.

CloudFlare offers a globally distributed Content Delivery Network with DNS. Technically, the information transfer between your browser and our website is routed via CloudFlare's network. CloudFlare is thus able to analyse the data traffic between users and our websites, for example, in order to detect and ward off attacks on our services. In addition, CloudFlare may store cookies on your computer for optimisation and analysis purposes.

You can set your browser so that you are informed about the setting of cookies and only allow cookies in individual cases, exclude the acceptance of cookies for certain cases or in general and activate the automatic deletion of cookies when closing the browser. If you deactivate cookies, the functionality of this website may be limited.

We have concluded a corresponding agreement with Cloudflare on the basis of the General Data Protection Regulation (GDPR) for commissioned processing or in accordance with the EU standard contractual clauses. Cloudflare collects statistical data about visits to this website. These include: Name of the accessed website, file, date and time of access, amount of data transferred, notification of successful access, browser type and version, the user's operating system, referrer URL (the previously visited page), IP address and the requesting provider. Cloudflare uses the described log data for statistical evaluations for the purpose of the operation, security and optimisation of the offer.

If you have consented to Cloudflare being used, the legal basis for the processing of personal data is Art. 6 (1) lit. a) GDPR. In addition, we have a legitimate interest in using Cloudflare to optimise our online offer and make it more secure. The corresponding legal basis for this is Art. 6 (1) lit. f) GDPR. The personal data will be retained for as long as they are required to fulfil the purpose of the processing. The data will be deleted as soon as they are no longer required to achieve the purpose.

This US company is certified under the EU-US Data Privacy Framework. There is hereby an adequacy decision pursuant to Art. 45 GDPR, so that a transfer of personal data may also take place without further guarantees or additional measures.

Additional information and Cloudflares privacy policy can be found at <https://www.cloudflare.com/privacypolicy/>.

7.4 Hosting by IONOS

We host our website at IONOS SE, Elgendorfer Str. 57, 56410 Montabaur (IONOS).

When visiting our website your personal data (e.g. IP addresses in log files) are processed on the servers of IONOS.

The use of IONOS is based on Art. 6 (1) lit. f) GDPR. Our legitimate interest is the high-performance provision of our website.

We have concluded a corresponding agreement with IONOS on the basis of GDPR for commissioned processing. This is a contract required by data protection law, which ensures that IONOS only processes the personal data of our website visitors according to our instructions and in compliance with the GDPR.

Additional information and IONOS's privacy policy can be found at <https://www.ionos.de/terms-gtc/terms-privacy>

8. Cookies

8.1 No cookies are used

We do not use cookies on our website, neither technically necessary nor other forms of cookies. You will therefore not see a cookie notice when visiting our website and no consent is obtained for the use of cookies.

8.2 Cookiebot (Consent Management Tool)

We use the Consent Management Tool "Cookiebot" of Cybot A/S, Havnegade 39, 1058 Copenhagen, Denmark. This service allows us to obtain and manage the consent of website users for data processing.

Cookiebot collects data generated by end users who use our website. When an end user gives consent via the cookie consent tool, Cookiebot automatically logs the following data:

- The IP number of the end user in anonymised form (the last three digits are set to 0),
- Date and time of consent,
- User agent of the end user's browser,
- The URL from which the consent was sent,
- An anonymous, random and encrypted key,
- The consent status of the end user, which serves as proof of consent.

The key and consent status are also stored in the end-user's browser in the cookie "CookieConsent" so that the website can automatically read and follow the end-user's consent in all subsequent page requests and future end-user sessions for up to 12 months. The key is used for proof of consent and for an option to check that the consent status stored in the end-user's browser is unchanged from the original consent submitted to Cybot.

The functionality of the website is not guaranteed without the processing. The "CookieConsent" cookie set by Cookiebot is classified as necessary. There is no possibility for the user to object as long as there is a legal obligation to obtain the user's consent to certain data processing operations (Art. 7 (1), 6 (1) lit. c) GDPR).

Cybot is a recipient of your personal data and acts as a processor for us.

Additional information on the service can be found at the following link:<https://www.cookiebot.com/de/privacy-policy/>.

9. Contents of our website

9.1 Contact support / Contact form

Personal data is collected when contacting us (e.g. via contact form or e-mail). Which data is collected in the case of the use of a contact form can be seen from the respective contact form. This data is stored and used exclusively for the purpose of answering your request or for contacting you and the associated technical administration. The legal basis for processing the data is our legitimate interest in responding to your request in accordance with Art. 6 (1) lit. f) GDPR. If your contact is aimed at concluding a contract, the additional legal basis for processing is Art. 6 (1) lit. b) GDPR. Your data will be deleted after final processing of your request; this is the case if it can be inferred from the circumstances that the matter concerned has been conclusively clarified and the deletion does not conflict with any legal obligations to retain data.

9.2 Application Management / job exchange

We collect and process the personal data of applicants for the purpose of processing the application procedure. The processing may also take place electronically. This is particularly the case if an applicant submits the relevant application documents to us electronically, for example by e-mail or via a web form on the website. If we conclude an employment or service contract with an applicant, the transmitted data will be stored for the purpose of processing the employment relationship in compliance with the statutory provisions. If we do not conclude a contract with the applicant, the application documents are automatically deleted six months after notification of the rejection decision, provided that no other legitimate interests on our part oppose deletion. Another legitimate interest in this sense is, for example, a duty to provide evidence in proceedings under the German Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz [AGG]).

The legal basis for processing your data is Art. 6 (1) lit. b) GDPR, Art. 88 GDPR icw § 26 (1) German Federal Data Protection Act (Bundesdatenschutzgesetz [BDSG]).

10. Our activities in social networks

To allow us to communicate with you on social networks and inform you about our services, we run our own pages on these social networks. If you visit one of our social media pages, we and the provider of the social media network are joint controllers (Art. 26 GDPR) regarding to the processing operations triggered thereby, which concern personal data.

We are not the original provider of these pages, but only use them within the scope of the options offered to us by the respective providers

We would therefore like to point out as a precautionary measure that your data may also be processed outside of the European Union or the European Economic Area. Use of these networks may therefore involve data protection risks for you since the protection of your rights may be difficult, e.g. your rights to information, erasure, objection, etc. Processing on social networks frequently takes place directly for advertising purposes or for the analysis of user behaviour by network providers, and we have no control over this. If the provider

creates user profiles, cookies are often used or user behaviour may be assigned directly to your own member profile on the respective social network (if you are logged in).

The processing operations of personal data described are carried out in accordance with Art. 6 (1) lit. f) GDPR on the basis of our legitimate interests and the legitimate interests of the respective provider in order to communicate with you in a timely manner or to inform you about our services. If you have to grant your consent to the respective providers to process your data as a user, the legal basis for this processing is Art. 6 (1) lit. a) GDPR in conjunction with Art. 7 GDPR.

Since we have no access to these providers' databases, we would like to point out that you would be best placed to exercise your rights (e.g. to information, rectification, erasure, etc.) directly with the respective provider. More information on the processing of your data on social networks and your options for exercising your right to object or your right of revocation (opt out) is listed below for each of the social network providers we use:

10.1 Facebook

(Mit-) Verantwortlicher für die Datenverarbeitung in Europa:

Meta Platforms Ireland Ltd., 4 Grand Canal Square, Grand Canal Harbour, Dublin 2, Irland

Datenschutzerklärung (Datenrichtlinie):

<https://www.facebook.com/about/privacy>

10.2 Instagram

(Joint) Data controller responsible for data processing in Germany:

Meta Platforms Ireland Ltd., 4 Grand Canal Square, Grand Canal Harbour, Dublin 2, Irland

Privacy Notice:

<https://instagram.com/legal/privacy/>

10.2 LinkedIn

(Joint) Data controller responsible for data processing in Europe:

LinkedIn Ireland Unlimited Company, Wilton Place, Dublin 2, Ireland

Privacy Notice:

<https://www.linkedin.com/legal/privacy-policy>

10.3 XING (New Work SE)

(Joint) Data controller responsible for data processing in Germany:

New Work SE, Dammtorstrasse 29?32, 20354 Hamburg, Germany

Privacy Notice:

<https://privacy.xing.com/de/datenschutzerklaerung>

Requests for information for XING members:

<https://www.xing.com/settings/privacy/data/disclosure>

10.4 YouTube

(Joint) Controller responsible for data processing in Europe:

Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland

Privacy Notice:

<https://policies.google.com/privacy>

11. Processing of prospective customer, customer and supplier data

Type and purpose of processing:

We process personal data of our customers, prospective customers and suppliers, as well as the individual contact persons at our prospective customers/customers/suppliers, for the purpose of processing customer orders and within the scope of procurement processes. We store the data in our CRM/ERP system and use it in all processes related to service provision and procurement. We also use the data for active customer relations and supplier support, including internal supplier evaluation.

Legal basis:

To fulfil contractual obligations (Art. 6(1)(b) GDPR). Data is processed for the purpose of executing our contract on the basis of legal requirements (Art. 6(1)(c) GDPR). We are subject to various legal obligations that entail data processing. These include, for example:

- Tax laws and statutory accounting
- the fulfilment of requests and requirements from supervisory or law enforcement authorities
- the fulfilment of tax control and reporting obligations.

In addition, the disclosure of personal data may be necessary in the context of official/judicial measures for the purposes of evidence gathering, criminal prosecution or the enforcement of civil law claims. In the context of

balancing of interests (Art. 6 (1) f GDPR) Where necessary, we process your data beyond the actual fulfilment of the contract to protect our legitimate interests or those of third parties. Examples of such cases are:

- Processing in the CRM system for actively addressing customers.
- Evaluation of suppliers.
- Assertion of legal claims and defence in legal disputes.

Recipients:

Employees who are in contact with you and involved in contractual cooperation (including the fulfilment of pre-contractual measures). Your data may be passed on to service providers who work for us as processors, e.g. support or maintenance of EDP or IT applications and data destruction, provision of SaaS solutions for process handling and CRM/ERP solutions. All service providers are contractually bound and, in particular, obliged to treat your data confidentially. Data will only be passed on to recipients outside our company in compliance with the applicable data protection

- Public authorities and institutions (e.g. financial or law enforcement authorities) in the event of a legal or official obligation
- Credit and financial service providers (payment processing)
- Tax advisors or economic, income tax and tax auditors (statutory audit mandate)

We use the services of Odoo S.A, Chaussée de Namur, 40, 1367 Grand Rosière, Belgium, to create quotations and for the subsequent processes of tracking enquiries and order processing. We have entered into a data processing agreement with Odoo S.A., in which Odoo S.A.

is obliged to process the data in accordance with our instructions. Further information on data processing by Odoo S.A. can be found at https://www.odoo.com/de_DE/privacy.

Retention period:

We process and store your personal data for as long as this is necessary to fulfil our contractual and legal obligations. If the data is no longer required to fulfil contractual or legal obligations, it is deleted on a regular basis. Exceptions apply

- if statutory retention obligations must be fulfilled, e.g. the German Commercial Code (HGB) and the German Fiscal Code (AO). The retention and documentation periods specified therein are generally six to ten years;
- for the preservation of evidence within the framework of the statutory statutes of limitations. According to Sections 195 ff of the German Civil Code (BGB), these limitation periods can be up to 30 years, with the regular limitation period being 3 years.
- Other, if applicable.

If data processing is carried out in the legitimate interest of us or a third party, the personal data will be deleted as soon as this interest no longer exists. The exceptions mentioned above apply here.

Third country transfer:

Your data will also be processed in the United States as part of the use of HubSpot, Inc. Please note the information about HubSpot, Inc. in the section on recipients.

Withdrawal of consent:

You have the right to object at any time, on grounds relating to your particular situation, to the processing of personal data concerning you which is based on Article 6(1)(f) GDPR (data processing based on a balancing of interests); this also applies to profiling based on this provision within the meaning of Article 4(4) GDPR. If you object

object, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing that override your interests, rights and freedoms, or the processing serves to assert, exercise or defend legal claims.

Provision prescribed or required:

Within the framework of the contractual relationship, you must provide the personal data that is necessary for the establishment, execution and termination of the contractual relationship and for the fulfilment of the associated contractual obligations, or which we are legally obliged to collect. Without this data, we will generally not be able to conclude or execute the contract with you.

Use of the 1cc Reporting Tool/Compliance Data

In order to enable you to use the 1cc Reporting Tool/Compliance Data, we need to process not only the details of the company subject to reporting requirements but also the login details of the respective user. In addition, your sales figures will also be stored. The processing is based on the contractual agreement made for this purpose. When using the Reporting Tool, the data collected is transmitted to the respective national reporting office in order to fulfil your reporting obligations.

12 Microsoft Teams

We use the tool "Microsoft Teams" ("MS-Teams") to conduct our communication both in written form (chat) and in the form of telephone conferences, online meetings and video conferences. The operating company of the service is Microsoft Ireland Operations ("Microsoft"), Ltd., 70 Sir John Rogerson's Quay, Dublin, Ireland. Microsoft Ireland Operations, Ltd. is part of the Microsoft group of companies headquartered at One Microsoft Way, Redmond, Washington, USA.

When using MS Teams, the following personal data are processed:

- Meetings, chats, voicemails, shared files, recordings, and transcriptions.
- Data that is shared about you. Examples include your e-mail address, profile picture and phone number.
- A detailed history of the phone calls you make.
- Call quality data.
- Support/feedback data Information related to troubleshooting tickets or feedback sent to Microsoft.
- Diagnostic and Service Data Diagnostic data related to service usage..

To enable the display of video and the playback of audio, data from your end device microphone and from an end device video camera will be processed for the duration of the meeting. You can turn off or mute the camera or microphone yourself at any time using the "Microsoft Teams" applications.

If a corresponding consent has been requested, the processing is carried out exclusively on the basis of Art. 6 (1) lit. a) GDPR. In the context of an employee relationship, corresponding data processing is carried out on the basis of § 26 German Federal Data Protection Act (Bundesdatenschutzgesetz [BDSG]). The legal basis for the use of the service in the context of existing contractual relationships or contractual relationships to be initiated is Art. 6 (1) lit. b) GDPR. In all other cases, the legal basis for processing your personal data is Art. 6 (1) lit. f) GDPR. Here, our interest is in the effective implementation of online meetings.

When we record online meetings, we will tell you before we start and, if necessary, ask you to consent to the recording. If you do not wish to do so, you can leave the online meeting.

As a cloud-based service, "MS-Teams" processes the aforementioned data in the course of providing the service. To the extent "MS-Teams" processes personal data in connection with Microsoft's legitimate business operations, Microsoft is an independent data controller for such use and, as such, is responsible for compliance with applicable laws and obligations of a data controller. To the extent you access the MS Teams website, Microsoft is the data controller. Accessing the Internet site is necessary to download the MS-Teams software.

If you do not wish to or are unable to download the software, the service can be provided via your browser and to that extent also via the Microsoft website.

This US company is certified under the EU-US Data Privacy Framework. There is hereby an adequacy decision pursuant to Art. 45 GDPR, so that a transfer of personal data may also take place without further guarantees or additional measures.

Additional information on the service can be found at the following link:

<https://docs.microsoft.com/de-de/microsoftteams/teams-privacy>.

13. Data protection for applications and in the application process

Type and purpose of processing:

We collect and process the personal data of applicants for the purpose of handling the application process. Processing may also be carried out electronically. This is particularly the case if an applicant submits the relevant application documents electronically, for example by email or via a web form on the website, to the controller responsible for processing.

Legal basis:

Data is processed for the purpose of preparing an employment contract with the applicant. The legal basis for data processing is the implementation of pre-contractual measures to which the data subject is a party (Art. 6(1)(b) GDPR).

Recipients:

The recipients of your information are human resources employees who will contact you and work with you on the contract (including fulfilling pre-contractual measures), as well as managers involved in the decision-making process. Your data may be passed on to service providers who work for us as processors, e.g. for support or maintenance of EDP or IT applications and data destruction. All service providers are contractually bound and, in particular, obliged to treat your data confidentially. Data will only be passed on to recipients outside our company in compliance with the applicable data protection regulations.

Storage period:

If we conclude an employment contract with you as an applicant, the data transmitted will be stored for the purpose of implementing the employment relationship in compliance with the statutory provisions. If we do not conclude an employment contract with you as an applicant, the application documents will be automatically deleted six months after notification of the rejection decision, provided that no other legitimate interests of the controller prevent deletion. Other legitimate interests in this sense include, for example, the obligation to provide evidence in proceedings under the General Equal Treatment Act (AGG).

Third country transfer:

Your data will only be processed within the European Union and countries within the European Economic Area (EEA).

Provision mandatory or necessary:

As part of the application process, you must provide the personal data that is necessary for the establishment, execution and termination of the contractual relationship and for the fulfilment of the associated contractual obligations, or which we are legally obliged to collect. Without this data, we will generally not be able to give you appropriate consideration in the decision-making process for filling the position.

14. Your rights as a data subject

14.1 Right to confirmation

You have the right to request confirmation from us as to whether personal data relating to you will be processed.

14.2 Right to information (Article 15 GDPR)

You have the right to obtain information about the personal data stored about you at any time, free of charge, as well as the right to access a copy of such data from us, in accordance with the statutory provisions.

14.3 Right to rectification (Article 16 GDPR)

You have the right to request the immediate rectification of incorrect personal data relating to yourself. Furthermore, the data subject has the right to request the completion of incomplete personal data, taking into account the purposes of the processing.

14.4 Erasure (Article 17 GDPR)

You have the right to demand that we erase the personal data relating to you be deleted without delay, provided that one of the reasons provided by law applies and if processing or further storage is not required.

14.5 Restriction to processing (Article 18 GDPR)

You have the right to request that we restrict the processing of your data if one of the legal requirements is met.

14.6 Data transferability (Article 20 GDPR)

You have the right obtain personal data relating to you that you provided us in a structured, commonly used and machine-readable format. You also have the right to transfer this data to another controller without hindrance by us, to whom the personal data was provided, provided that the processing is based on the consent pursuant to Art. 6 (1) lit. a) GDPR or Art. 9 (2) lit. a) GDPR or on a contract pursuant to Art. 6 (1) lit. b) GDPR, and the data are

processed using automated procedures, unless processing is necessary to complete a task, is in the public interest or is carried out in the exercise of an official authority assigned to us.

Furthermore, when exercising your right to data transferability pursuant to Art. 20 (1) GDPR, you have the right to have personal data transferred directly from one controller to another, provided this is technically feasible and does not impede the rights and freedoms of other persons.

14.7 Objection (Article 21 GDPR)

You have the right to lodge an objection to the processing of personal data relating to you for reasons relating to your particular situation where this is done on the basis of Art. 6 (1) lit. e) (data processing in the public interest) or lit. f) (data processing on the basis of the weighing of legitimate interests) GDPR.

This also applies to profiling based on these provisions pursuant to Article 4 Number 4 GDPR.

Should you lodge an objection, we will no longer process your personal data unless we can demonstrate compelling and legitimate reasons for such processing that outweigh your interests, rights and freedoms, or where processing serves the assertion, exercise or defence of legal claims.

In individual cases, we process your personal data for direct marketing purposes. You have the right to object at any time to the processing of personal data for the purpose of such advertising. This also applies to profiling where this is connected to this kind of direct marketing. Should you object to the processing of your data for direct marketing purposes, we will no longer process your personal data for this purpose.

In addition, you have the right to object to our processing of your personal data for scientific or historical research purposes or for statistical purposes pursuant to Article 89 (1) GDPR for reasons arising from your particular situation, unless such processing is necessary for the performance of a task in the public interest.

You are free to exercise your right to lodge an objection in relation to the use of information society services, Directive 2002/58/EC notwithstanding, by means of automated procedures using technical specifications.

14.8 Revocation of consent regarding data protection

You have the right to revoke any consent to the processing of personal data at any time with future effect.

14.9 Lodging a complaint with a supervisory authority

You have the right to complain to a supervisory authority responsible for data protection about our processing of personal data.

15. Routine storage, erasure and blocking of personal data

We process and store your personal data only for the period of time necessary to meet the storage purpose or as required by the legal provisions to which our company is subject.

If the storage purpose no longer applies or if a required retention period expires, personal data will be routinely blocked or erased in accordance with the statutory provisions.

16. Duration of storage of personal data

The criterion for the duration of the retention of personal data is the respective legal retention period. Once this period expires, the data in question will be routinely erased, provided it is no longer required for the fulfilment or initiation of the contract.

17. Version and amendments to the Privacy Notice

This Privacy Policy is currently valid as of: June 2025.

Due to the further development of our Internet pages and offers or due to changed legal or official requirements, it may become necessary to change this Privacy Policy. You can access and print out the current data protection declaration at any time on the website under "www.techprotect.de/en/privacy-policy".

This privacy statement has been prepared with the assistance of the privacy software: audatis MANAGER erstellt.