

Privacy Notice for the Website of Logicalis GmbH

Protecting your personal data is important to us. We process your personal data exclusively in compliance with applicable laws, particularly the EU General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (BDSG).

In this privacy notice, we explain how we process personal data on our website. We also inform you about your rights under data protection laws.

I. Data Controller and Data Protection Officer

The controller as defined in Art. 4 No. 7 GDPR is:

Logicalis GmbH
Siemensstr. 10
63263 Neu-Isenburg, Germany
Tel: +49 (0) 6102 - 7786 – 0
Fax: +49 (0) 6102 - 7786 – 980
Email: info@logicalis.de
Website: www.logicalis.de
Managing Director: Jürgen Hatzipantelis

Our external Data Protection Officer is:
Mr. Manfred Mainka, reachable at dsb@logicalis.de.

II. Description and Scope of Data Processing

1. Provision of the Website

The website is provided and operated by Logicalis Group Ltd, our parent company based in Slough, United Kingdom, with whom we have concluded a Data Processing Agreement pursuant to Art. 28 GDPR.

Our cloud-based web servers are located in Germany.

Every time you visit our website, our system (the web server) automatically collects information from your accessing device. The following data is collected:

- Information about the browser type and version
- Operating system of the user's device

- The user's Internet Service Provider (ISP)
- The user's IP address
- Date and time of access
- The website from which the user accessed our site (Referrer URL)
- Subpages accessed via our website

a) Purpose of Data Processing

Temporary storage of your IP address is necessary to deliver the website to your device. To achieve this, the IP address must remain stored for the duration of the session.

The storage of the data listed above in so-called log files is required to ensure the functionality of the website. The data is also used to optimize the website technically and to ensure the security of our IT systems (e.g., for attack detection).

b) Legal Basis

The legal basis for this temporary storage and the use of log files is Art. 6(1)(f) GDPR (our legitimate interest as website operators in providing a secure, reliable, and legally compliant website).

c) Data Retention Period

The data mentioned above will be deleted as soon as it is no longer necessary for achieving the purpose for which it was collected.

For data collected to provide the website, this is the case once the session ends.

Log files are deleted after 7 days at the latest. Longer storage is possible in exceptional cases. In such cases, IP addresses are either deleted or anonymized, so that they can no longer be traced back to a specific client and thus lose their personal reference.

2. Session Cookies

To ensure certain functionalities in specific areas of our website, it may be technically necessary to use so-called session cookies. These are small data records (character strings) that are temporarily stored on your device.

a) Purpose of Data Processing

The purpose of setting session cookies is to recognize a returning browser after a page change. These cookies are not used to analyze user behavior.

b) Legal Basis

The legal basis for storing session cookies is Art. 6(1)(f) GDPR (our legitimate interest in providing certain website functions).

If session cookies are required for the preparation or performance of contracts, the legal basis is Art. 6(1)(b) GDPR.

c) Retention Period

Session cookies are deleted when the browser is closed.

3. Email and Contact Forms

You can contact us via contact forms or the provided email addresses. In such cases, we process the personal data transmitted with the inquiry, including at least your email address and the message content. Optionally, you may also provide additional information such as contact details, company name, etc.

a) Purpose of Data Processing

The purpose of processing these personal data is to handle the inquiry and respond appropriately. As a rule, we do not pass on data to third parties.

An exception exists if the content of the message relates to a request requiring the involvement of affiliated companies within the Logicalis Group, with whom we have concluded appropriate Data Processing Agreements under Art. 28 GDPR.

These companies are only permitted to process the data for the specified purposes and in accordance with our instructions.

b) Legal Basis

The legal basis for processing data transmitted via contact form or email is Art. 6(1)(f) GDPR (our legitimate interest in communicating with the sender of the message).

If the inquiry aims at concluding or performing a contract, the legal basis is Art. 6(1)(b) GDPR (contract performance or pre-contractual measures).

c) Retention Period

The data will be deleted once it is no longer necessary to achieve the purpose for which it was collected. For data transmitted via email or contact form, this is usually the case when the conversation with the user is concluded — i.e., when it can be inferred from the circumstances that the relevant matter has been fully resolved.

In cases where the data relate to contract preparation or performance, longer retention periods may apply due to legal requirements (e.g., tax laws).

d) Right to Object

You have the right to object to the processing of your personal data at any time with future effect. In this case, all personal data stored as part of the contact process will be immediately deleted, unless legal retention periods or other legal obligations prevent deletion.

4. Appointment Scheduling via Calenso

We use the external appointment scheduling tool Calenso, provided by Calenso AG, Sonnmatthof 3, 6023 Rothenburg, Switzerland. We have concluded a Data Processing Agreement with Calenso in accordance with Art. 28 GDPR. Calenso is embedded in our website via a widget and transmits your appointment request and the contact details you provided to us.

With your consent, the following categories of data may be processed:

- Name, company, and job title
- Contact details (email address, phone number)
- Preferred appointment date and time

After you have completed and submitted the booking form, Calenso will send you a confirmation email containing your appointment details and the data you provided.

a) Purpose of Data Processing

The tool enables customers and interested parties to schedule appointments directly with a suitable contact person via our website.

b) Legal Basis

The legal basis for this processing is Art. 6(1)(a) GDPR (your consent, which is obtained automatically through the widget's consent request).

Right to Withdraw Consent:

You may withdraw your consent at any time. If you withdraw consent, further communication cannot take place. The withdrawal does not affect the lawfulness of processing based on your consent before the withdrawal. All personal data collected during the appointment scheduling process will be immediately deleted after withdrawal, unless legal obligations prevent deletion.

c) Retention Period

Your appointment data will be automatically deleted by Calenso after 90 days.

5. Handling of Applicant Data

We publish job postings on our website. Users can apply directly for an advertised position or submit unsolicited applications.

Additionally, you can email your application documents to us at any time.

To manage applications, we use the SaaS tool JobShop, provided by talentsconnect AG, Niehler Straße 104, 50733 Cologne, Germany. We have concluded a Data Processing Agreement with talentsconnect in accordance with Art. 28 GDPR.

a) Purpose of Data Processing

The purpose of processing your data is to initiate an employment relationship. The scope and type of data processed depends solely on the data you voluntarily provide.

The data is processed exclusively for the purpose of recruitment and kept separate from other data.

b) Legal Basis

The legal basis is Art. 6(1)(b) GDPR (pre-contractual or contractual measures).

For optional functions that you explicitly activate, the legal basis is Art. 6(1)(a) GDPR (your consent).

c) Retention Period

In the case of a successful application, the data you provided will be added to your personnel file and retained for the legally required period.

If your application is unsuccessful, your data will only be processed for the purpose of handling the application process and will be automatically deleted 6 months after the process ends.

Within the career portal, you can unsubscribe from job notifications and delete your profile at any time.

Data processed based on your consent will be immediately deleted after you withdraw your consent.

6. Email Marketing / Pardot

You can subscribe to various marketing emails (including our newsletter) via the registration form on our website. For this purpose, we use the external software solution Pardot, provided by:

salesforce.com Germany GmbH
Erika-Mann-Str. 31
80636 Munich, Germany.

Since personal data is processed for email marketing through Salesforce/Pardot, we have concluded a Data Processing Agreement with the provider. This ensures that Pardot processes the personal data we transmit solely based on our instructions.

When you register to receive marketing content, the data you enter in the registration form will be transmitted to us. We collect the following data:

- Email address
- IP address of the accessing device
- Date and time of registration

After submitting the registration form, you will receive a confirmation link sent to the email address you provided. Your registration is only valid once you click this link.

This double opt-in procedure ensures that unauthorized persons cannot subscribe using your email address.

Our newsletters contain tiny image files (tracking pixels). When you open the newsletter, a connection is established with the Pardot server, allowing us to generate reports and analyses

(e.g., when you open the newsletter or click specific links).

As part of the registration process, we collect your consent by requiring you to check a consent box and referring you to this privacy notice.

Additionally, Pardot uses cookies, which are small data sets stored on your device (if you have consented). These cookies enable analysis of your use of our website and allow us to create user profiles. You can disable these cookies at any time through your browser settings or withdraw your consent directly with us.

However, blocking cookies or withdrawing consent may limit certain functions and user experience on our website.

a) Purpose of Data Processing

Sending newsletters allows us to provide you with targeted and regular updates. We also analyze your usage behavior to optimize our offerings — for example, to see if and when you opened the newsletter or clicked on a link within the email.

As a general rule, data will not be shared with third parties.

An exception applies to affiliated companies within the Logicalis Group, with whom we have concluded corresponding Data Processing Agreements in accordance with Art. 28 GDPR. These companies are only permitted to process the data for the purposes specified and strictly according to our instructions.

b) Legal Basis

The legal basis for this processing is your consent pursuant to Art. 6(1)(a) GDPR.

You can withdraw your consent at any time with future effect.

Every marketing email contains an unsubscribe link allowing you to remove yourself from our mailing list. You can also revoke consent by contacting us directly through the provided contact options.

The withdrawal does not affect the lawfulness of processing carried out before the withdrawal.

c) Retention Period

The data will be deleted as soon as it is no longer required for the purpose for which it was collected. If you withdraw your consent, the data will no longer be processed from that point onward.

7. Google Tag Manager – Management of Website Tools

We use Google Tag Manager, a service provided by:

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

We have concluded a Data Processing Agreement with Google in accordance with Art. 28 GDPR.

a) Purpose of Data Processing

As website operators, we have a legitimate interest in efficiently managing the various tools implemented on our website. Google Tag Manager is a centralized management tool that allows us to embed and manage website tags via a user-friendly interface.

Google Tag Manager itself does not store any personal data. It merely collects data on how individual tags are used.

However, Google Tag Manager does collect your IP address and may transfer this data to Google's parent company in the United States.

The linked tools (e.g., Google Analytics) collect and process data only if they have been activated and you have provided your consent.

b) Legal Basis

The legal basis for processing is Art. 6(1)(a) GDPR (your consent, which you provided via our Consent Banner).

You can view Google's Privacy Policy here:
<https://policies.google.com/privacy?hl=en>

Google also processes your data in the USA. We have concluded a Data Processing Agreement with Google that includes the Standard Contractual Clauses (SCCs) adopted by the European Commission, along with additional technical and organizational measures to enhance data protection.

However, we explicitly point out that the USA does not currently offer a level of data protection comparable to the EU. In particular, you may not have the same legal remedies available in the EU.

For data transfers to the USA, Google is certified under the EU-US Data Privacy Framework, which legitimizes the transfer under an adequacy decision pursuant to Art. 45 GDPR.

c) Retention Period

Google Tag Manager does not store any data itself.

You can withdraw your consent for the use of this tool at any time with future effect.

8. Google Fonts / Google Photos – Fonts and Graphic Elements

As a general rule, all fonts and graphic elements used on our website are delivered directly from our own web servers. In certain cases, specific services (which are only loaded with your consent) may use fonts or images provided by Google Fonts/Photos, a service offered by:

Google LLC
1600 Amphitheatre Parkway
Mountain View, CA 94043, USA.

To load these fonts or images, your browser establishes a connection to Google's servers, during which your IP address is transmitted to Google.

a) Purpose of Data Processing

We use Google Fonts and Photos to ensure optimal visual presentation of our content.

b) Legal Basis

The legal basis for processing is Art. 6(1)(a) GDPR (your consent, which you provided via our Consent Banner).

For data transfers to the USA, Google participates in the EU-US Data Privacy Framework, which allows the transfer based on an adequacy decision under Art. 45 GDPR.

Google's Privacy Policy can be found here:

<https://policies.google.com/privacy?hl=en>

9. Google Analytics

Provided you have given your consent, this website uses Google Analytics (GA4), a web analytics service provided by:

Google LLC (responsible provider within the EU: Google Ireland Limited)
Gordon House, Barrow Street
Dublin 4, Ireland.

Google Analytics uses cookies, which allow analysis of how you use our website. The data collected by these cookies is typically transmitted to Google servers in the USA and stored there.

We use the 'anonymizeIP' feature (so-called IP masking), which means that your IP address is shortened by Google within the EU or EEA before being transmitted to the USA. Only in exceptional cases is the full IP address transmitted to a Google server in the USA and shortened there.

The IP address transmitted by your browser as part of Google Analytics is not combined with other Google data.

The following data may be collected during your visit:

- Pages you visit and your click path
- Completion of "website goals" (conversions), e.g., newsletter signups, downloads, purchases
- Your user behavior (clicks, time spent, bounce rates)
- Your approximate location (region)

- Your IP address (in shortened form)
- Technical information about your browser and device (e.g., language settings, screen resolution)
- Your internet service provider
- The referrer URL (the website from which you accessed our site)

a) Purpose of Data Processing

Google processes this data on behalf of the website operator to analyze usage behavior and create reports on website activities. These reports help us evaluate and improve website performance.

b) Data Recipient

The data recipient is Google Ireland Limited, acting as a data processor.

We have concluded a Data Processing Agreement with Google.

Data transfer to the USA cannot be excluded. Google LLC, headquartered in California, USA, and potentially US authorities, may access the data stored by Google.

We explicitly note that the USA does not provide a level of data protection equivalent to the EU, and you may have fewer legal remedies.

Further information on Google Analytics terms and data protection is available here:

- <https://marketingplatform.google.com/about/analytics/terms/>
- <https://policies.google.com/privacy?hl=en>

c) Legal Basis

The legal basis for this processing is Art. 6(1)(a) GDPR (your consent).

You can withdraw your consent at any time with future effect.

For data transfers to the USA, Google is certified under the EU-US Data Privacy Framework, which allows the transfer under an adequacy decision under Art. 45 GDPR.

d) Retention Period

The data we send and associate with cookies is automatically deleted after 14 months.

Data that has reached its retention period is automatically deleted once a month.

You can also prevent Google Analytics data collection by:

- Denying consent in the Consent Banner, or
- Configuring your browser to block cookies.

Please note: If you block all cookies, this may impair functionality on this and other websites

10. Google AdSense

Provided you have given your consent, this website uses Google AdSense, a web analytics and advertising service provided by:

Google Ireland Limited
Gordon House, Barrow Street
Dublin 4, Ireland ("Google").

We have concluded a Data Processing Agreement with Google in accordance with Art. 28 GDPR.

Google AdSense uses cookies to enable the analysis of your use of our website. The information collected via these cookies about your use of this website is typically transmitted to and stored on Google servers in the USA.

The data categories processed include:

- Usage data relating to the website
- Logs of clicks on individual elements

a) Purpose of Data Processing

The purpose of using this service is to analyze your usage behavior on our website, evaluate the effectiveness of online marketing activities, and enable the automated selection of online advertisements on other platforms via real-time bidding, based on your usage behavior.

b) Legal Basis

The legal basis for this processing is Art. 6(1)(a) GDPR (your consent, provided through our Consent Banner in the CMS).

You may withdraw your consent at any time with future effect.

For data transfers to the USA, Google is certified under the EU-US Data Privacy Framework, which allows such transfers based on an adequacy decision under Art. 45 GDPR.

c) Retention Period

Google stores your data in accordance with Google's Privacy Policy, which you can access here: <https://policies.google.com/?hl=en>

11. YouTube

Our website contains embedded videos from YouTube.

To prevent YouTube from automatically setting cookies when you access our website, we use

embedding codes with enhanced privacy mode enabled. This ensures that no information is transmitted to YouTube just by accessing the page — data is only transmitted once you actively choose to play the video.

When you click the play button and confirm your consent via our Consent Banner, a connection to YouTube servers (a Google service) is established.

If you are logged into your YouTube account at the time, YouTube can link your browsing behavior directly to your personal profile. You can prevent this by logging out of your YouTube account before playing the video.

Please note: Data may still be transmitted to Google/YouTube even if you are not logged in or do not have a YouTube account.

We do not know the exact extent of data collection in such cases — only Google/YouTube does. YouTube processes this data under its own responsibility.

For more information, please see YouTube's privacy policy:

<https://www.google.de/intl/en/policies/privacy>

12. Social Media Links

Our website contains links to our official profiles on YouTube, Facebook, X (formerly Twitter), LinkedIn, and our RSS feeds. These buttons only act as direct links to the respective pages — they do not automatically transfer any personal data to these platforms.

13. LinkedIn Insight Tag

We use the LinkedIn Insight Tag, a conversion tracking tool provided by:

LinkedIn Ireland Unlimited

Wilton Place, Dublin 2, Ireland

(A subsidiary of LinkedIn Corporation, 2029 Stierlin Court, Mountain View, CA 94043, USA).

The Insight Tag is a JavaScript code snippet embedded in our website.

This tool creates a cookie in your browser, allowing the collection of the following data:

- IP address
- Device and browser characteristics
- Page events (e.g., page views)

LinkedIn does not share personal data with us but processes data under its own responsibility and provides anonymized reports about website audience and ad performance.

Additionally, LinkedIn Insight Tag enables retargeting, meaning we can display targeted ads outside our website based on this data, without identifying you personally.

We receive statistical reports from LinkedIn with aggregated data.

a) Purpose of Data Processing

We use the LinkedIn Insight Tag to promote our offerings.

Our goal is to ensure that our advertising campaigns only reach individuals who are genuinely interested in our services.

With the LinkedIn Insight Tag, we can collect detailed information about your website behavior, provided you are also a LinkedIn member.

This helps us understand which keywords, ads, ad groups, and campaigns lead to the desired customer actions (conversions).

We can also track cross-device interactions and measure the success of our advertising campaigns (cost-benefit analysis), allowing us to optimize our marketing strategy.

Additionally, we can personalize our website and advertising to better meet your interests.

b) Legal Basis

The legal basis for this processing is Art. 6(1)(a) GDPR (your consent, which you provided via our Consent Banner in the CMS).

You can withdraw your consent at any time with future effect.

For data transfers to the USA, LinkedIn is certified under the EU-US Data Privacy Framework, which legitimizes the transfer under an adequacy decision pursuant to Art. 45 GDPR.

c) Retention Period

Data collected by LinkedIn is encrypted and anonymized within 7 days.

The anonymized data is deleted after 90 days.

If you are a LinkedIn member, you can control the use of your personal data for advertising purposes directly in your LinkedIn account settings.

More information about LinkedIn's privacy practices can be found here:

https://de.linkedin.com/legal/privacy-policy?trk=homepage-basic_footer-privacy-policy

III. Your Rights

Under the General Data Protection Regulation (GDPR), you have the following rights:

- **Right of Access (Art. 15 GDPR):** You have the right to request information about the personal data we process about you. This includes details about the purposes of processing, the categories of personal data, the recipients or categories of recipients, the planned retention period, the source of the data (if not collected directly from you), and the existence of automated decision-making (including profiling).
- **Right to Rectification (Art. 16 GDPR):** You have the right to request correction of inaccurate personal data or completion of incomplete personal data stored by us.

- **Right to Erasure (Art. 17 GDPR):** You have the right to request deletion of your personal data, provided processing is not required for:
 - Exercising the right to freedom of expression and information,
 - Compliance with a legal obligation,
 - Reasons of public interest, or
 - The establishment, exercise, or defense of legal claims.

- **Right to Restriction of Processing (Art. 18 GDPR):** You have the right to request restriction of processing if:
 - You dispute the accuracy of the data,
 - Processing is unlawful and you oppose deletion,
 - We no longer need the data, but you require it for the exercise or defense of legal claims, or
 - You have objected to processing under Art. 21 GDPR and a balancing of interests is still pending.

- **Right to Data Portability (Art. 20 GDPR):** You have the right to receive your personal data in a structured, commonly used, and machine-readable format or to have it transferred to another controller.

- **Right to Withdraw Consent (Art. 7(3) GDPR):** You have the right to withdraw your consent at any time. A simple email notification to us is sufficient. The withdrawal applies to all future processing, but does not affect the lawfulness of processing carried out before withdrawal.

- **Right to Object (Art. 21 GDPR):** You have the right to object to the processing of your personal data at any time.

If your objection relates to direct marketing, we will immediately stop processing your data for this purpose.

If processing is based on our legitimate interest or the legitimate interest of a third party, and your objection relates to your particular situation, we will only continue processing if we can demonstrate compelling legitimate grounds that override your interests, rights, and freedoms — or if processing is necessary for the establishment, exercise, or defense of legal claims.

- **Right to Lodge a Complaint (Art. 77 GDPR):** If you believe we have failed to uphold your rights under the GDPR, you have the right to lodge a complaint with a data protection

authority.

- The competent authority for us is:
Hessian Commissioner for Data Protection and Freedom of Information
Gustav-Stresemann-Ring 1
65189 Wiesbaden, Germany.