

Data Policy

1) Introduction and Contact Information of the Responsible Party

1.1 We are pleased that you are visiting our website, and we thank you for your interest. Below, we inform you about the handling of your personal data when using our website. Personal data are all data that can be used to identify you personally.

1.2 The party responsible for data processing on this website within the meaning of the General Data Protection Regulation (GDPR) is "Perspectives Climate Group GmbH, Hugstetterstraße 7, 79106 Freiburg, Germany, Tel.: 00436763557520, Email: it@perspectives.cc". The responsible party for the processing of personal data is the natural or legal person who alone or jointly with others determines the purposes and means of processing personal data.

1.3 The responsible party has appointed a Data Protection Officer, who can be contacted as follows: "Christine Butzengeiger, Oemberg 60, 45481 Mülheim Ruhr".

2) Data Collection When Visiting Our Website

2.1 When using our website purely for informational purposes, i.e., if you do not register or transmit any other information to us, we only collect data that your browser transmits to the server (so-called "server log files"). When you access our website, we collect the following data, which is technically necessary for us to display the website:

- The website you visited
- Date and time of access
- Amount of data sent in bytes
- Source/referral from which you arrived at the page
- Used browser
- Used operating system
- Used IP address (if applicable: in anonymized form)

The processing is carried out in accordance with Art. 6 para. 1 lit. f GDPR, based on our legitimate interest in improving the stability and functionality of our website. No transfer or other use of the data takes place. However, we reserve the right to review the server log files later if there are concrete indications of unlawful use.

2.2 This website uses SSL or TLS encryption for security reasons and to protect the transmission of personal data and other confidential content (e.g., orders or inquiries to the responsible party). You can recognize an encrypted connection by the prefix "https://" and the lock symbol in your browser's address bar.

3) Hosting & Content Delivery Network

3.1 Amazon Web Services

For hosting our website and displaying the content of the pages, we use the system of the following provider: Amazon Web Services, Inc., 410 Terry Avenue North, Seattle, WA 98109, USA.

All data collected on our website is processed on the provider's servers. We have entered into a data processing agreement with the provider, ensuring the protection of our website visitors' data and prohibiting unauthorized disclosure to third parties.

For data transfers to the USA, the provider has joined the EU-US Data Privacy Framework, which ensures compliance with the European data protection level based on an adequacy decision by the European Commission.

3.2 Elementor

For hosting our website and displaying the content of the pages, we use the system of the following provider: Elementor Ltd., Tuval St 40, Ramat Gan, 5252247, Israel.

All data collected on our website is processed on the provider's servers. We have entered into a data processing agreement with the provider, ensuring the protection of our website visitors' data and prohibiting unauthorized disclosure to third parties.

In the case of data transmission to the provider's location, an adequate level of data protection is ensured through an adequacy decision by the European Commission.

4) Cookies

To make the visit to our website attractive and to enable the use of certain features, we use cookies, which are small text files stored on your device. Some cookies are automatically deleted after closing the browser (so-called "session cookies"), while others remain on your device longer and enable the storage of site settings (so-called "persistent cookies"). In the latter case, you can find the storage duration in the cookie settings of your web browser.

If personal data is processed by certain cookies we use, the processing is done in accordance with Art. 6 para. 1 lit. b GDPR either for the performance of the contract, pursuant to Art. 6 para. 1 lit. a GDPR in case of consent, or pursuant to Art. 6 para. 1 lit. f GDPR to safeguard our legitimate interests in the best possible functionality of the website and a customer-friendly and efficient design of the page visit.

You can configure your browser to be informed about the setting of cookies and decide individually on their acceptance or exclude the acceptance of cookies for specific cases or in general.

Please note that if you do not accept cookies, the functionality of our website may be limited.

5) Contacting Us

When contacting us (e.g., via contact form or email), personal data is collected. The data collected when using a contact form is evident from the respective contact form. This data will only be stored and used for the purpose of responding to your request or for communication and related technical administration.

The legal basis for processing this data is our legitimate interest in answering your request in accordance with Art. 6 para. 1 lit. f GDPR. If your contact is aimed at concluding a contract, the additional legal basis for processing is Art. 6 para. 1 lit. b GDPR. Your data will be deleted after the

request is processed, provided that it is clear from the circumstances that the matter has been conclusively clarified and unless there are legal retention obligations to the contrary.

6) Use of Customer Data for Direct Marketing

6.1 Registration for Our Email Newsletter

If you sign up for our email newsletter, we will regularly send you information about our offers. The only required field for sending the newsletter is your email address. Providing further information is voluntary and is used to address you personally. We use the so-called double opt-in procedure for sending the newsletter. This means we will only send you an email newsletter once you have explicitly confirmed that you consent to receive the newsletter. We will send you a confirmation email asking you to confirm your desire to receive the newsletter by clicking a corresponding link.

By activating the confirmation link, you give us your consent to use your personal data in accordance with Art. 6 para. 1 lit. a GDPR. When signing up for the newsletter, we store the IP address entered by your Internet Service Provider (ISP) as well as the date and time of registration to trace any potential misuse of your email address at a later point. The data collected during the registration for the newsletter is solely used for the purpose of advertising through the newsletter. You can unsubscribe from the newsletter at any time by using the designated link in the newsletter or by contacting the responsible party mentioned above. After unsubscribing, your email address will be immediately removed from our newsletter distribution list, unless you have explicitly consented to further use of your data or we reserve the right to use your data for other purposes that are legally permissible and for which we inform you in this statement.

6.2 MailChimp

The sending of our email newsletters is carried out through the following provider: The Rocket Science Group, LLC d/b/a MailChimp, 675 Ponce de Leon Ave NE, Suite 5000, Atlanta, GA 30308, USA.

Based on our legitimate interest in effective and user-friendly newsletter marketing, we forward the data you provided during newsletter registration to this provider in accordance with Art. 6 para. 1 lit. f GDPR so they can handle the newsletter dispatch on our behalf.

Subject to your explicit consent under Art. 6 para. 1 lit. a GDPR, the provider also carries out a statistical analysis of the success of the newsletter campaigns through web beacons or tracking pixels in the emails sent, measuring open rates and specific interactions with the contents of the newsletter. Device information (e.g., time of access, IP address, browser type, and operating system) is also collected and analyzed, but not combined with other data records.

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

We have entered into a data processing agreement with the provider to protect the data of our website visitors and prohibit any unauthorized disclosure to third parties.

For data transfers to the USA, the provider has joined the EU-US Data Privacy Framework, which ensures compliance with the European data protection level based on an adequacy decision by the European Commission.

7) Web Analytics Services

7.1 Google Analytics 4

This website uses Google Analytics 4, a web analytics service provided by Google Ireland Limited, Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland ("Google"), which allows the analysis of how you use our website.

By default, when visiting the website, Google Analytics 4 places cookies, which are small text files stored on your device and collect certain information. The information collected includes your IP address, which is anonymized by Google by truncating the last digits, ensuring that it cannot be directly linked to an individual.

The information is transmitted to Google servers and processed there. This may include transmissions to Google LLC based in the USA.

Google uses the collected information on our behalf to evaluate your usage of the website, generate reports on website activity for us, and provide other services related to website usage and internet usage. The truncated IP address transmitted by your browser via Google Analytics will not be merged with other data from Google. The data collected through the use of Google Analytics 4 is stored for a period of two months and then deleted.

All of the aforementioned data processing activities, particularly the setting of cookies on the device you are using, are only carried out if you have given us your explicit consent in accordance with Art. 6 Para. 1 lit. a GDPR. Without your consent, the use of Google Analytics 4 will not take place during your visit to the site. You can withdraw your consent at any time with effect for the future. To exercise your right to withdraw, please deactivate this service via the "Cookie Consent Tool" provided on the website.

We have signed a data processing agreement with Google, which ensures the protection of the data of our website visitors and prohibits unauthorized sharing with third parties.

For further legal information about Google Analytics 4, you can find it here:

<https://business.safety.google/intl/de/privacy/>, <https://policies.google.com/privacy?hl=de&gl=de>, and <https://policies.google.com/technologies/partner-sites>.

Demographic Features

Google Analytics 4 uses the "demographic features" function and can generate statistics that provide insights into the age, gender, and interests of website visitors. This is done by analyzing advertisements and information from third-party providers. As a result, target groups for marketing activities can be identified. However, the collected data cannot be assigned to a specific person and will be deleted after two months.

Google Signals

As an extension of Google Analytics 4, Google Signals may be used on this website to generate cross-device reports. If you have enabled personalized ads and linked your devices to your Google account, Google, subject to your consent to use Google Analytics in accordance with Art. 6 Para. 1 lit. a GDPR, may analyze your usage behavior across devices and create database models, including cross-device conversions. We do not receive any personal data from Google, but only statistics. If you wish to stop the cross-device analysis, you can deactivate the "Personalized Ads" feature in your Google account settings. For instructions on how to do so, visit this page:

<https://support.google.com/ads/answer/2662922?hl=de>. For more information on Google Signals, visit: <https://support.google.com/analytics/answer/7532985?hl=de>.

UserIDs

As an extension of Google Analytics 4, the "UserIDs" feature may be used on this website. If you have given consent to use Google Analytics 4 in accordance with Art. 6 Para. 1 lit. a GDPR, have created an account on this website, and log in on different devices using this account, your activities, including conversions, can be analyzed across devices.

For data transfers to the USA, the provider has joined the EU-US Data Privacy Framework, which, based on an adequacy decision by the European Commission, ensures compliance with European data protection standards.

7.2 Google Tag Manager

This website uses the "Google Tag Manager," a service from the following provider: Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland (hereinafter referred to as "Google").

Google Tag Manager provides a technical foundation for consolidating various web applications, including tracking and analytics services, and managing them through a unified user interface. The Google Tag Manager itself does not store or read any information on user devices and does not conduct its own data analysis. However, when the Google Tag Manager is called upon, your IP address may be transmitted to Google and stored there. A transfer to Google LLC's servers in the USA is also possible.

This processing only occurs if you have explicitly consented to it in accordance with Art. 6 Para. 1 lit. a GDPR. Without your consent, Google Tag Manager will not be used during your visit. You can withdraw your consent at any time with effect for the future. To exercise your withdrawal right, please disable this service in the "Cookie Consent Tool" provided on the website.

We have signed a data processing agreement with the provider, which ensures the protection of the data of our website visitors and prohibits unauthorized sharing with third parties.

For data transfers to the USA, the provider has joined the EU-US Data Privacy Framework, which, based on an adequacy decision by the European Commission, ensures compliance with European data protection standards.

For further legal information on Google Tag Manager, visit:

<https://business.safety.google/intl/de/privacy/> and <https://policies.google.com/privacy?hl=de&gl=de>.

8) Website Functionality

8.1 Google Maps

This website uses an online map service from the following provider: Google Maps (API) by Google Ireland Limited, Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland ("Google").

Google Maps is a web service for displaying interactive (land) maps to visually present geographical information. By using this service, our location is displayed, and your directions are facilitated.

Already when you visit the pages where the Google Maps map is embedded, information about your use of our website (such as your IP address) is transferred to servers of Google and stored there. This may also involve a transfer to Google LLC servers in the USA. This happens regardless of whether Google provides a user account under which you are logged in or whether a user account exists. If you are logged in to Google, your data is directly assigned to your account. If you do not wish this association with your Google profile, you must log out before activating the button. Google stores your data (even for non-logged-in users) as usage profiles and evaluates them.

The collection, storage, and evaluation of data are carried out in accordance with Art. 6 Para. 1 lit. f GDPR, based on Google's legitimate interest in displaying personalized advertising, market research, and/or the demand-oriented design of Google websites. You have the right to object to the creation of these user profiles, for which you must contact Google. If you do not agree with the future transmission of your data to Google in the context of using Google Maps, you can also disable the Google Maps web service completely by disabling JavaScript in your browser. Google Maps and thus the map display on this website cannot be used then.

To the extent required by law, we have obtained your consent for the processing of your data in the manner described above in accordance with Art. 6 Para. 1 lit. a GDPR. You can revoke your consent at any time with effect for the future. To exercise your revocation, please use the option for objection described above.

For data transfers to the USA, the provider has joined the EU-US Data Privacy Framework, ensuring compliance with European data protection standards based on a decision by the European Commission.

Further privacy information from Google can be found here:

<https://business.safety.google/intl/de/privacy/>

8.2 Google Web Fonts

This site uses so-called Web Fonts from the following provider to ensure uniform font representation: Google Ireland Limited, Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland.

When you call up a page, your browser loads the required Web Fonts into its browser cache to correctly display texts and fonts, and establishes a direct connection to the provider's servers. In this process, certain browser information, including your IP address, is transmitted to the provider.

Data may also be transmitted to: Google LLC, USA.

The processing of personal data in connection with the connection to the font provider is only carried out if you have explicitly consented to it in accordance with Art. 6 Para. 1 lit. a GDPR. You can revoke your consent at any time with effect for the future by disabling this service via the "cookie consent tool" provided on the website. If your browser does not support Web Fonts, a standard font from your computer will be used.

For data transfers to the USA, the provider has joined the EU-US Data Privacy Framework, ensuring compliance with European data protection standards based on a decision by the European Commission.

Further information on Google's privacy policy can be found here:

<https://business.safety.google/intl/de/privacy/>

8.3 Google reCAPTCHA

This website uses the CAPTCHA service of the following provider: Google Ireland Limited, Gordon House, 4 Barrow St, Dublin, D04 E5W5, Ireland.

Data may also be transmitted to: Google LLC, USA. For the visual design of the CAPTCHA window, "Google Fonts," i.e., fonts loaded from the internet by Google, are used. There is no processing of additional data beyond what is already transmitted to Google via the reCAPTCHA functionality.

The service checks whether an input is made by a natural person or abusively by automated machine processing, thus blocking spam, DDoS attacks, and similar automated malicious access. To ensure that an action is performed by a human and not an automated bot, the provider collects the IP address of the device used, identification data of the browser and operating system, as well as the date and duration of the visit, and transmits this data for evaluation to the provider's servers. Cookies may also be used, which are small text files stored on the user's device.

If the above-mentioned processing is carried out based on cookies, these are only set if you have explicitly given your consent in accordance with Art. 6 Para. 1 lit. a GDPR. You can revoke your consent at any time with effect for the future by disabling this service through the "cookie consent tool" provided on the website.

If the above-mentioned processing occurs without the use of cookies, the legal basis is our legitimate interest in determining individual responsibility on the internet and preventing abuse and spam in accordance with Art. 6 Para. 1 lit. f GDPR.

We have concluded a data processing agreement with the provider, ensuring the protection of our site visitors' data and prohibiting unauthorized disclosure to third parties.

For data transfers to the USA, the provider has joined the EU-US Data Privacy Framework, ensuring compliance with European data protection standards based on a decision by the European Commission.

Further information on Google's privacy policy can be found here:

<https://business.safety.google/intl/de/privacy/>

8.4 Applications for Job Postings via Email

On our website, we publish currently vacant positions in a separate section, to which interested parties can apply by email to the provided contact address.

Applicants must provide all personal data required for a thorough assessment, including general information such as name, address, and contact details, as well as performance-related evidence and, if applicable, health-related information. Details regarding the application can be found in the job advertisement.

After receiving the application via email, the data is stored and processed solely for the purpose of handling the application. If we have any questions, we will use the applicant's email address or phone number. The processing is carried out based on Art. 6 Para. 1 lit. b GDPR (or § 26 Para. 1 BDSG), as the application process is considered part of initiating an employment contract.

If special categories of personal data within the meaning of Art. 9 Para. 1 GDPR (e.g., health data such as disability status) are requested during the application process, the processing is carried out in

accordance with Art. 9 Para. 2 lit. b GDPR, so that we can exercise the rights arising from labor law and social security and social protection law and fulfill our related obligations.

Alternatively, the processing of special categories of data can be based on Art. 9 Para. 1 lit. h GDPR if it is for health protection, occupational medicine, the assessment of the applicant's ability to work, medical diagnostics, treatment, or for the management of systems and services in the health or social sector.

If an applicant is not selected or withdraws their application early, their transmitted data and all electronic correspondence, including the application email, will be deleted after an appropriate notification, no later than after 6 months. This period is based on our legitimate interest in responding to any follow-up questions about the application and potentially fulfilling our documentation obligations under the provisions regarding equal treatment of applicants.

In the case of a successful application, the data provided is processed for the purpose of implementing the employment relationship based on Art. 6 Para. 1 lit. b GDPR (when processing in Germany in conjunction with § 26 Para. 1 BDSG).

8.5 Online Applications via a Form

On our website, we publish currently vacant positions in a separate section, to which interested parties can apply via a corresponding form.

Applicants must provide all personal data required for a thorough assessment, including general information such as name, address, and contact details, as well as performance-related evidence and, if applicable, health-related information. Details regarding the application can be found in the job advertisement.

When submitting the form, the applicant's data is transmitted securely to us and stored for processing and evaluation purposes. The processing is carried out based on Art. 6 Para. 1 lit. b GDPR (or § 26 Para. 1 BDSG), as the application process is considered part of initiating an employment contract.

If special categories of personal data within the meaning of Art. 9 Para. 1 GDPR (e.g., health data such as disability status) are requested during the application process, the processing is carried out in accordance with Art. 9 Para. 2 lit. b GDPR, so that we can exercise the rights arising from labor law and social security and social protection law and fulfill our related obligations.

Alternatively, the processing of special categories of data can be based on Art. 9 Para. 1 lit. h GDPR if it is for health protection, occupational medicine, the assessment of the applicant's ability to work, medical diagnostics, treatment, or for the management of systems and services in the health or social sector.

If an applicant is not selected or withdraws their application early, the data transmitted via the form, along with all electronic correspondence, including the application email, will be deleted after an appropriate notification, no later than after 6 months. This period is based on our legitimate interest in responding to any follow-up questions about the application and potentially fulfilling our documentation obligations under the provisions regarding equal treatment of applicants.

In the case of a successful application, the data provided is processed for the purpose of implementing the employment relationship based on Art. 6 Para. 1 lit. b GDPR (when processing in Germany in conjunction with § 26 Para. 1 BDSG).

9) Tools and Miscellaneous

Cookie Consent Tool

This website uses a "cookie consent tool" to obtain effective user consents for cookies and cookie-based applications that require consent. The "cookie consent tool" is displayed to users upon page load in the form of an interactive user interface, where consents for certain cookies and/or cookie-based applications can be granted by checking boxes. With the use of this tool, all consent-required cookies/services are only loaded if the respective user gives consent by checking the respective box. This ensures that such cookies are only set on the user's device if consent is granted.

The tool sets technically necessary cookies to store your cookie preferences. Personal user data is generally not processed in this case.

If personal data such as the IP address is processed in individual cases for the purpose of storing, assigning, or recording cookie settings, this processing is carried out in accordance with Art. 6 Para. 1 lit. f GDPR based on our legitimate interest in a legally compliant, user-specific, and user-friendly consent management for cookies and thus a legally compliant design of our website.

Further legal basis for processing is also Art. 6 Para. 1 lit. c GDPR. As data controllers, we are legally required to make the use of technically non-essential cookies dependent on user consent.

Where necessary, we have concluded a data processing agreement with the provider, ensuring the protection of our site visitors' data and prohibiting unauthorized disclosure to third parties.

Further information on the operator and the configuration options of the cookie consent tool can be found directly in the corresponding user interface on our website.

10) Rights of the Data Subject

The applicable data protection law grants you the following rights regarding the processing of your personal data:

- Right to access (Art. 15 GDPR);
- Right to rectification (Art. 16 GDPR);
- Right to erasure (Art. 17 GDPR);
- Right to restriction of processing (Art. 18 GDPR);
- Right to notification (Art. 19 GDPR);
- Right to data portability (Art. 20 GDPR);
- Right to withdraw consent (Art. 7 Para. 3 GDPR);
- Right to lodge a complaint (Art. 77 GDPR).

10.2 Right to Object

If we process your personal data based on a legitimate interest, you have the right to object to this processing at any time on grounds related to your particular situation.

If you exercise your right to object, we will cease processing the relevant data. However, further processing may be allowed if we can demonstrate compelling legitimate grounds for processing that override your interests, rights, and freedoms, or if the processing serves to establish, exercise, or defend legal claims.

If we process your personal data for direct marketing purposes, you have the right to object at any time to the processing of your personal data for such marketing. You can exercise your right of objection as described above.

If you exercise your right to object, we will stop processing your personal data for direct marketing purposes.

11) Duration of Storage of Personal Data

The duration of the storage of personal data is based on the respective legal basis, processing purpose, and, if applicable, additional legal retention periods (e.g., commercial and tax law retention periods).

When processing personal data based on explicit consent according to Art. 6 Para. 1 lit. a GDPR, the data will be stored until you withdraw your consent.

Where legal retention periods apply for data processed under contractual or quasi-contractual obligations based on Art. 6 Para. 1 lit. b GDPR, this data will be deleted after the retention periods, unless it is still required for contract fulfillment or contract initiation, and/or if we have a legitimate interest in continuing to store it.

When processing personal data based on Art. 6 Para. 1 lit. f GDPR, the data will be stored until you exercise your right to object under Art. 21 Para. 1 GDPR, unless we can demonstrate compelling legitimate reasons for processing that outweigh your interests, rights, and freedoms, or the processing serves to establish, exercise, or defend legal claims.

When processing personal data for direct marketing purposes based on Art. 6 Para. 1 lit. f GDPR, this data will be stored until you exercise your right to object under Art. 21 Para. 2 GDPR.

If no other information is provided elsewhere in this statement, stored personal data will be deleted when they are no longer necessary for the purposes for which they were collected or otherwise processed.

This policy outlines the principles governing the collection, use, and processing of personal data on our website, as required by GDPR. Please contact us with any questions.

Please note that the German version is the legal original and binding version.