



Privacy Policy

1.1 Introduction

Welcome to our homepage and thank you for your interest in intive S.A. and intive group companies, i.e. intive GmbH, INTENCE automotive electronics GmbH, intive inc., intive Ltd. and intive S.A.U. Within the framework of this policy, each of the above entities that are part of the intive group, separately and all together will be referred to as "intive" or "controller", unless there are exceptions to this rule. In such a case, the name of the specific company will be used in relation to its specific situation.

Since the processing of personal data is necessary for our business purposes and intive makes every effort to secure the processing of personal data to the highest degree, ensuring their full security, it has become reasonable to prepare this document in order to describe what actions we take on personal data, and how we do it. However, the unchanging principle of intive is that all activities undertaken by us comply with the applicable laws on the protection of personal data, including, where applicable, the provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (hereinafter referred to as "GDPR"). Below, we will inform you about which data we collect and how these data can be processed.

Information on data processing

As we give the highest priority to the protection of your personal data at intive, we shall inform you in this document how we process your data. It is very important for us that you feel safe browsing our websites, using the functionalities available on them, as well as establishing cooperation and cooperating with us or taking other actions.

How we collect your data and on what legal basis do we process it when you use our website?

Legal basis for processing	Purpose of the processing	Processing period for the indicated purpose
A legitimate interest in correspondence in relation to messages sent using a contact form (as well as social networking sites) and in answering questions sent.	Responding to messages presented using the contact form (as well as social networking sites).	The data shall be processed during the communication period or until an objection is raised, which is deemed reasonable by the controller; in the case of intive GmbH and INTENCE for 1 year maximum.



<p>A legitimate interest in the need to analyze the traffic on a website in order to optimize the functionality available on it.</p>	<p>Analysis of website traffic in order to optimize available functionalities.</p>	<p>The data shall be processed until an objection is lodged, which shall be deemed justified by the controller; in the case of intive GmbH and INTENCE for 3 years maximum.</p>
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How we collect your data and what are the legal grounds for its processing when you take other actions

<p>Legal basis for processing</p>	<p>Purpose of the processing</p>	<p>Processing period for the indicated purpose</p>
<p>Legal obligation to which the controller is subject</p>	<p>Answering questions and requests from data subjects.</p>	<ul style="list-style-type: none"> • If the request for withdrawal of consent to the processing of personal data is justified, personal data shall be deleted immediately; for intive GmbH and INTENCE only if there are no opposing statutory retention periods for personal data. • Where a request for erasure is considered unjustified, the data shall be processed for the time necessary for the purpose for which they were collected, where detailed information on the purpose and duration of the processing was provided at the time of their collection. Detailed information in this respect may be obtained by contacting the Data Protection Officer again at the contact address below or, if not appointed, at the contact address of the company below. • Where requests other than for erasure are made, data shall be processed for the purpose of responding to



		<p>the request for the time necessary to respond and then for the time necessary to observe the principle of accountability, including defending against such claims, i.e. in the case of intive S.A. for 6 years; in the case of intive GmbH and iNTENCE for 3 years., and in the case of intive S.A.U for 5 years. In relation to the retention of documents that are the basis for accounting records, the minimum retention period in Argentina is 10 years.</p>
<ul style="list-style-type: none"> • Legal obligation to which the controller is subject, to the extent that the person joining the recruitment process provides the data indicated in the provisions of law; • Processing for the performance of a contract to the extent that, within the recruitment process, the CV applicant seeks to conclude an employment contract or cooperation with intive; • Candidate's consent to the processing of other data voluntarily provided; • Candidate's consent to the processing of data for participation in future recruitment processes or consent given in case of an application without indicating a specific position; • The candidate's consent to make his/her CV available within the framework of the intive S.A. Referral Program; • Candidate's consent to make the data contained in the CV available to an intive client for whom the project for which the recruitment is being conducted is to be carried out; 	<p>Conducting recruitment activities</p>	<ul style="list-style-type: none"> • Personal data processed for the purposes of the ongoing recruitment process shall be processed for the duration of the recruitment process or until the withdrawal of consent for data processing (in the case of data processed on the basis of consent), depending on which of the events occurs first. • If you agree to participate in future recruitment processes, within the framework of the intive S.A. Referral Program or an application is submitted without a position indication, until the withdrawal of your consent, unless the controller has previously found it justified to delete your data, or until you withdraw your consent to the processing of your data, whichever is the first; in the case of intive GmbH and iNTENCE for 6 months. • If you agree to transfer your CV to an intive client for whom the recruitment project is to be carried out, until you withdraw your consent; in the case of



<ul style="list-style-type: none"> The explicit consent of the candidate, if he or she voluntarily submits intive data of special categories; 		<p>intive GmbH and iNTECE maximum for 3 years.</p> <ul style="list-style-type: none"> For special categories of personal data, until the withdrawal of consent, unless the controller considers the deletion of the data to be justified in advance; in the case of intive GmbH and iNTECE for 3 years.
<ul style="list-style-type: none"> Processing for the purpose of performance of a contract with respect to the data of persons who are parties to the contract; Justified interest in the necessity to cooperate in the processing of data of persons representing the parties to the agreement and persons dedicated to the implementation of the agreement. 	<p>Striving to enter into cooperation and performance of contracts with customers, including maintaining contact with persons representing customers and persons dedicated to cooperation on the part of customers and contractors.</p>	<p>The data shall be processed for the duration of the agreement, i.e. the initiation of the cooperation and the agreement on its terms and conditions and the subsequent implementation of the agreement. Where the legal basis for the processing is a legitimate interest of the controller, the data subject shall be processed until such time as an objection is lodged, which shall be deemed justified by the controller; in the case of intive GmbH, iNTECE and for intive S.A.U for 10 years.</p>
<p>A legitimate interest in asserting claims and defending against claims.</p>	<p>Recovery and defense against claims, including recovery proceedings</p>	<ul style="list-style-type: none"> Until the statute of limitations for claims where for intive S.A. and for intive GmbH and iNTECE this period is 6 years, and for claims for periodic benefits and claims related to the conduct of business activity - 3 years for intive S.A and 6 years for intive GmbH , iNTECE and intive S.A.U; With regard to debt collection for the duration of the proceedings, until their final and binding conclusion and, in the case



		<p>of enforcement proceedings, until the satisfaction of claims in those proceedings;</p> <p>or until such time as an objection is lodged as the controller deems appropriate.</p>
<p>Fulfillment of the legal obligation of the controller.</p>	<p>The purpose of conducting settlements and fulfilling obligations in the field of accounting, as well as examining the financial condition of the controller, performing legal obligations under the accounting law the controller is subject to, including archiving accounting documentation;</p>	<p>With respect to intive S.A., settlement documents related to the transaction shall be kept for 5 years, counting from the end of the calendar year in which the tax payment deadline expired (Article 86(2) of the Tax Ordinance of 29 August 1997 (Journal of Laws of 2017, item 201, as amended)). Other accounting documents regulated by the provisions of the Tax Ordinance Act or the Accounting Act - for the periods indicated therein; with respect to intive GmbH, iNTENCE and intive S.A.U, settlement documents related to the transaction shall be kept for 10 years.</p>
<p>A legitimate interest in the processing of data by other companies in the group for internal purposes of the controller.</p>	<p>Possibility of data processing within the capital group, for internal purposes of the controller, by other companies of the group.</p>	<p>The data shall be processed until an objection is lodged, which shall be deemed justified by the controller.</p>
<p>Legally justified interest in ensuring the safety of persons staying on the premises of the</p>	<p>Conducting monitoring to ensure special supervision over the areas of all</p>	<p>The controller processes image recordings for a period not exceeding 3 months from the</p>



<p>controller, including employees, protection of property, production control understood as the software development and the confidentiality of information of a confidential nature.</p>	<p>workplaces, in particular branches, offices and controller's premises, and around them in the form of technical measures to enable image recording (further: video monitoring) to ensure the safety of employees, protection of property, production control understood as the software development and confidentiality of information of a confidential nature.</p>	<p>date of their creation. After the expiry of the period referred to in the previous sentence, video recordings shall be destroyed unless otherwise provided by law or they may constitute evidence in legal proceedings unless, before the expiry of those periods, an objection is raised against the processing which the controller deems justified.</p>
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Where the legal basis for the processing is consent, it may be withdrawn at any time without affecting the lawfulness of the processing carried out prior to its withdrawal.

In the case of the intive S.A. Referral Program where we obtain data not from the data subject, we inform that the source of data is the person who recommends the candidate. For this purpose, we collect data concerning name, surname, telephone number, e-mail address and CV content.

According to the legal framework for processing described above, where such processing is subject to the provisions of GDPR, the term used therein shall be understood to mean:

- Candidate's consent - Article 6(1)(a) of the GDPR;
- Explicit consent of the candidate (including special categories of data) - Article 9(2)(a) of the GDPR;
- Processing for the performance of a contract - Article 6(1)(b) of the GDPR;
- Compliance with a legal obligation to which the controller is subject - Article 6(1)(c) of the GDPR;
- Legitimate interest - Article 6(1)(f) GDPR.

Controller of personal data

The controller of personal data in respect of persons using the functionalities of the website is respectively:

- The company conducting correspondence within the framework of contact forms;
- intive S.A. with respect to cookies used by this website.

The controller of personal data in respect of persons undertaking other activities is respectively:

- The company to which the messages or request is addressed or to which the message or request relates, and which conducts correspondence in this respect;

- The company with which a cooperation agreement was concluded in the event of seeking to conclude and implement the contract as well as to pursue claims and keep accounting settlements of the said cooperation;
- The company to which the candidate applies during the recruitment process as well as the company to which he agrees to participate in future recruitment processes or other consents related to the recruitment;
- A company from the intive capital group which uses data for internal purposes;
- The company in which the monitoring is carried out.

Controller name	Controller registered office address and contact details	A Data Protection Officer to be contacted on matters relating to the protection of personal data
intive S. A.	Plac Hołdu Pruskiego 9 70-550 Szczecin Tel: +48 91 432 56 80 e-mail: dpo@intive.com	Maciej Kaczmarski
intive GmbH	Prinz-Ludwig-Str. 17, 93055 Regensburg Tel: +49 89 991522-17 e-mail: t.ewald@capcad.de	Thorsten Ewald
intive Ltd	Lynton House, 7-12 Tavistock Square, WCH9LT, London, UK	Not appointed
intive inc	615 South DuPont Highway, Dover DE 19901 USA	Not appointed
intive S.A.U.	Avenida Carlos Pellegrini 885 9º piso C1009ABQ , Buenos Aires, Argentina	Not appointed
iNTEENCE automotive electronics GmbH	Sedanstraße 7 93055 Regensburg E-Mail: kontakt@buglundkollegen.de	Alexander Bugl

Rights of data subjects

Each data subject shall have the following rights:

- the right of access to personal data;
- the right to rectify them;
- the right to erase personal data;

- the right to limit the processing;
- the right to personal data portability;
- the right to object against personal data processing;
- the right to lodge a complaint with the supervisory authorities:

Country	Contact details of the supervisory authority
Germany	<p>Bayerisches Landesamt für Datenschutzaufsicht (BayLDA)</p> <p>Postfach 1349 91504 Ansbach Deutschland</p>
United Kingdom	<p>The Information Commissioner's Office Water Lane, Wycliffe House. Wilmslow - Cheshire SK9 5AF</p> <p>Tel. +44 1625 545 745 e-mail: international.team@ico.org.uk Website address: www.ico.org.uk</p>
Poland	<p>Prezes Urzędu Ochrony Danych Osobowych ul. Stawki 2 00-193 Warszawa</p> <p>Tel. +48 22 53 10 440 Fax +48 22 53 10 441 e-mail: kancelaria@giodo.gov.pl; desiwm@giodo.gov.pl Website address: www.giodo.gov.pl</p>
Argentina	<p>Agencia de Acceso a la Información Pública</p> <p>Av. Pte. Gral. Julio A. Roca 710 . Piso 2º Ciudad de Buenos Aires</p> <p>Tel: +54 11 2821 0047 e-mail: datospersonales@aaip.gob.ar Dirección del sitio web: www.argentina.gob.ar/aaip/datospersonales</p>



Recipients of personal data

In the course of processing your personal data, we may share your personal data with different recipients in different situations. Invariably, however, we do so only when necessary. The recipients of personal data may be organizations supporting the Controller in the course of their business activities, in particular: banks, courier and transport companies, external entities providing IT support, personal data protection, legal protection, companies conducting internal controls/audits on behalf of the Controller, customers, contractors, Tax Office and the Police or other authorities on the basis of applicable laws.

Voluntary data provision and profiling

Providing personal data within the framework of cooperation with intive is voluntary but necessary to perform the activities of intive. Where a consent is the legal basis for the personal data processing, the provision of the data is entirely voluntary.

Intive does not take decisions by automated means, including profiling as referred to in Article 22(1) and (4) of the GDPR.

Transfer of data to third countries

Due to the international nature of our business, we may need to transfer your personal data within the intive group or in the context of the provision of services by service providers to third countries within the meaning of GDPR. Personal data may be transferred to third countries on the basis of Article 45 or 46 of the GDPR or when any of the exceptions provided for in Article 49(1) of the GDPR apply. In particular, data may be transferred to the United States of America on the basis of standard contractual clauses and the Argentine Republic (for which the European Commission has concluded an adequate level of protection of personal data). Information on the safeguards applied in the case of transfer of data to a third country and a copy of the transferred data can be obtained from the above mentioned e-mail addresses of the data protection officers or, in case of not assigning them, by contacting the above mentioned contact details.

Your personal data may be transferred from Argentina to a third country, i.e. countries within the European Union and the United States. Argentina recognizes that the following states have proper protection of personal data in Argentina, which allows the free flow of these data to them: members of the European Union, members of the European Economic Area, Switzerland, Guernset, Isle of Man, Feroe Islands, Canada (only in relations with its private sector), Andorra, New Zealand, Uruguay and Israel (only regarding automated treatment). With regard to the transfer of personal data to the United States, the transmission takes place using appropriate safeguards, i.e. standard data protection clauses adopted by the Argentinian Public Information Access Agency.



Security

intive continuously updates the applied technical and organizational measures, in particular to protect the processed data against unauthorized use or loss. Among the many types of security measures used to protect data security during transmission, we use the latest encryption techniques (such as SSL) via HTTPS.

Other data sources

Remember, however, that our website is not the only source of our information about you. For example, we may obtain personal data from external sources such as LinkedIn and other websites. We maintain an online presence on social networks and platforms to communicate with customers, potential customers and active users and inform them about our services. We also receive your personal data from Facebook, LinkedIn, Instagram, YouTube or Twitter, if you decide to or want to follow us. The conditions and guidelines for the processing of data by these parties apply to the collection of data from networks and platforms.

Processing of data of website users

We are constantly trying to improve our offer and make it more attractive. As part of these activities, we may tailor our website to your particular interests, if we know which of our websites are most frequently visited, for the longest period of time.

IP addresses are used to diagnose problems, manage websites, and manage demographic data. When you visit our site, we recognize only your domain names, but not your e-mail address.

IP addresses are processed by the Azure platform - logged, then used for geolocation. When in the course of interaction with the forms on the website you provide us with your e-mail address, it shall be stored in the database and using an additional mechanism of cookies, during subsequent visits to the website you shall be clearly identified.

HTTP Cookie is data in the form of a short fragment of text that a website sends to the browser and the browser saves locally and sends back, when re-entering the website. However, this data is not dangerous. The appropriate server is informed about the activities performed by the user (client). The server contains information that can be used to identify returning users and shall only be used when you visit our websites. This allows us to tailor the content of our websites to your interests. However, you can also deactivate cookies at any time in your browser settings.

Definition Cookie Opt-Out

Opt-out cookies are cookies created by a website in a browser folder that allows you to prevent that website from installing future cookies. This cookie tells a website not to install advertisers' cookies or other cookies on your browser. This prevents the third-party server from tracking preferences on the pages of the website you visit or among the third-party websites. The disadvantage of using opt-out cookies is that they are site



specific. They can only block cookies from a specific server and do not block cookies from other sites. To perform a general blocking, you can manage cookies by using your browser's cookie settings.

Integration of services and third-party consent

It may happen that content from third parties, such as YouTube videos, maps from Google Maps, RSS feeds or graphics from other websites, are included in this online offer. It should therefore be assumed that the content providers (hereinafter referred to as "third party providers") receive the IP address of the users, as without the IP address they would not have been able to send the content to each user's browser. An IP address is therefore required for the presentation of the content. We make every effort to use only content where the relevant providers use the IP address exclusively for the delivery of the content. However, we have no influence over this if third parties use IP, for example by recording for statistical purposes. As soon as we receive the information, we will inform the users.

Use of Google Analytics

This website uses Google Analytics, a web analytics service provided by Google Inc. (below: Google). Google Analytics uses cookies. The information generated by the cookie about your use of this website shall usually be transmitted to and stored by Google on servers in the United States. However, due to the activation of IP anonymization on this website, your IP address will be truncated beforehand by Google in member states of the European Union or in other states party to the Agreement on the European Economic Area. Only in exceptional cases shall the full IP address be sent to a Google server in the USA and truncated there. On behalf of the operator of this website, Google will use this information for the purpose of evaluating your use of the website, compiling reports on website activity and providing other services relating to website activity and internet usage to the website operator. The IP address provided by Google Analytics shall not be merged with any other data held by Google.

The purpose of data processing is to evaluate the use of the website and to compile reports on the activities of the website. Other related services shall be provided on the basis of the use of the website and the Internet. Processing shall be based on the legitimate interest of the operator of the website.

Google Analytics collects data about your IP address, network location, date of visit, operating system and browser type. You may refuse the use of cookies by selecting the appropriate settings on your browser software; however, please note that if you do this, you may not be able to use all the features of this website to the fullest extent possible.

You can also prevent Google from collecting and processing the data generated by the cookie and the data related to your use of the website (including your IP address) by downloading and installing the browser plug-in available via the following link: [Browser Add On to disable Google Analytics](#). In addition, or as an alternative to a browser add-on, you can prevent Google Analytics from tracking our websites by clicking



this link. The opt-out cookie shall be installed on your device. This will prevent Google Analytics from collecting this website and this browser in the future, if a cookie is installed on your browser.

Using Google Maps

This website uses the GoogleMaps API to visually display geographic information. By using Google Maps, Google collects, processes and uses data about the use of map functions by visitors. For more information on how Google processes data, please see [Google's Privacy Notice](#). You can also change your personal privacy settings in the privacy center.

For detailed instructions on how to manage your own data on Google products, [click here](#).

Enjoying built-in YouTube videos

On some of our websites we post YouTube videos. The relevant plug-ins are supported by YouTube, LLC, 901 CherryAve., San Bruno, CA 94066, USA. When you visit a page with YouTube plug-in, it shall connect you to YouTube servers. Youtube shall be informed which pages you are visiting. If you are logged in to your Youtube account, Youtube can analyze your online behavior including collecting information about browsed pages. You can prevent this by logging out of your YouTube account beforehand.

When YouTube video is launched, your provider uses cookies to collect information about your behavior.

Cookies shall not collect information when you view videos on YouTube if you have turned off cookies in Google Ad. YouTube also stores non-personal data in other cookies. If you want to prevent this, you must prevent cookies from being stored in your browser.

For more information about data protection on "YouTube", please refer to the [provider's privacy policy](#).

Using Google AdWords

Our website uses Google Conversion Tracking. If you have accessed our website by means of advertising from Google, Google Adwords shall set a cookie on your computer. A tracking cookie is used when a user clicks on an ad supported by Google. These cookies expire after 30 days and are not used for personal identification. If you visit certain pages of our website and the cookie has not expired, we and Google may recognize that you have clicked on an advertisement and have been redirected to that page. Each Google AdWords customer receives a different cookie. Cookies cannot be tracked by AdWords advertisers' websites. The information collected using the cookie for redirecting is used to generate redirecting statistics for AdWords advertisers who use this functionality. Customers are only informed of the total number of users who clicked on the advertisement and were redirected to the site. However, they do not receive information that identifies users.



If you do not want your website traffic to be verified, change your browser settings by blocking cookies from the "googleleadservices.com" domain.

Please note that you cannot opt out of the use of cookies if you wish to continue to record measurement data. If you have deleted all cookies in your browser, you must set the appropriate cookie again.

Using Unbounce

We use the Unbounce service provided by Unbounce Marketing Solutions Inc. (400-401 West Georgia Street, Vancouver, BC, Canada, V6B 5A1) for so-called "target sites". The landing pages are the entry point to our website and offer very targeted information.

These pages are hosted by Unbounce and your browser communicates directly with Unbounce, so your IP address is sent, and cookies can be set. All information you enter on these pages shall also be stored by Unbounce. The information about the activities will then be passed on to intive. For more information about Unbounce, go to [privacy in Unbounce](#).

Using Google reCaptcha

In order to ensure data security when using the webforms, in some cases we use the reCAPTCHA service from Google Inc. This is particularly useful for distinguishing whether the information is filled-in by a natural person or whether there is abuse through automated processing. However, if IP anonymization is activated on this website, your IP address shall be truncated by Google in the member states of the European Union or other parties to the Agreement on the European Economic Area. Only in exceptional cases will the full IP address be sent to a Google server in the USA and truncated there. The service includes sending your IP address and any other data required by Google to the reCAPTCHA service. This is due to the different privacy practices of Google Inc. For more information on Google Inc.'s Privacy Policy, please click [here](#).

Bing Universal Event Tracking (UET)

Our website uses Bing Ads technology to collect and store data that is used to create user profiles using pseudonyms. This is a service from Microsoft Corporation, One Microsoft Way, Redmond, WA 98052-6399, USA. This service enables us to track your activity on our website through advertisements from Bing Ads. If you reach our site through such advertising, a cookie will be placed on your computer. On our website there is a Bing UET tag. This is the code used to store certain data that does not allow identification of the user in connection with the use of the website in connection with a cookie. This includes, but is not limited to, the time it takes to visit the website, information about areas of the website that were accessible and information



about the advertisements by which the user accessed the website. Information about your identity will not be collected.

The information collected is transferred to Microsoft servers in the USA and stored there for up to 180 days. You can prevent the collection and processing of data generated by the cookie and related to your use of the website by changing your browser settings. This may limit the functionality of your website.

In addition, thanks to device tracking, Microsoft may be able to track your behavior on multiple electronic devices, enabling you to view personalized ads on Microsoft sites and applications. You can disable this feature [here](#).

For more information about Bing analytics services, visit [Bing Ads](#). For more information about Microsoft and Bing's privacy, please refer to [Microsoft's Privacy Policy](#).

Using Facebook social plug-ins

Based on our legitimate interests (i.e. interest in the analysis, optimization and economic viability of our online service within the meaning of Article 6(1)(f)). GDPR) we use social plug-ins ("plug-ins") from the social network facebook.com, operated by Facebook Ireland Ltd., 4 Grand Canal Square, Grand Canal Harbour, Dublin 2, Ireland ("Facebook"). Plug-ins may represent elements of interaction or content (e.g., videos, graphics or text contributions) and may be identified by one of Facebook's logos (white "f" on a blue tile, "Like", "Like", "Like" or "Thumbs up" on a "sign") or are marked with "Facebook Social Plug-ins". The list and appearance of Facebook social plug-ins can be viewed [here](#).

Facebook is covered by the [Privacy Shield Agreement](#), which ensures compliance with European privacy legislation.

When you use features on a website that include such a plug-in, your device establishes a direct connection to Facebook servers. The content of the plug-in is transmitted directly to the user's device by Facebook and included in the online offer by the user. In this process, user profiles can be created from processed data. We have no influence on the amount of data collected by Facebook via the plug-in and therefore we inform users about the way in which they operate to the best of our knowledge.

By integrating the plug-ins, Facebook receives information that the user has accessed the relevant page. If you are logged in to Facebook, Facebook can assign the visit to your Facebook account. If users interact with plug-ins, for example by using the Like button or comment function, information is sent directly from the

device to Facebook and stored there. If you are not a member of Facebook, it is still possible for Facebook to obtain an IP address.

The purpose and scope of data collection and further processing and use of data by Facebook, as well as the related rights and options for setting the privacy of users, can be found in [Facebook's privacy policy](#).

If you are a member of Facebook and do not want Facebook to collect data about you via this website and combine it with your data stored on Facebook, you must log out of Facebook and delete cookies before using our website. Other changes to the settings for using data for advertising purposes can be made in the [Facebook profile settings](#). The settings are suitable for all devices, such as computers or mobile devices.

Measuring changes with the Facebook pixel

With your permission, we use a "user action pixel" called a "Facebook pixel", i.e. a service provided by Facebook Inc., 1601 S. California Ave., PaloAlto, CA 94304, USA ("Facebook") on our website. With its help, we can track the actions of users after they have viewed or clicked on an advertisement on Facebook. This allows us to track the effectiveness of advertising on Facebook, which we use for statistical and market research purposes. The data collected in this way is anonymous for us, i.e. we do not see any personal data of individual users. However, this data is stored and processed by Facebook and we shall inform you of this to the best of our knowledge. Facebook may combine this data with its Facebook account and use it for its own advertising purposes in accordance with the [Facebook data usage policy](#). You may prevent Facebook and its affiliates from displaying advertisements on or outside of Facebook.

This consent may only be given by users over the age of 13. If you are younger, please ask your mentors for their opinion.

If you want to learn more about how Facebook guarantees compliance with European data protection legislation, click [here](#).

Using Twitter

As part of our online service, you can enable the features and content of Twitter provided by Twitter Inc., 1355 Market Street, Suite 900, San Francisco, CA 94103, USA, for example, content such as images, videos or text and buttons that users use to promote their content, subscribe to creators or subscribe to our posts. If users are members of Twitter platform, Twitter can assign content and features to user profiles. Twitter is certified under the [Privacy Shield Agreement](#), which ensures compliance with European privacy legislation. Twitter's Privacy Policy can be found [here](#) to opt out, go [here](#).



Tracking LinkedIn activity and Insight tag

We use a tracking tool on LinkedIn called LinkedIn Insight Tag, provided by LinkedIn Corporation, 2029 Stierlin Court, MountainView, CA 94043, USA. To this end, our website integrates JavaScript code, which enables detailed reporting of campaigns and unlocks information about visitors to our website. We use it to track activity, retarget site visitors and unlock additional member information when interacting with our ads on LinkedIn.

LinkedIn Insight Tag allows you to collect metadata such as IP address information, time stamps, events, and page display information. All data is encrypted. The LinkedIn cookie is stored in the user's browser until the cookie is deleted or the cookie expires. Thanks to LinkedIn Insight Tag we are able to analyze the success of our campaigns within the LinkedIn platform or determine their target groups based on the interaction of users with our website.

LinkedIn is certified under the [Privacy Shield Agreement](#) and therefore guarantees compliance with European data protection legislation. You can permanently opt out. Please go [here](#).

For more information on the LinkedIn Privacy Policy, please go [here](#).

The LinkedIn advertising cookie is used pursuant to Article 6(1)(f) of GDPR.