

## **Data protection information for visitors to internal DEKRA events for employees on the occasion of the 100th anniversary of the employee event**

With the following information, we would like to give you an overview of the processing of your personal data by us and your rights under data protection law.

### **WHO IS RESPONSIBLE FOR DATA PROCESSING AND WHO CAN I CONTACT?**

Responsible for your personal data in the sense of data protection law is:

#### **DEKRA e.V. Stuttgart**

Handwerkstraße 15  
70565 Stuttgart

If you have general questions or would like to object to data processing, please contact:

[Wirfeiern100Jahre@dekra.com](mailto:Wirfeiern100Jahre@dekra.com)

If you have any questions about data protection, in particular about the rights to which you are entitled as a data subject, please contact:

[konzerndatenschutz.hq@dekra.com](mailto:konzerndatenschutz.hq@dekra.com)

### **WHAT SOURCES AND DATA DO WE USE?**

We process personal data that we collect directly from you in the context of the invitation, planning and implementation of the 100 Years of DEKRA event or that has been lawfully transmitted to us by other Group companies or by other authorized third parties.

Relevant personal data may include:

- Personal data: surname, first name
- Business contact details: e-mail address, address
- Information about your employment relationship: employer, department, division, position in the company
- Documentation data: photo and video recordings, as well as other data comparable to the categories mentioned

### **WHAT DO WE PROCESS YOUR DATA FOR (PURPOSE OF PROCESSING) AND ON WHAT LEGAL BASIS?**

We process your personal data in accordance with the provisions of the EU General Data Protection Regulation (GDPR), the German Federal Data Protection Act (BDSG) and all other relevant laws.

Irrespective of this, there may always be constellations in which we process your personal data that are not mentioned here. In these cases, you will receive separate information on data protection related to the respective occasion, insofar as this is required by law.

We process your personal data for the purpose of inviting, planning, and carrying out the 100th anniversary of DEKRA, forwarding the participant data to your DEKRA employer for the purpose of tax-correct mapping as well as documentation and its presentation via DEKRA internal channels, e.g., DEKRA Employee Platform, DEKRA ONE, Teams, DEKRA News.

The invitation, planning and implementation of the event take place based on our legitimate interest.

Our legitimate interest lies in the structured, economical, and sustainable invitation, planning and implementation of the event.

The forwarding of the participant data to your respective DEKRA employer takes place based on our legitimate interest for the purpose of the tax-correct mapping for employees by your DEKRA employer in the context of the execution of the employment relationship.

The legal basis for the forwarding to your DEKRA employer by us is Art. 6 para. 1 f GDPR. The legal basis for processing by your DEKRA employer for the purpose of tax-correct mapping is Art. 88 para. 1 GDPR in conjunction with the respective relevant state law (e.g., for Germany § 26 BDSG), Art. 6 para. 1 b, c, f GDPR.

The processing for the purpose of documenting the event through photos, videos, and reports, as well as their presentation via DEKRA's internal channels, takes place on the basis of our legitimate interest.

Our legitimate interest consists in documenting and presenting the events to cultivate the corporate culture and improve employee satisfaction, present the company's 100th anniversary as well as the company's success, cooperation and working atmosphere.

The legal basis for the processing is Art. 6 (1) (f) GDPR.

### **WHO GETS MY DATA?**

Within the DEKRA Group, access to your data is granted to those departments that need it to perform the tasks assigned to them in the Group, or to the DEKRA Group companies that process the data for the presentation of the event on internal channels.

Service providers and vicarious agents used by us may also receive data for these purposes, if these were confidentiality in particular, and then data protection requirements.

Regarding the transfer of data to recipients outside the DEKRA Group, we only pass on information if required by law or to service providers whom we use within the framework of order processing relationships.

### **IS DATA TRANSFERRED TO A THIRD COUNTRY OR TO AN INTERNATIONAL ORGANIZATION?**

If this is necessary in individual cases, your personal data may be transmitted to an IT service provider in the USA or another third country to ensure the IT

operations of the DEKRA Group based on a balancing of interests and in compliance with the European level of data protection.

In addition, DEKRA employees can have restricted, worldwide access to the presentation via internal channels, e.g., DEKRA Employee Platform, DEKRA ONE, Teams, DEKRA News.

### HOW LONG WILL MY DATA BE STORED?

We process your personal data for as long as we can establish a legitimate interest in processing it.

As soon as we are no longer able to establish a right to process your personal data in accordance with these standards, they will be deleted on a regular basis, unless requires further processing for a limited period.

### WHAT DATA PROTECTION RIGHTS DO I HAVE?

You are entitled to the following statutory rights as data subjects, provided that their requirements are met:

- ▶ Right to access by the data subject in accordance with Art. 15 GDPR,
- ▶ Right to rectification in accordance with Art. 16 GDPR,
- ▶ Right to erasure in accordance with Art. 17 GDPR,
- ▶ Right to restriction of processing in accordance with Art. 18 GDPR,
- ▶ Right to data portability in accordance with Art. 20 GDPR,
- ▶ Right to object in accordance with Art. 21 GDPR,
- ▶ Right to lodge a complaint with a supervisory authority pursuant to Art. 77 GDPR if you believe that the processing of personal data concerning you violates the provision of the GDPR.

### TO WHAT EXTENT IS THERE AUTOMATED DECISION-MAKING OR PROFILING TAKING PLACE?

As a matter of principle, we do not use fully automated decision-making in accordance with Article 22 of the GDPR. If we use these procedures in individual cases, we will inform you separately about this and your rights in this regard, if this is required by law.

### IS THERE AN OBLIGATION FOR ME TO PROVIDE DATA?

For the purpose of invitation, planning and implementation of the event, as well as for the tax-correct illustration, registration for 100 years of DEKRA is required. If you do not provide your data as part of the registration, proper, voluntary participation cannot take place.

There is no obligation for employees to be photographed for the documentation and presentation of the DEKRA event. You can object to the photograph of yourself to the photographer at any time. Even after a photograph has been taken or published on DEKRA's internal channels, e.g., DEKRA Employee Platform, DEKRA ONE, Teams, DEKRA News, you have the right to object to the further processing of your image data or its further publication at any time.

### INFORMATION ABOUT YOUR RIGHT TO OBJECT UNDER ARTICLE 21 OF THE GDPR

**You have the right to object, on grounds relating to your situation, at any time to the processing of personal data concerning you that is carried out based on Article 6 (1) (e) GDPR (data processing in the public interest) and Article 6 (1) (f) GDPR (data processing on the basis of a balancing of interests). This also applies to profiling based on this provision within the meaning of Art. 4 No. 4 GDPR. If you object, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms, or the processing is for the establishment, exercise, or defense of legal claims.**

### **RECIPIENT OF AN OBJECTION OR REVOCATION**

The objection or revocation can be addressed to the controller without any formality.

### **STATUS AND CHANGES TO THIS PRIVACY POLICY**

This privacy policy is as of December 2024.

The further development of our company may also have an impact on the handling of personal data. We therefore reserve the right to amend this data protection declaration in the future within the framework of the applicable data protection laws and, if necessary, to adapt it to changed data processing realities. We will inform you separately of any significant changes in content.