

## Agreement regarding the processing of personal data (according to the GDPR) between

#### CleverReach GmbH & Co. KG

Schafjückenweg 2 26180 Rastede

- hereinafter referred to as Processor -

and

Global Mobility Trainer Kundennummer 257318 Else-Kienle-Weg 5 71169 Sindelfingen, Deutschland

- hereinafter referred to as Controller -

#### 1 Subject and duration of the contract

- (1) The Processor performs the services described in Annex 1 for the Controller. Annex 1 describes the subject, the type and the purpose of the processing and the type of data.
- (2) As long as nothing else is agreed on, this Agreement shall become effective after it has been signed by both parties. It shall remain effective for as long as the Processor processes personal data for the Controller. This Agreement supersedes any previous agreements for data processing on behalf between the Parties, if any.

#### 2 Instructions by the Controller

- (1) The Controller is responsible for compliance with the statutory provisions of data protection law, in particular for the lawfulness of the processing and for the protection of the data subject rights. Statutory or contractual liability regulations shall remain unaffected.
- (2) The Processor shall process the personal data provided to it exclusively according to the instructions of the Controller and within the framework of the agreements made. Data may only be corrected, deleted or blocked if this is requested by the Controller. The Processor may, in exceptional cases, correct, delete or block the data which it processes on behalf of the Controller if it is legally obliged to remove e-mail addresses from the database and place them on a black list if an e-mail to a specific, identical e-mail address is returned as undeliverable three consecutive times (hard bounces) or if there are complaints from recipients. In this case, the Processor shall inform the Controller thereof without delay.
- (3) Processing shall only be carried out when this is requested by the Controller, unless the Processor is obliged to process such data by the law of the European Union or of the Member States to which the Processor is subject. If this is the case, the Processor shall inform the Controller of such legal requirements prior to processing, unless the relevant law prohibits such communication because of an important public interest.



- (4) Instructions can generally be given orally. Oral instructions must then be documented by the Controller. Instructions must be given in writing or in text form if requested by the Processor.
- (5) If the Processor is of the opinion that a directive by the Controller violates data protection regulations, it must inform the Controller without delay.

#### 3 Technical and organizational measures

- (1) The Processor undertakes to take appropriate technical and organizational security measures for the data to be processed and document them in Annex 3 to this Agreement. The security measures must ensure a level of protection appropriate to the risk.
- (2) The measures taken may be updated to reflect technical and organizational development over time. The Processor may only make such modifications if they at least maintain the security level of prior measures. Unless otherwise specified, the Processor only needs to notify the Controller of material adjustments.
- (3) The Processor shall support the Controller in complying with all legal obligations regarding technical and organizational measures. Upon request, the Processor shall assist in the preparation and updating of the list of processing activities of the Controller. The Processor will assist in the preparation of a privacy impact assessment and, if appropriate, in the prior consultation of the supervisory authorities. The Processor shall disclose all necessary information and documents to the Controller on request.

#### 4 Obligations of the Processor

- (1) The Processor confirms that it is aware of the relevant data protection regulations. The Processor will organize its internal procedures in such a way that it meets the special requirements of data protection.
- (2) The Processor provides adequate guarantees that appropriate technical and organizational measures are in place to ensure that the processing complies with the data protection rules and the rights of the data subject.
- (3) The Processor warrants that it will familiarize the personnel involved in the performance of the work with the applicable data protection provisions and that persons authorized to process the personal data are bound by confidentiality or are subject to an appropriate statutory confidentiality obligation. It monitors compliance with data protection regulations.
- (4) The Processor may access personal data of the Controller for purposes of data processing on behalf only if this is indispensable for processing the data.
- (5) If required by law, the Processor will appoint a data protection officer. The contact details of the data protection officer will be communicated to the Controller to enable direct contact.
- (6) The Processor may process the personal data provided to it exclusively in the territory of the Federal Republic of Germany or in a member state of the European Union. Processing personal data in a third country requires the Controller's prior approval and may only be done when the special legal requirements are complied with.
- (7) The Processor shall support the Controller with appropriate technical and organizational measures to enable the Controller to fulfil its existing obligations towards the data subject, e.g. information and disclosure to the data subject, correction or deletion of data, restriction of processing or the right to data transferability and objection. The Processor shall appoint a contact person who will assist the Controller in complying with legal information and disclosure obligations arising in connection with data processing on behalf and shall inform the Controller of the contact details without delay. Insofar as the



Controller is subject to special legal obligations to provide information in the event of unlawful knowledge of data, the Processor shall support the Controller in this. The Processor may only provide information to the data subject or third parties after being instructed accordingly by the Controller. If a person concerned asserts his or her rights under data protection law directly against the Processor, the Processor shall immediately forward this request to the Controller.

#### 5 Authorization for subcontracting

- (1) The Processor may only commission subcontractors if it always informs the Controller in advance of any intended change in relation to the involvement or replacement of other processors, thereby giving the Controller the opportunity to object to such changes within 30 days. The objection may only be made for cause.
- (2) Subcontracting relationships include, but are not limited to, relationships where the Processor asks other processors to perform the services to which this Agreement refers, whether in part or as a whole. Ancillary services for which the Processor uses third parties to support the execution of the order are not considered as subcontracting relationships within the meaning of this provision. These include e.g. telecommunications services or cleaning staff. However, the Processor shall be obliged to enter into appropriate and legally compliant contractual agreements and to take control measures in order to ensure the protection and security of the Controller's data also for outsourced ancillary services.
- (3) The subcontractor may only access the data if the Processor ensures, by means of a written contract, that the regulations agreed in this Agreement also apply to the subcontractors. In particular, sufficient guarantees must be offered that the appropriate technical and organisational measures are carried out in such a way that the processing takes place in accordance with the data protection regulations.
- (4) The use of the subcontractors listed in Annex 2 at the time of signing the Agreement shall be deemed to have been approved provided that the conditions specified in Section 5 (3) of this Agreement are met.

#### 6 Monitoring rights of the Controller

The Processor agrees that the Controller or a person commissioned by the Controller shall be entitled to monitor compliance with the provisions on data protection and the contractual agreements to the necessary extent, in particular by obtaining information and requesting relevant documents or access to the Processor's offices during the designated business hours after prior notification. Appropriate and valid IT security certificates (e.g. IT-Grundschutz, ISO 27001) can also provide proof of proper processing, provided that the respective object of the certification also applies to data processing on behalf in a specific case. However, providing a relevant certificate does not waive the obligation of the Processor to document the security measures within the meaning of Section 3 of this Agreement.

#### 7 Processor's violations

The Processor shall immediately inform the Controller of any disruptions in the course of operations which entail risks for the Controller's data. The same applies in the event of suspected breaches of data protection in connection with the Controller's data. This also applies if the Processor becomes aware that its security measures do not meet the statutory requirements. The Processor understands that it is obligated to document all violations of the protection of personal data and report them to the supervisory authorities or the data subject. In case of such violations, the Processor shall support the Controller in complying with its



reporting obligations. It will report any violations to the Controller, providing at least the following information:

- a) a description of the nature of the injury, the categories and the approximate number of persons and records affected,
- b) name and contact details of a contact person for further information,
- c) a description of the likely consequences of the injury, and
- d) a description of the measures taken to remedy or mitigate the violation.

#### 8 Termination

- (1) Following completion of the data processing on behalf, the Processor must either delete or return all personal data at the choice of the Controller, unless there is a legal obligation to store the personal data.
- (2) The Controller may terminate this Agreement without notice if the Processor seriously violates the provisions of this agreement or the data protection regulations and the Controller cannot be reasonably expected to continue the cooperation with the Processor until the end of the notice period or until the agreed end of the work.

#### 9 Final provisions

- (1) If the Controller's property is endangered by third-party measures (such as seizure or confiscation), insolvency proceedings or other events, the Processor must inform the Controller immediately. Any right of retention is excluded with respect to the disks and data of the Controller.
- (2) The establishment of the Agreement, amendments to the Agreement and any ancillary agreements must be drawn up in writing. From 25 May 2018, this can also be done electronically.
- (3) If any part of this Agreement should prove legally ineffective, this shall not affect the effectiveness of the Agreement.
- (4) If legally permissible, the parties agree that the place of jurisdiction shall be the registered office of the Processor.

Place, Date Place, Date

Sindelfingen, Germany, 07.05.2020 Rastede. 07.05.2020

Signature of Controller Signature of Processor

Management



# Annex 1: List of commissioned services and contact details of the data protection officer

Object of the processing	Provision of the CleverReach software for email dispatch/evaluation and management by the Controller.  Provision of the CleverReach software for email dispatch/evaluation and management by the Controller.
Nature and purpose of processing	Collection, storage, use, processing and transmission of the Controller's account data and user management data. Storage, processing, and transmission of recipient data for the purpose of sending/evaluating emails.  Collection, storage, use, processing and transmission of the Controller's account data and user management data. Storage, processing, and transmission of recipient data for the purpose of sending/evaluating emails.
Type of personal data	Account data of the Controller  - Form of address - Name and surname - Company, invoice address  Recipient details (e-mail address, first name and surname)  - E-mail address - Name and surname - Street address - Personal data - Communication data
Categories of data subjects	Contact person/agent of the Controller     Newsletter recipients     Buyers and interested parties  - Customers and interested parties of the client
Name and contact details of the data protection officer of the Controller (if existing)	
Name and contact details of the data protection officer of the Processor	Dr. Uwe Schläger, datenschutz nord GmbH Konsul-Smidt-Str. 88 28217 Bremen Germany Contact: Conrad S. Conrad, Legal advisor Email: cconrad@datenschutz-nord.de



## Annex 2: List of subcontractors including processing sites

Subcontractor (name, legal form, registered office of the company)	Processing site	Type of service
PlusServer GmbH	Germany	E-mail dispatch
Amazon Web Services, Inc.	Ireland Germany	Data storage and processing, E-mail dispatch
Hetzner Online GmbH	Germany	E-Mail dispatch



# Annex 3: Technical and organizational measures at CleverReach GmbH & Co. KG

### A Measures to ensure confidentiality and integrity (1.1 Site 1)

1.	Access control measures to server rooms
1.1	Is personal data stored on servers operated by you?  Yes No
1.2	Please specify the site of the server room/data center (DC).  Site 1: Germany - no data is stored here  Site 2: Amazon Web Services, Inc., Ireland  Site 3: PlusServer GmbH, Germany  Site 4: Amazon Web Services, Inc., Germany  Site 5: Hetzner Online GmbH, Germany  Corresponding data protection contracts have been concluded with all external service providers in accordance with Art. 28 GDPR. For the specific data processing by the external service providers, their respective technical and organizational measures apply, to which we refer.
1.3	Is the personal data distributed to more than one server site/data center (e.g. backup server/use of cloud services)?  Yes No
1.4	If 1.3 yes: Please also provide the corresponding site information for other servers.
	Other sites: Amazon Web Services, Inc., Ireland
1.5	Are the following information on access control measures valid for <u>all</u> server/data center sites in use?  Yes No, only for site 1
1.6	Is the server room windowless?  Yes No
1.7	Is the server room alarmed by means of a burglar alarm system (EMA)?  Yes No
1.8	If 1.7 yes: Who is informed when the EMA is triggered?  ☐ Assigned security ☐ Administrator ☐ Head of IT ☐ Miscellaneous: Police
1.9	Is the server room video monitored?  Yes, without image Yes, with image No
1.10	How many people have access to the server room and what are their functions?  Number of persons: 6  Role in the organization: Administrators, Head of IT
1.11	Is the server room equipped with an electronic locking system?  Yes No, with mechanical lock
1.12	How many keys to the server room exist, who issues the keys?  Number of keys: 6 Issuer: Administrator



1.13	What material is the access door to the server room made of?  Steel/Metal/ Fire door wood T-30 Other material
1.14	Is the server room used for purposes other than its actual function?  Yes No
	In your opinion, are the documented measures suitable for the rights and freedoms of the data subjects, taking into account the state of the art, implementation costs, the type, scope, circumstances and purposes of processing as well as the different probability of occurrence and severity of the risk, in order to ensure a level of protection appropriate to the risk?
	☐ Somewhat suitable ☐ Not suitable
	Reasons: The measures taken are appropriate to ensure a level of protection appropriate to the risk.
2.	Measures for controlling access to offices
2.1	Location of the client workstations from which personal data is accessed: Workplaces of the employees
2.2	Is there a porter service/permanently staffed reception area to the building or your offices?  Yes No
2.3	Is a visitor's book kept?  ☑ Yes □ No
2.4	Is the building or are the offices protected by a burglar alarm system (EMA)?  Yes No
2.5	Who is informed when the EMA is triggered?  ☐ Assigned security ☐ Administrator ☐ Head of IT ☐ Miscellaneous: Police
2.6	Are the office building or its entrances monitored by video?  Yes, without image recording Yes, with image recording No
2.7	Are the building/offices equipped with an electronic locking system?  Yes, buildings and offices are electronically locked  Yes, but only the building, not the entrance to the offices or to the office floor.  Yes, but only the entrance to the offices/to the office floor, not the building as a whole.
2.8	If 2.7 yes: Which access technology is used?  ☑ RFID ☑ PIN ☐ Biometry ☐ Other:
2.9	If 2.7 yes: Are access rights personalized?  ☑ Yes ☐ No
2.10	If 2.7 yes: Are access attempts logged by the access system?  Yes, both successful and unsuccessful access attempts  Yes, but only successful positive accesses  Yes, but only unsuccessful access attempts  No, the lock will only be released or not



2.11	If 2.10 yes: How long is this log data kept? 6 months
2.12	If 2.10 yes: Are the logs evaluated regularly?  ☐ Yes ☑ No, but evaluation is possible if necessary
2.13	Is there a mechanical lock for the buildings/offices?  Yes No
2.14	If 2.13 yes: Is key issuing logged, who hands out the keys?  ✓ Yes ✓ No issuing office: Administration
2.15	Are there official access regulations for external individuals (e.g. visitors) to the offices?  No  Yes, external individuals will be picked up at the entrance or reception by the contact person and may only move around the building if accompanied.
	In your opinion, are the documented measures suitable for the rights and freedoms of the data subjects, taking into account the state of the art, implementation costs, the type, scope, circumstances and purposes of processing as well as the different probability of occurrence and severity of the risk, in order to ensure a level of protection appropriate to the risk?
	Reasons: The measures taken are appropriate to ensure a level of protection appropriate to the risk.
3	Access control measures
3.1	Access control measures  Is there a process for assigning user IDs and access authorizations when hiring new employees, when employees leave or when making organizational changes?  Defined release process  No defined release process, on demand Other assignment procedure:
	Is there a process for assigning user IDs and access authorizations when hiring new employees, when employees leave or when making organizational changes?  Defined release process  No defined release process, on demand
3.1	Is there a process for assigning user IDs and access authorizations when hiring new employees, when employees leave or when making organizational changes?  Defined release process  No defined release process, on demand Other assignment procedure:  Is the assignment of, or change to, access authorizations logged?
3.1	Is there a process for assigning user IDs and access authorizations when hiring new employees, when employees leave or when making organizational changes?  Defined release process No defined release process, on demand Other assignment procedure:  Is the assignment of, or change to, access authorizations logged?  Yes No  Do employees authenticate themselves to the central directory service using a unique ID?



3.6	Does the IT system force the user to comply with the above PW specifications?  Yes No
3.7	Is the screen locked when the user is inactive?  Yes No
	If yes, after how many minutes? After 10 minutes
3.8	What actions do you take if a password is lost, forgotten or exposed?  Admin assigns new initial password  None
3.9	Is there a limit to the number of unsuccessful login attempts?  Yes, after 3 tries  No
3.10	If 3.9 yes, how long does access remain blocked if the maximum number of unsuccessful login attempts is reached?  Access remains blocked until the block is manually released  Access remains blocked for 10 minutes.
3.11	How is authentication performed for remote access:  Authentication with □ Token ☒ VPN Certificate □ Password
3.12	Is there a limit to unsuccessful login attempts for remote access?  Yes No, a login attempt is not possible without a certificate
3.13	Is remote access automatically disconnected after a certain period of inactivity?  Yes, after 30 minutes  No
3.14	Are the systems protected by a firewall?  Yes No
3.15	If 3.14 yes: Is the firewall updated regularly?  ✓ Yes  No
3.16	If 3.14 yes: Who administers your firewall?  ☑ Own IT ☐ External service provider
	In your opinion, are the documented measures suitable for the rights and freedoms of the data subjects, taking into account the state of the art, implementation costs, the type, scope, circumstances and purposes of processing as well as the different probability of occurrence and severity of the risk, in order to ensure a level of protection appropriate to the risk?  Suitable  Somewhat suitable
	Reasons: The measures taken are appropriate to ensure a level of protection appropriate to the risk.



4	Measures to secure paper documents, mobile media and mobile terminals
4.1	How are paper documents containing personal data that are no longer required disposed of (e.g. printouts/files/correspondence)?  Waste paper/residual waste  Shredders are available for this purpose and their use is mandatory.  The Controller's order data is not available in paper form.
4.2	How are media containing personal data (USB sticks, hard disks) disposed of which are no longer required?  Physical destruction by own IT.  Physical destruction by external service provider.  Deleting the data
4.3	Does the organization allow the use of mobile media (e.g. USB sticks)?  Yes, but only media provided by the Processor No
4.4	Are employees allowed to use private media (e.g. USB sticks)?  Generally yes  Yes, but only after approval and verification of the storage medium by IT.  No, all required storage media are provided by the Processor.
4.5	Is the Controller's data also processed on mobile devices by employees?  Yes, but only on instruction of the Controller and on devices of the Processor  No
4.6	Do employees also process personal data on their own private devices (BYOD)?  Yes No
	In your opinion, are the documented measures suitable for the rights and freedoms of the data subjects, taking into account the state of the art, implementation costs, the type, scope, circumstances and purposes of processing as well as the different probability of occurrence and severity of the risk, in order to ensure a level of protection appropriate to the risk?  Suitable  Somewhat suitable  Reasons: The measures taken are appropriate to ensure a level of protection appropriate to the risk.



5	Measures for secure data transmission
5.1	Is the transfer of personal data encrypted end to end?  Not at all  No, data transfer via MPLS  Encrypted file is sent as an e-mail attachment  PGP/SMime  Encrypted media  VPN  SSL/TLS  SFTP  Other:
5.2	Who manages the keys and certificates?  User Own IT External service provider
5.2	Are transmission processes logged?  ☑ Yes □ No
5.3	If 5.2 yes: How long is this log data kept? Permanently
5.4	If 5.2 yes: Are the logs evaluated regularly?  Yes No, but evaluation is possible if necessary
	In your opinion, are the documented measures suitable for the rights and freedoms of the data subjects, taking into account the state of the art, implementation costs, the type, scope, circumstances and purposes of processing as well as the different probability of occurrence and severity of the risk, in order to ensure a level of protection appropriate to the risk?  Suitable  Somewhat suitable  Reasons: The measures taken are appropriate to ensure a level of protection appropriate to the risk.



### B. Measures to ensure availability (A 1.1 Site 1)

1.	Server room
1.1	Does the server room have a fire-resistant or fire-retardant access door?  Yes No
1.2	Is the server room equipped with smoke detectors?  Yes No
1.3	Is the server room connected to a fire alarm center?  Yes No
1.4	Is the server room equipped with fire extinguishing systems?  Yes, CO2 fire extinguisher  Yes, Halon/Argon extinguisher  No
1.5	What are the outer walls of the server room made of?  Solid wall (e.g. concrete, brick wall) Lightweight construction Fire protection wall (e.g. F90)
1.6	Is the server room air-conditioned?  ☑ Yes ☐ No
1.7	Does the server room have an uninterruptible power supply (UPS)?  Yes No
1.8	Is the power supply of the server room additionally secured by a diesel generator?  Yes No
1.9	Are functionalities 1.2, 1.3, 1.4, 1.7 and 1.8 tested regularly?  Yes No
	In your opinion, are the documented measures suitable for the rights and freedoms of the data subjects, taking into account the state of the art, implementation costs, the type, scope, circumstances and purposes of processing as well as the different probability of occurrence and severity of the risk, in order to ensure a level of protection appropriate to the risk?
	⊠ Suitable
	Reasons: The measures taken are appropriate to ensure a level of protection appropriate to the risk.
	Parling and assessment since material
2	Backup and emergency concept, virus protection
2.1	Is there a backup concept?  Yes No
2.2	Is the backup recovery functionality tested regularly?  Yes No



2.3	How often are backups made of the system on which personal data is stored?  Real-time mirroring Daily One to three times a week
2.4	What backup media are backups stored on?  Second redundant server Backup tapes Hard disks
2.5	Where are the backups stored?  Second redundant server at a different location  Safe (fireproof, safe for media and documents)  Locked filing cabinet/desk  In the server room
2.6	Are the backups encrypted?  Yes  No
2.7	Is the location of the backups in a fire compartment or building section separate from the primary server?  Yes  No
2.8	Is a documented process for software or patch management in place?  Yes No Process exists, but is not documented
2.9	If 2.8 yes, who is responsible for software and patch management?  User Own IT External service provider
2.10	Is there an emergency concept (e.g. emergency measures in case of hardware defects/fire/total loss etc.)?  Yes  No
2.11	Are the IT systems technically protected against data loss/unauthorized data access? Yes, by means of always updated
	☑ Virus protection ☑ Anti-Spyware ☑ Spam filter ☑ Firewall ☑ Backup
2.12	If 2.11 yes, who is responsible for the current virus protection, anti-spyware and spam filters?  ☐ User ☐ Own IT ☐ External service provider
	In your opinion, are the documented measures suitable for the rights and freedoms of the data subjects, taking into account the state of the art, implementation costs, the type, scope, circumstances and purposes of processing as well as the different probability of occurrence and severity of the risk, in order to ensure a level of protection appropriate to the risk?  Suitable  Somewhat suitable  Reasons: The measures taken are appropriate to ensure a level of protection appropriate to the risk.



3	Internet connection
3.1	Does the organization have a redundant Internet connection?
	☐ Yes ☒ No
3.2	Are the individual sites of the company redundantly connected to each other?
3.3	Who is responsible for the company's network connection?
	Own IT External service provider
	In your opinion, are the documented measures suitable for the rights and freedoms of the data subjects, taking into account the state of the art, implementation costs, the type, scope, circumstances and purposes of processing as well as the different probability of occurrence and severity of the risk, in order to ensure a level of protection appropriate to the risk?
	Suitable ☐ Somewhat suitable ☐ Not suitable
	Reasons: The measures taken are appropriate to ensure a level of protection appropriate to the risk.



### C. Other measures according to Art. 32 (1) (b, c, d) GDPR

1.	Resilience
	Are there measures in place to ensure the ability to sustain the resilience of the systems and services associated with the processing?
	The Processor's IT administration shall carry out regular stress and performance tests in order to maintain order processing and the Processor's state-of-the-art systems.
2	Recoverability
	Are there emergency or recovery policies and measures in place to ensure the ability to rapidly restore the availability of and access to personal data in the event of a physical or technical incident?
3	Procedures for reviewing and evaluating the measures taken
3.1	Is there a procedure for regularly reviewing and evaluating the effectiveness of technical and organizational measures to ensure the security of processing?   yes  no
	In cooperation with the Processor's data protection officer, the technical and organizational measures are constantly documented, checked and evaluated annually and adjusted if necessary.
3.2	Is a data protection management tool used?
	yes no
	The data protection management tool is used to document all procedures and processes (e.g. list of processing activities, data breakdown reports and enquiries from data subjects) as well as their evaluation.
3.3	Is there a documented policy for dealing with data breaches?
3.4	Is there a list of processing activities?  yes no
	In your opinion, are the documented measures suitable for the rights and freedoms of the data subjects, taking into account the state of the art, implementation costs, the type, scope, circumstances and purposes of processing as well as the different probability of occurrence and severity of the risk, in order to ensure a level of protection appropriate to the risk?  Suitable  Somewhat suitable  Reasons: The measures taken are appropriate to ensure a level of protection appropriate to the risk.