

PRIVACY POLICY FOR ACADEMY CUBE AND CONSENT TO COLLECT, USE AND DISCLOSE PERSONAL INFORMATION

Privacy policy for Academy Cube

The general privacy policy published by SAP covers the Academy Cube <http://academy-cube.eu> . For full details see (<http://www.sap.com/corporate-en/our-company/legal/privacy.epx>).

This is the additional privacy policy for the Academy Cube which hereby incorporates in full by reference the general privacy policy and governs the collection of personal information from users who filled out and submitted the online contact information sheet for Academy Cube from the website <http://academy-cube.eu/> ("Academy Cube Web Site").

Consent

This Privacy Policy for Academy Cube advises you about how SAP uses and protects any personal information that you submit when filling out the online contact information sheets for Academy Cube.

If we decide to make changes to this Privacy Policy for Academy Cube, we will post the changes here and seek again your explicit consent.

IF YOU DO NOT CONSENT TO THE COLLECTION, USE AND DISCLOSURE OF YOUR PERSONAL INFORMATION AS SET FORTH IN THIS POLICY, YOU MAY NOT SUBMIT THIS CONTACT INFORMATION SHEET.

BY CLICKING "I ACCEPT", YOU ARE CONSENTING TO THE COLLECTION, USE, AND TRANSFER OF YOUR PERSONAL INFORMATION IN OR TO THE UNITED STATES OR ANY OTHER COUNTRY IN THE WORLD AND FOR THE PURPOSES DESCRIBED AS SET FORTH HEREUNDER.

Collection of Personal Data

We collect the information you give us when you use the Academy Cube Web Site. You may use this Academy Cube Web Site to register by filling out the applicable online contact sheet

- (i) either as an interested student in form of a request for further information on Academy Cube or
- (ii) as an interested talent in form of an application for access to Academy Cube or
- (iii) as a prospective partner of the Academy Cube.

When you register in that way as an interested student with the request for further information on the Academy Cube, we ask you for mandatory information and personal data like your name, postal address, e-mail address, your nationality, your job status, highest degree and degree subject and year of graduation as well as fields of interest in respect to Academy Cube.

When you register in this way as a prospective user in order to apply for access to Academy Cube, we ask you for mandatory information and personal data like your name, your first name, e-mail address, postal address, your job status, your nationality, your birthdate, STEM field of study, highest degree and degree subject including year of graduation, English and German language skills, the Curriculum you are applying for as well as the upload of your CV, your degree diploma and your unemployment certificate.

When you register in that way as a prospective partner we ask you for mandatory information and personal data like such as name of contact person, postal address, e-mail address, company name as well as fields of interest in respect to Academy Cube.

Further additional personal data may be volunteered by you which is then also subject to this Privacy Statement of Academy Cube.

In addition to the information you provide, we may also collect information during your visit to the Academy Cube Website such as tracking of the type, duration and progress of curricula /courses consumed; of your log-in details to the training system and of your visit to individual job postings.

Use and Purpose of Collected Personal Data

Some of the ways we may use your personal data include, but are not limited to the following:

- We may evaluate if your profile suits the target group of Academy Cube and, if so, set up your user's account.
- We may inform you about the starting point for general registration process for Academy Cube along with details on the then available Academy Cube offerings. We may send you regular updates by e-mail or by post on the latest Academy Cube announcements, offerings or related events.
- We may contact you occasionally with tailor information about the Academy Cube offerings e.g. like curricula and courses, events, articles or with recommendations for specific job offering we think will be of specific interest to you.
- We may reply to your inquiries, to provide you with requested information and promotional material.
- We may use your personal data for marketing or promotional purposes and market research.
- We may use your personal data to conduct questionnaires and surveys on the Academy Cube. Your completion of any questionnaires is voluntary.
- We may use your personal data internally to help us improve our services and to help resolve any problems. We may inform you to support recruitment inquiries and use the information you provided to communicate with you to manage the Academy Cube recruiting and hiring process.
- We may collect your personal information to use, transfer, retain and share it internally, with other partners of the Academy Cube and with third parties in connection with recruiting and employment.
- We may retain your information to consider you for other job opportunities.

We may track your progress of learning and activity in the training system **Opt-out choice**

If you do not wish to receive information from us and want to be removed from our standard mailing list, please e-mail us at info@academy-cube.eu with the subject line 'Remove from mailing lists'.

Disclosure of your Personal Data

It is likely that circumstances may arise where, whether for strategic or other business reasons, the Academy Cube may be reorganized and further processing of the Academy Cube is transferred to another third party. Such a transaction may involve, in accordance with the applicable law, the disclosure of your personal data to a third party in accordance with the purposes for which the personal data was originally collected or the purposes to which you have subsequently consented.

We may also share such information with other partners of the Academy Cube for the purposes of providing a requested service or transaction, including processing orders, issuing invoices, granting access to and tracking type, duration and progress of curricula / courses and to manage the recruiting and hiring process.

Use of Google Analytics

This website uses Google Analytics, a web analytics service provided by google, Inc. ("Google"). Google Analytics uses "cookies", which are text files placed on your computer, to help the website analyze how users use this site. The information generated by the cookie about your use of the website (including your IP address) will be transmitted to and stored by google on servers in the United States. In case of activating IP anonymization at this website Google will reduce your IP address prior sending it to member countries of the European Union or to other treaty states of the agreement of the European Economic Area. Only in exceptional cases the full IP address will be transferred to Google's Server in the USA before shorten it. Google will use this information for the purpose of evaluating your use of the website, compiling reports on website activity for website operators and providing other services relating to website activity and internet usage. Google may also transfer this information to third parties where required to do so by law, or where such third parties process the information on Google's behalf. Google will not associate your IP address with any other data held by Google. You may refuse the use of cookies by selecting the appropriate settings on your browser, however please note that if you do this you may not be able to use the full functionality of this website.

Additionally you can use the plugin <https://tools.google.com/dlpage/gaoptout?hl=en> Google has developed the Google Analytics Opt-out Browser Add-on. It provides website visitors more choice on how their data is collected by Google Analytics. The add-on communicates with the Google Analytics JavaScript (ga.js) to indicate that information about the website visit should not be sent to Google Analytics.