

Privacy Policy

In this privacy policy, The DO GmbH (Novalisstraße 12, 10115 Berlin, Germany, hereinafter referred to as "The DO" or "we" or "us") and Mercedes-Benz Group AG (Mercedesstr. 120, 70372 Stuttgart, hereinafter referred to as "Mercedes-Benz") inform you about the data processing taking place in the context of the registration for the Impact Mentor Training and in connection with the training. In addition, we inform you about the data protection rights to which you are entitled as a data subject under the General Data Protection Regulation ("GDPR").

1. Controllers and their data protection officer

The controllers (this means the company that is responsible for the data processing) for the data processing operations described within this privacy policy are The DO (Novalisstraße 12, 10115 Berlin, Germany) and Mercedes-Benz Group AG (Mercedesstr. 120, 70372 Stuttgart). The DO's data protection officer can be reached under dataprotection@thedo.world. Mercedes-Benz's data protection officer can be reached under Mercedes-Benz Group AG, Chief Officer Corporate Data Protection, HPC W079, 70546 Stuttgart, Germany, E-Mail: data.protection@mercedes-benz.com). Under section 6, we inform you about how you can request to be provided with the essence of the joint controllership arrangement agreed upon by us with Mercedes-Benz.

All data processing described in section 2 in the following, is done both by The Do and Mercedes-Benz. The data processing described under section 3 is done by The Do without any involvement of Mercedes-Benz.

2. Purposes, legal basis and legitimate interests

Within this section, The Do and Mercedes-Benz inform you about the different kinds of data processing operations occurring during the registration process and later in connection with

Impact Mentor Training and their purposes, legal basis and the legitimate interests for processing that is based on legitimate interests (Art. 6 Para. 1 f GDPR).

2.1 Registration for trainings

As a Mercedes-Benz employee, you are offered to register yourself for participating in Impact Mentor Training. You are provided a link to our registration page via the Mercedes-Benz Social Intranet and are free to decide if you wish to register for the training. For information on the processing of your personal data on the Mercedes-Benz Social Intranet, please refer to the data protection information stored there. The registration page itself is operated by The DO and the data you provide on the page is processed by The DO and Mercedes-Benz.

On the registration page you are asked to provide information about you. This, for example, includes your full name, your corporate email address, user ID, a confirmation of you being a Mercedes-Benz employee and of your supervisor having agreed to you participating in the training, the location you work from and the other information you are asked to provide on the registration page. When we ask about your gender, age, proximity to production and plant number you can decide voluntarily if you wish to provide this information and may also not provide us such information by selecting "prefer not to answer". Within some questions, we

ask for your consent (“request for consent”), which you may voluntarily provide or not (see further information also under 2.4, 2.7, 2.8 and 2.10 below). You may select “Yes” for providing consent or “No” for not consenting.

All information other than the age, gender, proximity to production, plant number and answers on request for consent are always needed for your registration. Providing the information needed for the registration is a contractual requirement. The data needed for the registration are processed based on the contract concluded between us and you (Art. 6 Para. 1 b GDPR) and as outlined within the terms of use.

The answers you provide regarding gender, age, proximity to production and plant number are anonymized and aggregated based on our legitimate interests (Art. 6 Para. 1 f GDPR) in using this information for gaining insights on the diversity of the group of participants and draw conclusions for the way we design and conduct the training contents as well as adapt training activation materials and in helping Mercedes-Benz to adopt communication in case the group of participants is not diverse enough.

Collecting the answers to our consent requests is based on our legal obligation to comply with rules regarding the provision of invitations for surveys which are considered as marketing (Art. 6 Para. 1 c GDPR and Sec. 7 of the German Federal Act Against Unfair Competition) and legitimate interest (Art. 6 Para. 1 f GDPR) in ensuring that we have consent for marketing activities that require consent. In case you provide consent, we store the information on your selection of “Yes” per consent request to fulfill our obligation of being able to demonstrate that consent was provided (Art. 6 Para. 1 c GDPR and Art. 7 Para. 1 GDPR).

2.2 Selection of participants for mentor trainings

Not every person who registers for the mentor training can participate in the training. We select the participants of trainings in two ways. At first, we select people based on a geographical quota. The criteria for selection on the basis of the geographical quota are developed together with Mercedes-Benz. Secondly, we select participants on a first come, first serve basis. We inform all registered persons if they were selected to participate in the mentor training and use the contact information provided during the registration process for this. The different aforementioned data processing operations are based on the contract concluded between us and you (Art. 6 Para. 1 b GDPR) when you decide to register and as outlined within the terms of use.

2.3 Participating in mentor trainings and surveys

If you are selected to participate in the Impact Mentor Training, you will receive an email with an invitation to start the mentor training at the address provided during registration. When you participate in a mentor training, data about you is collected in different ways. Before you start the training, we ask you some questions. For example, we ask how you how you learned about Impact Mentor Training and other questions to better understand why you want to participate.

While you participate in the training, we also collect information on which live sessions you participated in, which training content you consumed and whether you successfully completed the training. The training content is determined jointly between The Do and Mercedes-Benz. Some training content is made available to you via a link on our platform on the Mercedes-Benz social intranet. For information

on the processing of your personal data on the Mercedes-Benz social intranet, please refer to the data protection information stored there. After you are done with the training, we again ask you questions within a survey.

Providing the aforementioned data is a contractual requirement under the contract concluded between us and you. The legal basis for the data processing during Impact Mentor Training and for the processing of answers you provided within surveys is the contract concluded between us and you (Art. 6 Para. 1 b GDPR) and as outlined within the terms of use.

2.4. Use of images and videos created during training

During the training you can make videos or pictures of yourself and make them available to us if you wish. The specific purpose for what your images and videos will be processed can be found in the separate declaration of consent, which you can agree to. You can also separately consent to the transmission and use of these videos and images to or by Mercedes-Benz. The legal basis for this processing is your consent (Art. 6 Para. 1 a GDPR).

2.5 Creating statistics

We provide Mercedes-Benz with non-personal information on a group level about what kind of training content was consumed to which degree and which learnings outputs and outcomes were achieved. To help Mercedes-Benz to gain additional insights, we combine this information together with answers provided during the registration process and within surveys. All information is used internally to improve and steer the training and provided to Mercedes-Benz in form of aggregated statistics. Therefore, the use of personal data is limited to using the personal data to create non-personal statistics on a group level.

The legal basis for using the personal data to create aggregated statistics are our legitimate interests (Art. 6 Para. 1 f GDPR) in providing Mercedes-Benz with insights on a group basis about the mentor trainings of their employees.

2.6 Support

In order for Mercedes-Benz to answer all your administrative questions in connection with the Impact Mentor Training, selected Mercedes-Benz employees will be given access to the learning platform, which will be used for support purposes only. The legal basis for this processing is based on the legitimate interest of us and Mercedes-Benz (Art. 6 Para. 1 f GDPR) in order to be able to offer you quick and easy help with your administrative questions in connection with the Impact Mentor Training.

2.7 Sharing of experiences

As part of the post-training survey, you will be asked whether we may forward your User ID and corporate email address to Mercedes-Benz for the purpose of Mercedes-Benz contacting you to ask about your experience in the Impact Mentor Training. It is up to you to decide if you want to share information about your experiences with your employer. In case you wish to provide feedback and share your experiences, we will ask you for your consent (Art. 6 Para. 1 a GDPR) to share your email address and corporate User ID with Mercedes-Benz. Mercedes-Benz will subsequently get in contact with you directly. Our part of the data processing ends at the moment we provided your email address and User ID to Mercedes-Benz.

2.8 Issuing certificates and sharing of personal data with Mercedes-Benz

Learners who successfully completed the training, will be issued a certificate by the DO School To enable us to issue the certificate, we use your email address and name. To automate the process of issuing certificates, we work together with our service provider EdInvent Inc. (800 West El Camino Real, Suite 180, Mountain View, CA 94040 USA).

If desired Mercedes-Benz issues certificates for learners who successfully completed the training. To enable Mercedes-Benz to know which employees successfully completed training, we provide them the User ID and email address of the employees who have consented to this. The legal basis for sharing the data with Mercedes-Benz and using your name and email address for issuing the certificate is your consent (Art. 6 Para. 1 a GDPR).

As mentioned above under “2.7 Sharing of experiences” we also share your User ID and corporate email address if you provide consent (Art. 6 Para. 1 a GDPR) for this. The legal basis for sharing the data with Mercedes-Benz is your consent (Art. 6 Para. 1 a GDPR). We also share your email address in case you consent (Art. 6 Para. 1 a GDPR) to us doing so to enable Mercedes-Benz to sign you up for Mercedes-Benz’s internal Impact Inside newsletter (see under 3.2 below).

2.9 Scheduling live sessions

To schedule live sessions for our Impact Mentor Training with you, we reach out to you to find a suitable time slot. We ask you about your availability and are scheduling the live sessions accordingly. For handling the process of scheduling live sessions, we work together with our service provider Digital Circles AG (Etzelblickstr.1, 8834 Schindellegi, Switzerland). The data processing occurring when scheduling live sessions with you is based on our legitimate interest (Art. 6 Para. 1 f GDPR) in finding a suitable timeslot for your live session.

2.10 Contact by Mercedes Benz during the Impact Mentor Training

Mercedes-Benz would like to stay in touch with participants of the Impact Mentor Training. For this purpose, we share the name and email address of participants with Mercedes-Benz. Mercedes-Benz uses this data to reach out to you regarding matters relating directly or indirectly to your participation in the Impact Mentor Training and to inform you about local, regional and international engagement opportunities. The recipient of your data is the Mercedes-Benz Group and its entity representatives and/or Impact Champions worldwide.

The data processing described here is based on your consent (Art. 6 Para. 1 a GDPR) for enabling Mercedes-Benz to contact participants of the Impact Mentor Training. Mercedes-Benz uses the data for informing you regarding matters relating directly or indirectly to your participation in the Impact Mentor Training and about local, regional and international engagement opportunities.

3. Purposes, legal basis and legitimate interests for data processing done solely by us

Within this section, we inform you about the different kinds of data processing operations we carry out on our own responsibility without the involvement of

Mercedes-Benz. We are the only controller for the data processing described below. We inform you about purposes, legal basis and legitimate interests for processing that is based on legitimate interests (Art. 6 Para. 1 f GDPR).

3.1 Consent for us contacting you

During the registration process we ask you for consent (Art. 6 Para. 1 a GDPR) to stay in touch with us. This, for example, covers informing you about other learning and social impact opportunities in the future. You are free to decide if you would like us to stay in touch. In case you provide your consent, we will use your contact information provided during the registration process to contact you in the future.

3.2 Consent for Mercedes-Benz's newsletter

During the registration process we ask you for consent (Art. 6 Para. 1 a GDPR) to share your email address with Mercedes-Benz. If you consent, your email address will be used by Mercedes-Benz to sign you up for Mercedes-Benz's internal Impact Inside newsletter. Your consent provided towards us only covers the process of us providing your email address to Mercedes-Benz. The actual newsletter is sent to you and provided by Mercedes-Benz. If you wish to no longer receive the newsletter, please contact Mercedes-Benz. Our part of the data processing ends at the moment we provided your email address to Mercedes-Benz.

4. Recipients of data

Since both Mercedes-Benz and we are together processing data, there is a data sharing between us and Mercedes-Benz and vice-versa occurring. Additionally, we work together with the following services providers who are also recipients of the data:

- HubSpot, Inc (25 First Street, 2nd Floor, Cambridge, MA 02141, USA);
- EdInvent Inc. (800 West El Camino Real, Suite 180, Mountain View, CA 94040, USA);
- Digital Circles AG (Etzelblickstr.1, 8834 Schindellegi, Switzerland).

6. Our arrangement with Mercedes-Benz

As mentioned above, the data processing explained under section 2 is carried out by us and Mercedes-Benz under a shared responsibility. In general, you are free to decide which one of the companies you contact to exercise your rights named under 9. below. If you would like to receive the essence of the arrangement in accordance with Art. 26 (2) Sentence 2 GDPR, please contact our or Mercedes-Benz' data protection officer.

7. Data transfers to third countries

Since our service providers HubSpot Inc. and EdInvent Inc. are located in the United States of America, some data are transferred outside the European Union and European Economic Area. For the United States there is currently an adequacy decision of the European Commission pursuant to Art. 45 GDPR. HubSpot Inc. is certified under the EU US Data Privacy Framework Program (the certification searched for under the following URL:

<https://www.dataprivacyframework.gov/list>). The data transfers from us to HubSpot Inc. in the United States of America are based on the adequacy decision and the certification of HubSpot.

The data transfers from us to EdInvent Inc. are based on the Standard Contractual Clauses pursuant to Art. 46 (2) c GDPR. A copy of the Standard Contractual Clauses we entered into with EdInvent Inc. may be found under the headline “Exhibit 3 – Standard Contractual Clauses” of the contract available under the following URL: <https://www.accreditable.com/legal/dpa>.

Our service provider Digital Circles AG is located in Switzerland. Therefore, data used for scheduling live sessions are transferred to Switzerland. For Switzerland there is currently an adequacy decision of the European Commission pursuant to Art. 45 GDPR.

8. Retention periods

If you register to participate in the Impact Mentor Training but are not selected as a participant, we will delete the data you provided during the registration process 1 month after the participants for the training have been selected. In case you were not selected as a participant but provided your consent for being contacted in the future, we will retain your name and surname and email address provided in the registration process for as long as the consent provided is valid. In case we are notified that you are no longer a Mercedes-Benz employee, we will delete your name and surname and email address provided based on consent within 1 month after being notified.

In case a participant provided consent for being contacted in the future, we will retain the name and surname and email address provided in the registration process for as long as the consent provided is valid. In case we are notified that a participant is no longer a Mercedes-Benz employee, we will delete the name and surname and email address provided based on consent within 1 month after being notified. We retain other data participants provided during the registration process for 12 months. If you were selected as a participant, we will retain answers provided in surveys, information on what kind of trainings you participated in and if you successfully completed the training and on the training content you consumed for 12 months.

We provide Mercedes-Benz with a list of user IDs and email addresses belonging to successful participants of the Impact Mentor Training to enable Mercedes-Benz to issue certificates and to know who participated in the training. We will delete this list 6 months after it has been provided to Mercedes-Benz. We provide Mercedes-Benz with a list of user IDs and email addresses belonging to individuals who have given their consent for Mercedes-Benz to contact you about your experiences. We will delete this list 6 months after it has been provided to Mercedes-Benz. However, we will store the fact that you provided consent for 3 years after we deleted the list in line with the statutory of limitation. If you provide consent in a question with a consent request for contacting you or for sharing your email address with Mercedes-Benz to enable them to sign you up for a newsletter, we will store information on your consent provided for questions that are consent requests until you revoke consent or we stop processing the relevant data and after that for three years in line with the statutory of limitation.

In case we rely on our legitimate interests (Art. 6 Para. 1 f GDPR) for the processing of personal data and you decide to object against the processing, we will delete the data within one week after we have assessed your objection in case it has been determined that the interests in the processing not taking place outweigh the interests in the processing taking place. In case we rely on consent (Art. 6 Para. 1 a

GDPR) for the processing of personal data, we will retain the data as long as you do not revoke your consent and as long as the consent is still valid.

9. Your data subject's rights

As a data subject, you are entitled to certain data protection rights under the GDPR if certain conditions are met. There are the following data protection rights:

- Art. 15 GDPR: right to access to data
- Art. 16 GDPR: right to rectification
- Art. 17 GDPR: right to erasure
- Art. 18 GDPR: right to restriction of processing
- Art. 20 GDPR: right to data portability
- Art. 7 Para. 3 GDPR: right to withdraw consent given at any time without affecting the legitimacy of processing based on consent before its withdrawal
- Art. 77 GDPR: right to lodge a complaint with a supervisory authority

In cases where we or Mercedes-Benz process data based on our legitimate interests, you have the right to **object** to the processing (Art. 21 GDPR) based on grounds relating to your particular situation. If you object, please let us know which grounds relating to your particular situation should be taken into account.

In case you object to processing for **direct marketing purposes**, you do not need to inform us about grounds relating to your particular situation. Objections can be made via contacting our data protection officer or contacting us under info@thedo.world. Please make clear what kind of processing is subject to your objection.

10. Changes of this privacy policy

This privacy policy may be changed from time to time in accordance with the factual circumstances of the data processing operations.

November, 2025