

## **Cookies and Similar Technologies Policy**

This Cookies and Similar Technologies Policy supplements our [Candidate Privacy Policy](#) to give you a detailed explanation on how we use cookies and similar technologies to process device data on our Careers Website.

### **Cookies**

In order to make the visit of our website attractive and to enable the use of certain functions, we use so-called cookies. Cookies are small text files that are stored on your device. Some of the cookies we use are deleted after the end of the browser session, i.e. after closing your browser (session cookies). Other cookies remain on your browser and allow us to recognize your browser on your next visit (persistent cookies). If you don't like cookies to be used on your device, you can configure your browser to decline the use of cookies altogether. Not accepting any cookies may limit the functionality of our website.

### **Similar technologies**

Cookies are not the only way to process device data online. There are similar technologies, like web beacons (sometimes called "tracking pixels", "pixel tags" or "clear gifs"). These are tiny graphics files that contain a unique identifier enabling us to recognize when someone has visited our website. This allows us, for example, to monitor the traffic patterns of users from one page within our website to another, to deliver or communicate with cookies, to understand whether you have come to our website from a third-party website, or to improve performance. In many instances, these technologies are reliant on cookies to function properly, and so declining cookies will impair their functioning.

### **The types of cookies and similar technologies we use**

We classify our cookies and similar technologies into three categories:

#### **1. Essential Cookies**

These technologies are required to navigate our website, and in order to use its core features. Without the use of such cookies, the proper functioning of our website cannot be guaranteed. You cannot opt out of these technologies.

In addition, they are cookies that collect information about how visitors use our website, for example, which pages they visit most often, and if they receive error messages from websites. These cookies collect aggregated, anonymous information that does not identify a visitor. They also allow our site to remember your choices such as language, or region to provide improved features. We also use these cookies to store whether you have given us your consent to use cookies or to temporarily store the information you have entered.

#### **2. Functional Cookies**

These technologies store your information to fulfill important, if not strictly necessary, functions to measure and improve the performance of our website. For example, we use these cookies for pseudonymized usage and website traffic analysis, however, without identifying any individual users.

### **3. Personalization and Advertising Cookies**

These technologies are used to deliver our recruitment marketing campaigns and measure their performance.

## **Cookies & Similar Technologies Overview**

### **1. Cookies Overview**

For the purpose of pseudonymized user analysis, we use Google Analytics, a service offered by Google Ireland Limited, Gordon House, Barrow Street Dublin 4 (Google). At no point can we use Google Analytics to identify you as a person, nor do we share any data with any third parties for marketing purposes.

For the purpose of ensuring the proper functioning of our bot solutions, we use Cloudflare, a service offered by Cloudflare, Inc., 101 Townsend St, San Francisco, CA 94107, United States (Cloudflare). At no point can we use Cloudflare to identify you as a person, nor do we share any data with any third parties for marketing purposes.

The following cookies are dropped by the website (if your browser settings allow the website to do so):

`_ga`

This cookie enables us to know what pages, content and activity a user has done for site analytics and performance measurement. Expiration: 2 years.

`_gid`

This cookie stores and updates a unique value for each page visited to allow for the pseudonymous analysis of site usage. Expiration: 1 day.

`_gat`

This cookie limits the collection of data on high traffic sites or peak usage times. It expires after 10 minutes and does not collect data.

`_dc_gtm_UA`

This cookie is used by Google Tag Manager to support Google Analytics on the site. It helps us monitor the use and performance of our website. Expiration: 1 day.

\_\_cf\_bm

Cloudflare set the cookie to support Cloudflare Bot Management. Expiration: after 30 minutes of continuous inactivity.

## **2. Similar Technologies Overview**

For the purposes of measuring the performance of our recruitment marketing campaigns and tracking the number of visitors landing in our Careers Website, we use pixel tags provided by Stack Overflow. Expiration: 30 days.

### **Opting out of cookies and similar technologies**

If you do not want us to collect and analyze information about your use of the website, you can opt out at any time. You can do so by configuring your browser to delete all cookies and reject them in the future.

We will not use any non-essential technologies without obtaining your consent first. You can set your cookie preferences at any time using our Consent Manager. You can also set your browser so that you are informed about the setting of cookies and individually decide on their acceptance or exclude the acceptance of cookies for specific cases or in general.