Contents

Cookie Policy – Avolta

This Cookie Policy explains how Avolta Group and its affiliated companies (collectively, "**Avolta Group**" or "**Avolta**," "**we**," "**us**") use cookies and similar tracking technologies on our websites and online services related to recruitment.

This Cookie Policy aims to provide you with clear and comprehensive information about the cookies we use and your choices regarding them, in accordance with applicable data protection law.

This Cookie Policy should be read in conjunction with our Privacy Policy. For additional information about the entity responsible for processing your personal data (the data controller) and the rights you can exercise, please consult the Privacy Policy. If you have any additional questions, please contact us at: privacy@avolta.net or to the following postal address: Dufry International AG Brunngässlein 12 Basel, 4052 Switzerland Attention: Global Data Protection Officer.

1. What are cookies and similar tracking technologies?

When you visit our website, we use "cookie" technology to make your experience simple, personalised and meaningful. These cookies are not edible, but small pieces of information which are issued to your computer or any similar device you use to access the internet (e.g., smart phone, tablet or other mobile device). They are generally used to make our website work, to let us know how you're using the website, to remember your login details, your preferences, and interests. Cookies may also be used to allow tracking of your browsing activities within a website, for statistical or advertising purposes.

We may also use other similar tracking technologies, such as:

- **Pixel tags (web beacons)**: Small graphic images (or code) embedded in web pages and emails that track your interaction with our content.
- **Browser and device identifiers**: Unique strings that can be used to identify your browser or device.
- **Local storage**: Technology that allows websites to store data locally on your device.
- **Software Development Kits (SDKs)**: These are sets of tools and code that are embedded in our mobile applications. SDKs allow us and our partners to collect information about how you use our apps, similar to how cookies and other technologies are used on websites. They can be used for analytics, functionality, and advertising purposes within the app environment. For additional information see section "Tracking Technologies in Our Mobile Applications".

For the purposes of this Cookie Policy, the cookies or other tracking technologies used in our website will collectively be referred to as "**cookies**".

There are different types of cookies, and they can be differentiated by their origin, function and lifespan.

Some cookies are set by us and some are set by third parties who we work with. "**First-party cookies**" are cookies that are placed by us, while "**third-party cookies**" are placed by

a website other than the one you are visiting. It's important to know that we do not control the collection or further use of data by third parties.

Depending on their lifespan, cookies may also be distinguished between "**browsing / session cookies**" and "**persistent cookies**". Session cookies are temporary cookies that are erased once you close your browser while persistent or permanent cookies stay on your device until you manually delete them or until your browser deletes them based on the duration period specified in the persistent cookie file.

Depending on their functions, cookies can be further divided in different categories. Please find below the list of cookies used by Avolta:

- **Strictly Necessary (or "Essential") Cookies**: These cookies are required for the operation of this website and cannot be turned off. They are essential for you to navigate the site and use its basic features.
- **Performance (or "Analytical") Cookies**: (first party and third party): These cookies allow us and our third-party analytics providers to collect information about how you use our website. This data helps us understand and improve your browsing experience, measure website effectiveness, and optimize performance. You can choose to enable or disable these cookies in the Cookie Consent Manager.
- **Functional Cookies** (first party): These cookies enable our website to remember choices you make, enhancing your experience with personalized features and convenience. You can choose to enable or disable these cookies in the Cookie Consent Manager.
- **Advertising Cookies** (first party and third party): These cookies, including social media cookies, are used by us and our third-party advertising partners to track your browsing activity to show you relevant advertisements on our website and other sites. They also help us measure the effectiveness of our advertising campaigns. You can choose to enable or disable these cookies in the Cookie Consent Manager.

2. Specific cookies we use

For a detailed list of the specific cookies we use within each category, please refer to the Cookie Consent Manager accessible in the footer page or, where applicable, Settings section of the app. The Cookie Consent Manager provides up-to-date information on the names, providers, purposes, and duration of each cookie.

3. Tracking technologies in our mobile applications

When you use our mobile applications, we and our partners may collect information through the use of Software Development Kits (SDKs) and other similar technologies. These technologies function similarly to cookies on websites, allowing us to understand how you interact with our apps, personalize your experience, and provide relevant content and advertising.

We may use SDKs and similar technologies in our apps for the following purposes, which align with the cookie categories described above:

- **Strictly Necessary or Essential Functionality:** Some SDKs are essential for the basic operation of our apps, enabling core features and security. These may be necessary for the app to function correctly.
- **Performance or Analytics:** We use analytics SDKs (both our own and third-party) to collect data about your app usage, such as how often you use the app, which features you interact with, and any errors you encounter. This helps us to understand user behavior, improve the app's performance, and enhance the user experience.
- **Functionality:** SDKs may enable us to remember your preferences within the app, such as language settings or personalized display options, providing a more tailored experience.
- **Advertising:** We and our advertising partners may use SDKs to track your activity within our apps and potentially across other apps to show you relevant advertisements for Avolta job openings or related content that may be of interest to you. These SDKs may also help us measure the effectiveness of our advertising campaigns.

Managing Your Tracking Technology Preferences in Our Apps

Our mobile applications may provide specific controls within their settings menus to manage your preferences regarding the use of certain tracking technologies, particularly those used for analytics and advertising. We encourage you to review the privacy settings within each of our apps for information on how to control your preferences. In some cases, your device operating system may also provide settings that limit certain types of tracking.

For more detailed information about the specific SDKs and other tracking technologies used in our mobile applications, please refer to the specific privacy notices or consent mechanisms provided within those apps.

4. Managing your cookie preferences

Upon your first visit to the website, by interacting with the cookie banner displayed on your first visit, you can (i) accept all cookies by clicking the "Accept All" button, (ii) proceed without giving consent and continue with the default settings, which only use essential cookies as necessary for the functioning of the website, by clicking "Reject All"/"X" button, or (iii) selectively choose specific categories of cookies by clicking "Manage Consent Preferences".

On any subsequent visit to the website, you can select which cookies to authorize through the "Cookie Consent Manager" section available in the footer of the website.

Please note that you may also be able to authorize, block, or delete (in whole or in part) cookies through the specific functions of your browser. For more information on how to customize your browser settings to enable or disable cookies, you may consult the following link: https://allaboutcookies.org/how-to-manage-cookies.

Note: Please note that disabling essential or certain functional cookies may impact your browsing experience on our website.

5. Changes to our Cookie Policy and additional information

We may update this Cookie Policy from time to time to reflect changes in our global practices or legal requirements. Any changes will be effective when posted on our website. We encourage you to review this Cookie Notice periodically. In the event of substantial changes, we will notify you of such changes or request that you update your cookie preferences in light of such changes, as required by applicable law. If you do not agree with any changes, you should refrain from continuing to use our services or access our websites.