COOKIE POLICY

1. The Cookie Policy is part of our Privacy Notice. For more information about how we protect personal data, please see our Privacy Notice.

2. Cookies are short text information stored on your computer, phone, tablet or other device. They can be read by the Administrator and by systems belonging to other entities whose services the Administrator uses (e.g. Google). Cookies usually contain the name of the website from which they come from, storage time on the terminal device and a unique number. More information about cookies can be found at www.allaboutcookies.org.

3. By using Cookies we are able to provide you with a better user experience and to improve our Services by better understanding how to profile presented content and optimize our Services.

4. If you are uncomfortable with the use of Cookies, you can manage and control them through your browser, including removing cookies by deleting them from your 'browser history' when you leave the site.

5. Some of the Cookies we use are necessary to enable you to move around the Website and use its features such as accessing secure areas that may contain content for users. We also use functional Cookies to record information to allow us to tailor the Website to our users for example, to remember your language or region or that you have already completed a survey. This information is used to a very limited purpose, stored for a limited period of time. All information is completely anonymised and is not used for any other purpose. In other words, Cookies are used, among other things, to maintain the security of services and prevent fraud, support the performance of the Website, record visits for marketing and statistical purposes, use social networking features, support the personalization of Website

6. When landing on the Website, you have been given the opportunity to accept Cookies used on the Website. You do not have to allow us to use the Cookies. However, please bear in mind that removing or blocking Cookies can impact your user experience and some functionality may no longer be available.

7. Cookies can remain on your computer or mobile device for different periods of time. Some cookies are "session cookies", meaning that they exist only while your browser is open. These are deleted automatically once you close your browser. Other cookies are "permanent cookies", meaning that they survive after your browser is closed. They can be used by the website to recognize your computer when you open your browser and browse the Internet again.

The following types of cookie files are used within our website:

- "necessary" Cookie files that allow the use of services available within the Website;
- Cookie files that ensure the safety i.e. used to detect abuse of authentication within the Website;
- performance Cookie files that allow collection of information on the use of pages within the Website;
- functional Cookie files allowing remembering of settings selected by user and user interface personalization, i.e. in terms of selected language or region from which user comes from, font size, website looks, etc;
- advertising Cookie files, allowing delivery of advertising contents that are adjusted to user´s interests;
- third party Cookies - in devices you use may also be saved Cookies of other entities, which are providers of social networks, whose plugs are placed on our Website and providers of marketing tools. This allows you to use integrated functionalities. Each of the providers defines the rules of using cookies on their own websites.

8. We may occasionally advertise on third-party websites. As part of our effort to track the success of our advertising campaigns, we may at times use a visitor identification technology such as "web beacons" which count visitors who have come to the Website after being exposed to an our banner ad on a third-party site. We do not use this technology to access your personal information and it is only used to compile aggregated statistics about visitors who come to the website to gauge the effectiveness of our ads.

9. Most browsers will allow you to see what Cookies you have and delete them on an individual basis or block Cookies from particular or all websites. Be aware that any preference you have set will be lost if you delete all Cookies, including your preference to opt-out from cookies as this itself requires an opt-out cookie to have been set.

10. Cookies that we use:

- We use analytics services provided by Google which refers to a set of tools used to collect and analyze anonymous usage information, enabling us to better understand how our website is used. We use the Google Analytics to record and collect data about the use of our Website;
- We use the Hotjar to analyze and track the movement on our website in order to analyze, improve and optimize our website. To function properly, Hotjar stores first-party cookies on your visitor's browser. Cookies are either set by the Hotjar script, or by visiting Hotjar's website. Displaying the correct content to your visitors without personally identifying anyone relies on Hotjar's cookies. For more

details go to: [https://help.hotjar.com/hc/en-us/articles/115011789248-Hotjar-Cookies];

- We use cookies to analyze and track the movement on our website in order to analyze, improve and optimize our website. The cookies that we use are following: OVH Hosting, Ahrefs, Pipedrive;
- We use social networking cookies which are used to enable You to share pages and content that you find interesting on our website. These are third-party, which may also be used for advertising purposes. We use following social networking cookies: Facebook pixel, Instagram, Linkedin, YouTube and Medium;
- We sometimes use external online services on this site to display content within the site, for example, to display images, display videos, organize webinars, marketing campaigns, recruitment processes, events and conferences. As with social media buttons, we cannot prevent these sites or external domains from collecting information about the use of this embedded content. The cookies that we use are following: Clickmeeting, Pipedrive, Nessie, Recruitee, Sendgrid, Woodpecker.

Please contact us if you would like more detailed information on the Cookies we use.

11. Guidance on how to control cookies for common browsers is linked below:

- **Google Chrome**
  [https://support.google.com/chrome/answer/95647?co=GENIE.Platform%3DDesktop&hl=en];
- **Mozilla Firefox**
  [https://support.mozilla.org/en-US/kb/enhanced-tracking-protection-firefox-desktop?redirectlocale=en-US&redirectslug=enable-and-disable-cookies-website-preferences];
- **MacOS Safari**
  [https://support.apple.com/pl-pl/guide/safari/sfri11471/mac];
- **Microsoft Internet Explorer**
  [https://support.microsoft.com/en-us/help/17442/windows-internet-explorer-delete-manage-cookies];

12. We will occasionally update this Policy to reflect changes in our practices and services. When we post changes to this Policy, we will revise the date at the top of this Policy. If we make any material changes in the way we collect, use, and/or share information, we will notify you by prominently posting notice of the changes on the website. We recommend that you check this page from time to time to inform yourself of any changes in this Policy or any of our other policies.

13. If you have any questions or compliant regarding your personal data processed by us or how we use Cookies, please feel free to contact us at dpo@appunite.com.