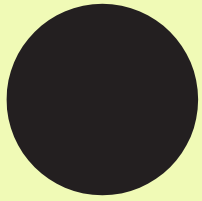


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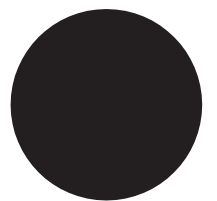
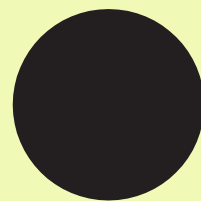
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COOKIES POLICY



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KOMBA Cookies Policy

Last updated: October 14, 2024

This Cookies Policy explains how KOMBA (“KOMBA”, “we”, “us” and “our”) use cookies on our Websites and similar tracking technologies (together, “Cookies”), such as tracking pixels.

It explains what these technologies are, why we use them as well as your rights to control our use of them.

This Cookies Policy applies when you visit a website on the <https://www.kombatalent.com> and <http://kombadata.com> domains (collectively, the “Websites” and each a “Website”).

You can change your cookie setting on the Website to accept or refuse certain Cookies at any time via Cookie Preferences found in the footer of our Website.

1. What are cookies?

A cookie is a simple text file that is stored on your computer or mobile device by a website’s server. Each cookie is unique to your web browser. It will contain some anonymous information, such as a unique identifier and the site name.

This Website uses cookies to distinguish you from other users of this Website. This helps us to provide you with a good experience when you browse our Website and helps us to improve our Website.

2. Categories of Cookies

Cookies can either be “First-party” or “Third-party”. First-party Cookies refers to cookies and tracking technologies that we set and use directly. Third-party Cookies refer to cookies and tracking technologies set by third parties on our behalf (such as our analytics or advertising service providers) through our Websites.

The types of Cookies used in connection with the Websites can be classified into one of four categories, namely: (i) “Strictly necessary”; (ii) “Performance”, (iii) “Functional” and (iv) “Targeting”. We have set out some further general information about each of these categories below:

(i) Strictly necessary

These Cookies are required for the Website to function. They include, for example, cookies that let us know when you’re logged into your Website account and applied for jobs. Because these Cookies

are essential for the Website and the features you have requested to work, you cannot refuse and disable these Cookies.

If you disable them, we cannot guarantee you will be able to utilise our job application functionalities or use other services available on our Website.

(ii) Performance

These cookies allow us to collect information about the Website to improve the way our Website works, for example, by ensuring that visitors are finding what they are looking for easily.

(iii) Functional

These Cookies are used to collect information about your activities on our Website, for example, to remember your settings, remember your job search preferences and form details.

(iv) Targeting

These Cookies are used to deliver adverts relevant to you and your interests. They may collect your browsing habits, limit the amount of times you see an advertisement, as well as help measure the effectiveness of an advertising campaign.

3. What about other tracking technologies, like tracking pixels?

In addition to cookies we use on this Website, we may use similar technologies, such as tracking pixels in some emails which enable us to understand whether you have opened the email and how you have interacted with it.

Tracking pixels (also called ‘web beacons’ or ‘clear gifs’) are invisible picture files/small portions of code that contain a unique identifier that enable us to recognise when someone has visited our Websites or opened an email that we have sent them. This allows us, for example, to monitor the traffic patterns, to deliver or communicate with cookies, to understand whether you have come to our Website from an online advertisement displayed on a third-party website, to improve site performance, and to measure the success of email marketing campaigns.

In many instances, these technologies are reliant on cookies to function properly, and so declining cookies will often impair their functioning.

4. How can you control Cookies?

Most browsers will allow you to turn off Cookies. If you want to know how to do this please look at the menu on your browser, or look at the instructions on <https://allaboutcookies.org/how-to-manage-cookies>. If you disable or refuse cookies, please note that some parts of this Website may become inaccessible or not function properly.

You can change your Cookie settings on the Website to accept or refuse certain Cookies at any time via Cookie Preferences in the footer of our Website.

If you have disabled one or more cookies, we will still use information collected from Cookies prior to your disabled preference being set, however, we will stop using the disabled Cookies to collect any further information.

5. How often will we update this Cookies Policy?

We may update this Cookies Policy from time to time in order to reflect changes to the Cookies we use or for other operational, legal or regulatory reasons. The date at the top of this Cookies Policy indicates when it was last updated.

We recommend you check this page from time to time to stay informed about our use of Cookies.

6. Need more information?

You can read more about how we use your information in our [Privacy Policy](#).