

Privacy and Cookie Statement of DevOn India-NL B.V.

This privacy and cookie statement was last updated on 1 June 2026.

DevOn India-NL B.V. ('DevOn') In the context of the services we provide, we process personal data. In this privacy and cookie statement, you can read which personal data we process about you and what we do with it.

Our privacy and cookie statement in brief

Your privacy is very important to us. We therefore comply with the General Data Protection Regulation ('GDPR'). This means that we:

- **Clearly define our purposes before we process your personal data, through this privacy and cookie statement.**
- **Store as little personal data as possible and only the data that is necessary for our purposes.**
- **Explicitly ask for your consent to process your personal data where consent is required.**
- **Take the necessary security measures to protect your personal data. We also impose these obligations on parties that process personal data on our behalf.**
- **Respect your rights, such as the right to access, correct or delete your personal data processed by us.**

For what purposes do we use your personal data?

We obtain various personal data from you. For each purpose, we indicate which data we obtain from you, for what purpose we process this data and how long it is retained. If you have any questions or want to know exactly what we keep about you, please contact us. The contact details are provided at the bottom of this privacy and cookie statement.

Contact and complaint handling

When you send us an email, fill in the contact form on the website, contact us by telephone or contact us in another way, you accept our offer to get in touch with us (performance of the agreement or legitimate interest).

For this purpose, we process the following personal data:

- Name
- Business information (if you contact us from a business perspective)
- Contact details (email address and telephone number)
- Social media account
- Any information you enter yourself as the content of a message

We store these contact moments with the personal data you have provided in order to carry out the contact and, where applicable, handle your complaint.

In principle, we retain this data for a maximum of 2 years after the last contact moment, unless a longer retention period is necessary.

Visual material

Visual material is shown on our website. This visual material may be produced by us or by our various business partners.

For this purpose, we process the following personal data:

- Name
- Contact details (email address and telephone number)
- Visual material
- All information you disclose about yourself in visual material

We do this on the basis of the consent you have given us. We retain this information until you withdraw your consent. You can withdraw your consent at any time by contacting us.

Working at DevOn

Have you responded to one of our vacancies or submitted an unsolicited application? In that case, we process your personal data in order to handle your application and in preparation for possibly entering into an employment contract.

For this purpose, we process the following personal data:

- Name, address and residence details
- Contact details (email address and telephone number)
- Curriculum Vitae
- Motivation letter
- Passport photo
- Salary indication
- References
- Any other information you send with your application

We retain your application data for a maximum of 4 weeks after the position has been filled. We retain this data so that we can contact you if the position becomes vacant again during the probationary period. If we are unable to offer you a position at this time, we may—with your consent—retain your application data for one additional year. You can withdraw your consent at any time by sending us an email. If you come to work for us, we will keep your application data in your personnel file. This file is retained for as long as you are employed by us.

A social media and internet screening may be part of the application procedure. This is necessary to ensure that our image is maintained when hiring new personnel. We therefore do this on the basis of our legitimate interest, whereby we carefully balance the interests involved. For this purpose, we search for your name via Google and for any profile you may have on various social media platforms. This is of course only insofar as these profiles are public; we will not ask you to grant us access to a protected social media page or to connect with us. The results of the screening will be discussed with you. If you object to this, you can let us know when you apply.

When can we share your personal data with third parties?

DevOn only shares your data with third parties when this is permitted under current legislation. We may provide your personal data to third parties because:

- We have engaged them to process certain data;
- We have a legal basis for doing so;
- We are legally obliged to do so (for example, if the police require this in connection with a suspected criminal offence).

The parties that process personal data on our behalf or on your behalf are:

- IT suppliers and service providers
- Hosting providers
- Telecom suppliers
- Cookie service providers

- Payment service providers and debt collection agencies
- Mail order companies
- Marketing companies
- Partners
- External consultants and intermediaries
- Government bodies (including the Tax and Customs Administration and municipalities)

DevOn is part of a group of companies (including Prowareness and DevOn (DevOn India-NL B.V.) and the emagine Group). Within this group, personal data may be shared for internal business operations, IT, compliance and service provision, insofar as this is necessary and based on a valid legal basis.

Former group companies operate independently and are considered third parties only.

Some of our suppliers are established outside the European Economic Area ('EEA'). In that case, we ensure that appropriate safeguards are put in place, such as entering into Standard Contractual Clauses or applying the EU-US Data Privacy Framework, supplemented with appropriate security measures where necessary, to protect your privacy.

This privacy and cookie statement applies exclusively to DevOn's services. We are not responsible for the privacy policies of other websites that can be accessed via a link on our website.

Social media buttons

On our website, we use social media buttons, which direct you to the relevant social media platforms. This gives you the option to follow us and to share content within the network. You will also encounter advertisements on your social media page. The buttons work because of snippets of code originating from the social media networks. If you want to know what the social media platforms do with your personal data, please read the relevant privacy and cookie statements:

- YouTube (privacy and cookie statement)
- LinkedIn (privacy and cookie statement)

Cookies

On our website, we use our own cookies and cookies from third parties. Cookies are information files that can automatically be stored on or read from the visitor's device (such as a PC, tablet or smartphone) when visiting a website. This happens via the web browser on the device.

We use the following types of cookies:

- **Functional cookies: these cookies have a functional role within the website. The cookies ensure that the website functions properly.**
- **Analytical cookies: these cookies give us insight into how our website is used. Based on this information, we can make our website more user-friendly.**
- **Marketing cookies: these cookies make it possible to show you personalised advertisements (via our advertising partners).**

The cookies may collect, among other things, the following data from you:

- Name
- Login information
- Screen display options
- IP address
- Cookie ID
- Website and click behaviour

- Referrer URL
- Behaviour within the application

When you visit our website for the first time, we show a notice with an explanation about cookies. In doing so, we will ask for your consent to place cookies insofar as we are required to do so.

You can adjust or withdraw your cookie preferences at any time via the settings on our website.

The table below provides an overview of the cookies we use.

Type	Cookie; Entity; safeguards	Purpose	Retention period
Functional	Various: First-party cookies with strictly functional purposes.	These cookies enable necessary functionalities of the application, such as remembering the selected language and whether consent has been given for cookies, displaying the cookie banner, etc.	Maximum 2 years
Analytical	Google Analytics Google LLC, United States Privacy and cookie statement	These cookies are placed to gain insight into user behaviour and to improve the user experience based on this information. We have configured these cookies in a privacy-friendly manner. This means that we: <ul style="list-style-type: none"> • have entered into a data processing agreement with Google; • provide Google only with masked IP addresses; • do not share any other data with Google; and • do not use other Google services in combination with Analytics. 	Maximum 2 years
Marketing	YouTube Google LLC, United States Privacy and cookie statement	These cookies are used to track interaction with embedded content, and these cookies store the user's video player preferences for embedded YouTube videos.	Maximum 1 year

Enabling and disabling cookies

In your web browser, you can set it so that cookies are stored only when you consent to this. For more information, please consult your browser's manual. Please note: many websites do not function optimally if cookies are disabled.

How is your personal data secured?

The security of personal data is very important to us. We therefore take appropriate technical and organisational measures with regard to the processing of personal data to be carried out, against loss or any form of unlawful processing (such as unauthorised access, alteration, modification or disclosure of personal data). We continuously adjust our security and pay close attention to what could go wrong.

What privacy rights do you have?

- **Right of access:** you have the right to view the personal data we process about you.
- **Right to rectification:** you have the right to correct or supplement the personal data we process about you if it is incorrect or incomplete.
- **Right to object:** you can object to the processing of your personal data, including direct marketing.
- **Right to erasure:** you can ask us to delete your personal data.
- **Right to withdraw your consent:** if you have given us consent to process personal data, you can withdraw this consent at any time.
- **Right to data portability:** where technically possible, you have the right to have the personal data we process about you transferred to a third party.

- **Right to restriction of processing:** in some cases, you can ask us to restrict the processing of your personal data (whether temporarily or not).

When you make a request, we may ask you to identify yourself. We request this information to ensure that you are the correct person to whom the personal data belongs.

In principle, we will comply with your request within 30 days. This period may be extended for reasons related to the specific privacy rights or the complexity of the request. If we extend this period, we will inform you in good time.

If you wish to exercise one of your rights, you can make this known via agilegovernance@DevOn.com.

Changes to the privacy and cookie statement

When our services change, we must of course also update the privacy and cookie statement. Therefore, always check the date at the top of this document and check regularly whether new versions are available.

Questions or submitting a complaint

If you have any questions or wish to submit a complaint about the use of your personal data, you can send an email to agilegovernance@DevOn.com. We handle every question and complaint internally and will communicate further with you. If you believe that we are not helping you in the correct way, you have the right to submit a complaint to the supervisory authority. This is called the Dutch Data Protection Authority.

Contact details

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Chamber of Commerce number: 39084661