

Privacy Statement of Brisker Groep B.V.'s website(s)

By means of this privacy statement, Brisker Groep B.V. ('Brisker') informs you how Brisker deals with your personal data.

Brisker is the umbrella name for the labels Pay for People and Tentoo. Brisker, based in Rotterdam and Amsterdam, is the controller for the processing of your personal data. Brisker attaches great importance to the protection of your personal data. Your personal data are carefully processed and secured. Brisker complies with the requirements of the General Data Protection Regulation ('GDPR') when processing your personal data.

In this privacy statement, we explain which data we process, when, and for what purpose. The personal data you provide to us are stored on secure servers and cannot be accessed by third parties.

Whose personal data do we process and how do we obtain these personal data?

If you visit our website, leave a callback request, subscribe to our newsletter, complete a form through our website or correspond with Brisker, Brisker may process your personal data and this privacy statement applies.

What are personal data and what are cookies?

Personal data are any information about an identified or identifiable natural person. This means that information is either directly about someone or can be traced back to that person.

A cookie is a small text file stored by the browser on the user's computer, phone, or tablet when they visit our website(s). The user's device can therefore be recognised during every visit to our website(s). Statutory rules apply to the use of cookies, including those under the GDPR and the *Telecommunicatiewet* (Tw, Telecommunications Act). Under the Tw, Brisker must inform the users of its website(s) about placing and reading cookies.

Which personal data do we process?

If you visit our website or have requested or request contact with Brisker on one of the forms described above, Brisker may collect some personal data. Here is a list of the personal data we may collect from you:

- ❖ *If you visit our website:* Cookies and IP address.
- ❖ *If you complete a form on the website:* first name, surname, email address, and telephone number.
- ❖ *If you email, call or write to us:* first name, surname, and the data you provide to us.
- ❖ *If you apply through our website(s) or social media:* first name, surname, email address, telephone number, curriculum vitae, and the data you provide to us.

We process the above personal data only when necessary. For example, because we have to comply with legal obligations or because it is needed to answer your questions. Brisker does not use automatic decision-making. Our website(s) also contain hyperlinks to third-party websites over which we have no control.

Which cookies do we use on the website(s)?

We use functional and analytical cookies on our website(s). Functional cookies are cookies that are technically necessary for the website to function properly. For example, without the cookies, the language options will not work. No consent is required for these cookies. These cookies do not affect your privacy; the cookies contain no personal data. Analytical cookies are cookies that help to improve the website. Statistics are made from the information collected by this cookie. No consent is required for these cookies, provided they are used only to count users. These cookies do not affect your privacy; they contain no personal data and the statistics cannot be traced back to individuals.

For which purposes are your personal data and cookies processed?

Your personal data are processed for various purposes. For example, we use your personal data to contact you, to deal with your questions, and to assess your job application. If you become a Brisker client following a request for an offer, we will request additional data from you. If you take up employment with Brisker, we will also need additional personal data from you. You will then receive an adapted privacy statement.

We use functional cookies to facilitate using the website(s), to improve the user experience performance, and personalize the website(s). The functional cookies store preferences such as language and location, read the user's browser settings to display the website(s) optimally on the screen, and detect misuse of our website(s), for example by registering a number of consecutive failed login attempts. A chat feature is also available, it is possible to respond to our blog posts, and it is possible to display advertising tailored to your interests on our website(s).

The statistics derived from the analytical cookies provide insight into how often the website(s)/pages are visited, where visitors spend their most time, and the order in which visitors visits the different pages of our website(s). Based on these data, we can assess which components of our website(s) need to be adjusted and we can optimize our website(s) for ease of use, loading time, and readability.

What are the bases for using your personal data?

We may process your personal data only if we have a legal basis for doing so. We process your personal data on these legal bases:

- ❖ Performing a contract: if you are employed by or a client/contractor of Brisker, we process your personal data to perform agreements with you.
- ❖ Your consent: in a number of cases, we first ask for your consent before we process your personal data. If you give your consent, this means that you agree to us processing your personal data. We wish to point out that you may always withdraw your consent.
- ❖ A legitimate interest: in some cases, we believe that we have a legitimate interest to use your personal data. Examples include marketing purposes and testing and improving the website.

When do we disclose your personal data to third parties?

Your personal data will be transferred to third parties if this is necessary to answer your questions, if you are applying for a position with a client of Brisker, if we have a legal obligation to do so, or in cases where we use an external service provider while performing our services. For example, we use a number of IT suppliers for our services. When we use third-party services, we make arrangements with these parties about the correct processing of personal data. In this way, we guarantee that these third parties will also treat your personal data confidentially and only in the context of the purpose we determine. You can send a request to access the complete list to privacy@briskergroup.nl.

Do we process personal data outside the EEA and Switzerland?

Although we try not to transfer your personal data to third parties outside the EEA and Switzerland, a third party might process personal data outside the EEA and Switzerland. Brisker agrees to this only if the country where the personal data are processed offers an adequate level of protection or if transfer is permitted under one of the legal provisions of the GDPR.

Google Ads

We use enhanced conversions in Google Ads. Certain customer data is hashed and securely shared with Google to measure the effectiveness of our advertisements. For more information, please refer to Google's Privacy Policy.

Forms

When you submit a form on our website, you give separate consent to be contacted by email with offers, news, or personal recommendations. This consent is voluntary and not required to use our services.

You can change or withdraw your preference at any time via the unsubscribe link in our emails or through our privacy policy. To determine your interests, we combine data about your use of our website with general customer information and data from our partners.

We also collect browsing behavior on our site using cookies and similar technologies.

Of course, we don't do this if you've disabled tracking or cookies in your browser or device.

What rights do you have relating to your personal data?

Under the GDPR, you have several rights relating to your personal data. You have the right of access to your personal data, to the rectification or erasure of your personal data, to restrict the use of your personal data, to the transferability of your personal data, and in some cases you can object to the use of your personal data. You may also withdraw the consent previously granted to us for processing your personal data at any time.

If you wish to exercise any of the above rights, send a request for this purpose to privacy@briskergroup.nl.

Requests are processed within four weeks. However, Brisker reminds you that not every request can be met.

Brisker will retain data that it is legally obliged to retain.

For what period do we retain your personal data?

Any personal data you provide to us will not be kept longer than necessary for the purpose for which they were collected and not longer than permitted by law. We at least retain the personal data you provide for the period necessary to answer the questions you have asked or process your job application.

Do you have a question or a complaint?

If you have questions or comments about the processing of your personal data, you can contact Brisker, Legal Department, Westerlaan, 3016 CK Rotterdam or email us at privacy@briskergroup.nl. Brisker's data protection officer (DPO) is Jessica Keemink.

You may also file a privacy complaint with the Dutch Data Protection Authority (Dutch DPA). The Dutch DPA is the independent supervisory authority overseeing compliance with European and national rules for the protection of personal data in the Netherlands (www.autoriteitpersoonsgegevens.nl).

Amendments

Brisker reserves the right to amend this privacy statement. You will always find the latest version on Brisker's website and its subsidiary's websites. The latest version is dated 3 November 2025.