

Cookies Policy

Introduction

This Cookies Policy describes the information collection and use practices of Xebia and its affiliates (“we”, “us”, “our”, “ours” or “ourselves”) and refers to the reader as “you”, “your” or “yours”. You can opt out of any data collection using cookies. To learn more about how to do this, visit the help pages of your browser. Please note, however, that if you delete cookies or do not accept them, you might not be able to use all of the features we offer, you may not be able to store your preferences, and some of our pages might not display properly. Most browsers also provide functionality that lets you review and erase cookies, including our cookies.

What are cookies?

Cookies are small text files placed onto your computer or device as you browse the Internet. Cookies can be used to collect, store and share bits of information about your activities across websites, including on our websites that link to this Cookies Policy (“Websites”). They also allow us to remember things about your visit to our Websites, such as your preferred language and other choices/settings and generally make the site easier for you to use. We use 3 types of cookies on our Websites: functional cookies, analytical cookies, and tracking cookies. Functional cookies are necessary for our Websites to function properly. Analytical cookies are used by us to see how you find and use our Website(s). This helps us in determining how we should improve our website. We use tracking cookies for marketing purposes. They allow us to, for instance, send you tailored offers and newsletters. Another example are the social media cookies that we use to collect, store, and use information that you have made public in connection with your social media account, information that social media services share with us, and information that is disclosed as being shared while connected. Please see your social media provider’s privacy policy and help center for more information about how they operate.

Functional cookies

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|------------------------------|---|
| Placed on xebia.com | |
| Microsoft | PHPSESSID (expires after 7 days); JSESSIONID (expires after session); |
| Placed on training.xebia.com | |

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| Xebia | Xebia_university_session (expires after session); XSRF-TOKEN (expires after session); cookiebanner (expires after session); signupDetails (expires after 365 days) |
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Analytical cookies

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| Placed on xebia.com | |
| Google Analytics | _ga (expires after 730 days); _gat (expires after session); _utma (expires after 730 days); _utmz (expires after 182 days); _utmc (expires after session); _utmt_player (expires after session); _utmb (expires after session); |

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| Placed on training.xebia.com | |
| Google Analytics | _ga (expires after 730 days); _gat (expires after session); |

Tracking cookies

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| Placed on xebia.com | |
| ClickDimensions | cuid (expires after 730 days); cusid (expires after session); cuvon (expires after session); |
| HotJar | _hjUserID (expires after 365 days); _hjIncludedInSample (expires after session); |

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| Placed on training.xebia.com |
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| <u>ClickDimensions</u> | cupid (expires after 730 days); cusid (expires after session); cuvon (expires after session); |
| <u>HubSpot</u> | hubspotutk (expires after 3650 days); hsfirstvisit (expires after 3650 days); _hstc (expires after 730 days); _hssc (expires after session); _hssrc (expires after session); |
| <u>HotJar</u> | _hjIncludedInSample (expires after session); |