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| Item No.: PL.00.33 | MANAGEMENT SYSTEM POLICY |  |
| Revision: 04 | Cookie Policy | |
| Date: 30/10/2025 | | |
| Rating: Public | | |

1. OBJECTIVE

This Cookie Policy is not a contract and does not create any legal rights or obligations, but are guidelines regarding our use of cookies and apply throughout our website green4t.com.

In this policy we use the term "cookies" to refer to cookies, web beacons, and other similar technologies. For more information about our use of personal data, please read our External Privacy Policy.

2. SCOPE

This document applies to all users of the website of green4T's affiliated and controlled companies and covers the NBR ISO/IEC 20.000 standard, law 13.1709/18 (LGPD) and the ISO/IEC 27.701 standard.

3. TERMS

- a) Cookie: A cookie is a small file added to your device or computer that enables you to enable the features and functionality of the green4T website. For example, cookies allow us to identify your device or computer, enabling us to securely log in and out of the green4T website, and help us know if someone has tried to access your account from another device or computer. Cookies also allow us to share green4T content easily, helping us to present relevant advertisements to you.
- b) Website: the company's institutional page on the internet.

4. RESPONSIBILITIES

4.1. INFORMATION TECHNOLOGY MANAGER

- a) Review and adapt this Policy in a timely manner, in accordance with new realities;
- b) Manage technological resources in order to be in line with this policy.

4.2. DPO

- a) Guide all those involved in relation to the protection of personal data and sensitive personal data;
- b) Develop and deliver data protection training;
- c) Meet the demands of data subjects in relation to data protection;
- d) Periodically review data protection policies in order to adapt them whenever necessary.

4.3. COMPLIANCE MANAGER

- a) Perform monitoring tests on adherence to the rules established in this policy;
- b) Assist the DPO in adapting to law 13.709/18 (General Data Protection Law-LGPD), the ISO/IEC 27.701 standard, defining the improvements in internal controls to be implemented by the information technology area and other requirements described in the law.

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5. GUIDELINES OF THIS POLICY

5.1. Does green4T.com use cookies?

We use cookies and other technologies so that everyone who uses the green4T website has the best possible experience. Cookies also help us maintain the security of your account. By continuing to visit the website or use our services, you are agreeing to the use of cookies and similar technologies.

5.2. What is a cookie?

A cookie is a small file added to your device or computer that enables you to enable the features and functionality of the green4T website. For example, cookies allow us to identify your device or computer, enabling us to securely log in and out of the green4T website, and help us know if someone has tried to access your account from another device or computer. Cookies also allow us to share green4T content easily, helping us to present relevant advertisements to you.

5.3. When does green4T use cookies?

green4T uses cookies on our websites (such as green4t.com and work-us pages that use our software, such as nomedaempresa.green4t.com) and mobile applications. All browsers visiting these websites will receive our cookies.

5.4. What type of cookies does green4T use?

We use two types of cookies: persistent cookies and session cookies. A persistent cookie helps recognize the user, making it possible to return to green4T or interact with our server without having to log in again. Once you log into your account, a persistent cookie will remain in your browser and will be read by green4T when you return to one of our websites or the website of a partner who uses our services (e.g., our buttons that allow you to share or apply for a job).

Session cookies last until the session ends (usually during a visit to a website or during a browser session).

5.5. What are cookies used for?

Cookies may be used to recognize you when you access the green4T website, to store your preferences and to provide you with a more personalized experience according to your settings.

Cookies also make your interactions with green4T faster and more secure. In addition, cookies allow us to serve advertising within green4T websites.

5.6. Controlling cookies

Most browsers allow you to control cookies in your settings. However, if you limit the use of cookies, your experience may worsen as there will be no more personalization.

It can also prevent custom settings from being saved, such as for example, username and password.

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5.7. How to disable or remove cookies?

If you do not want your information to be collected through cookies, you can change the setting on your browser. Each browser has a specific setting to enable, disable and clear cookies.

However, if you delete the use of cookies that are mandatory and essential for the operation of the Site (by changing cookies directly in your browser), some of the functions of the Site may not function properly and the Site, on your next visit, may not remember which cookies you have disabled. For example, if you disable the cookie that identifies the user.

Check below how to perform this procedure in each available browser:

- [Google Chrome](#)
- [Internet Explorer](#)
- [Mozilla Firefox](#)
- [Safari \(Desktop\)](#)
- [Safari \(Mobile\)](#)
- [Android Browser](#)
- [Opera](#)
- [Opera Mobile](#)

For other browsers, see the documentation provided by the browser manufacturer.

5.8. Cookie lists

5.8.1. Strictly necessary cookies

These cookies are necessary for the website to function and cannot be switched off in our systems. They are usually only set up in response to actions you take that correspond to a request for services, such as setting your privacy preferences, logging in, or filling in forms. You can set your browser to block or alert you about these cookies, but some parts of the website will not work. These cookies do not store any personally identifiable information

5.8.2. Performance cookies

These cookies allow us to count visits and traffic sources, so that we can measure and improve the performance of our website. They help us to know which pages are the most and least popular and to see how visitors move around the website. All information collected by these cookies is

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aggregated and therefore anonymous. If you do not allow these cookies, we will not know when you have visited our website.


5.8.3. Functionality cookies

These cookies allow the website to provide enhanced functionality and personalization. They may be set by us or by external providers whose services we have added to our pages. If you do not allow these cookies, some or all of these features may not work properly.


5.8.4. Advertising cookies

These cookies may be set through our website by our advertising partners. They may be used by these companies to build a profile about your interests and show you relevant advertisements on other websites. They do not directly store personal information, but are based on uniquely identifying your browser and internet device. If you do not allow these cookies, you will have less targeted advertising.

| COOKIES SUBGROUP | COOKIES | COOKIES USED |
|------------------|--------------------|--------------|
| green4t.com.br | _gat_UA-83734351-1 | Third |
| green4t.com.br | _gid | Third |
| green4t.com.br | _fbp | Third |
| green4t.com.br | _ga | Third |
| green4t.com.br | __ss_referrer | Third |
| green4t.com.br | __ss | Third |
| green4t.com.br | __ss_tk | Third |
| green4t.com.br | | Third |
| adnxs.com | ANJ | Third |
| adnxs.com | uuid2 | Third |

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| COOKIES SUBGROUP | COOKIES | COOKIES USED |
|----------------------|---|--------------|
| ads.linkedin.com | lang | Third |
| .analytics.yahoo.com | IDSYNC | Third |
| doubleclick.net | FDI | Third |
| linkedin.com | lang | Third |
| linkedin.com | lidc | Third |
| linkedin.com | AnalyticsSyncHistory | Third |
| linkedin.com | li_sugr | Third |
| linkedin.com | bcookie | Third |
| linkedin.com | lissc | Third |
| linkedin.com | s_plt | Third |
| linkedin.com | s_pltp | Third |
| linkedin.com | s_ips | Third |
| linkedin.com | s_cc | Third |
| linkedin.com | AMCVS_14215E3D5995C57C0A495C55%40AdobeOrg | Third |
| linkedin.com | gpv_pn | Third |
| linkedin.com | AMCV_14215E3D5995C57C0A495C55%40AdobeOrg | Third |
| linkedin.com | s_tp | Third |

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| COOKIES SUBGROUP | COOKIES | COOKIES USED |
|------------------|-------------------|--------------|
| linkedin.com | s_ppv | Third |
| linkedin.com | s_tslv | Third |
| facebook.com | fr | Third |
| facebook.com | Datra | Third |
| facebook.com | Spirit Breaker | Third |
| facebook.com | Witch Doctor | Third |
| facebook.com | DPR | Third |
| google.com | OTZ | Third |
| google.com | AID | Third |
| google.com | OGPC | Third |
| google.com | SSID | Third |
| google.com | SEARCH_SAMESITE | Third |
| google.com | SAPISID | Third |
| google.com | __Secure-1PAPISID | Third |
| google.com | HSID | Third |
| google.com | NID | Third |
| google.com | __Secure-1PSID | Third |

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| COOKIES SUBGROUP | COOKIES | COOKIES USED |
|--------------------------|---------------|--------------|
| google.com | SIDCC | Third |
| google.com | SID | Third |
| google.com | CONSENT | Third |
| googletagmanager.com | gtm_debug | Third |
| www.googletagmanager.com | gtm_auth | Third |
| googletagmanager.com | gtm_preview | Third |
| gstatic.com | IP_JAR | Third |
| adnxs.com | ICU | Third |
| adnxs.com | usersync | Third |
| adnxs.com | uids | Third |
| yahoo.com | A3 | Third |
| prfct.co | pa_twitter_ts | Third |
| prfct.co | pa_yahoo_ts | Third |
| prfct.co | pa_openx_ts | Third |
| prfct.co | pa_rubicon_ts | Third |
| prfct.co | pa_google_ts | Third |

5.9. How will I find out about possible changes to the cookies?

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As we are always looking to improve our services, this Cookie Policy may be subject to updates. Therefore, we recommend that you periodically visit this page so that you are aware of the modifications. If material changes are made that lead to a new consent from you, we will post that update and request a new consent from you.

5.10. Channels for answering questions and requests

We care about transparency and free access to your data. If you think there has been any improper treatment or if you have any questions about your rights as a data subject or how we treat your data, green4T provides the [Data Subject Channel](#) to comply with the General Data Protection Law and the claims to which you are entitled. [Click here](#) to access the Holder's Channel form and send your message so that our Personal Data Officer can respond to you as soon as possible.

6. REFERENCE DOCUMENTS

- PL.00.34** Informação_green4T Security Policy
- PL.00.22** Informação_green4T Technology Policy
- PL.00.32** Privacy Policy Externa_green4T

7. RECORDS CONTROL

NA.

8. REVISION HISTORY

| Review | Date | Description of the change | Manager Approved | Approved by Certifications |
|--------|------------|--|---|----------------------------|
| 00 | 30/05/2022 | Issuance | Eduardo Marini | Adriana Moyses |
| 01 | 13/07/2022 | Inclusion of green4T's affiliated and controlled companies | Eduardo Marini | Adriana Moyses |
| 02 | 15/08/2023 | General review of the policy without change | LGPD Committee: Claudio (DPO), Alan Baldo, Eduardo Rasi and Thais Almeida | |
| 03 | 14/10/2024 | General review of the policy without change | LGPD Committee: Claudio (DPO), Alan Baldo, Eduardo Rasi and Thais Almeida | |
| 04 | 30/10/2025 | General revision of the document without changes. | LGPD Committee: Claudio Pessoa (DPO), Thais Almeida, Priscilla Bragança and Thayna Oliveira | |