



PRIVACY STATEMENT ANDRA TECH GROUP B.V.

Introduction

Safeguarding the privacy and confidentiality of information entrusted to us is important to Andra Tech Group and its affiliated entities. Andra Tech Group is committed to ensuring the protection and proper use of your personal data that identifies or can identify you ("personal data").

With this Privacy Statement, Andra Tech Group informs website visitors and users of services and information provided by Andra Tech Group about how personal data is handled. In this Privacy Statement you can read how we collect, use, share, and protect personal data.

Who are we?

We are Andra Tech Group, formally: Andra Tech Group B.V., a private limited liability company, registered in Oss, the Netherlands, located at IJzerweg 4, 5342 LX Oss, registered with the Dutch Chamber of Commerce under number 81272960 ("Andra Tech Group"). This Privacy Statement also applies to all affiliated subsidiaries within the Netherlands.

Collecting and using personal data

Personal data refers to all information about an identified or identifiable natural person. We collect personal data in several ways, including:

- When you visit one of our websites
- When you submit your details on our websites
- When you submit your details at one of our locations
- When you register or are registered to use our activities or services
- When you contact an Andra Tech Group employee
- In the context of a (open) job application
- In the context of a business relationship with Andra Tech Group

What information do we collect?

Andra Tech Group uses cookies and other technologies to automatically collect certain types of information when you use the Andra Tech Group websites. We also register IP addresses of devices used to visit our websites for IT security and diagnostic purposes. Processing this data enables us to improve the usability and effectiveness of our services and measure the effectiveness of our marketing activities.



Additionally, you may provide personal data voluntarily through our communication channels. This includes:

- First and last name
- Address
- Telephone number
- Email address
- Business contact details
- For applicants, freelancers, and flexible workforce: CV, diplomas, education, suitability information, references, and personnel-, salary- and absence-related data

Your personal data will not be used for other purposes than those for which you provided it, unless you have given specific consent or if required to comply with legal obligations.

Recruitment: talent pool and career platform account

In case of an open application or if Andra Tech Group wishes to keep your data on file for future vacancies, we ask for your permission to store personal data for one year. After one year, your data is automatically deleted, and you will receive a reminder email allowing you to extend the retention period. When someone applies at Andra Tech Group, an account is created on our career platform, where applicants can view the positions they applied for. Candidates may withdraw from the procedure at any time, after which their data will be anonymised and documents removed. Job alerts can be set based on personal criteria. Personal data is automatically anonymised one year after the last activity. Recruitment personnel and selection committee members may access applicant data.

Leadinfo

Andra Tech Group uses the Leadinfo software package to recognise business website visitors. Leadinfo links IP addresses to publicly available business information, giving us insight into business traffic on our website. This data is used internally only for analysis and optimisation and is not shared with third parties. Visitors may opt out at any time via the Leadinfo opt-out.

Legal bases and purposes for processing personal data

Privacy legislation, including the General Data Protection Regulation ("GDPR"), permits personal data processing when based on one of the legal grounds.

We may process your personal data when:

- Processing is necessary for the performance of an agreement with you
- Processing is required to comply with legal obligations
- Processing is based on a legitimate interest of Andra Tech Group, such as:
 - 1) Marketing
 - 2) Sales activities for existing customers
 - 3) Relationship and account management
 - 4) Optimising and/or personalising content
 - 5) Ensuring effective business operations
- You have given explicit consent for a specific purpose (which may be withdrawn at any time)

Special categories of personal data are only collected when voluntarily provided or legally required. These include data regarding ethnicity, political opinions, religion, or health. Only provide such data if you consent to processing. For questions, please contact our privacy specialist.

Purposes of processing include:

- Establishing a commercial relationship
- Sales activities for existing customers
- Relationship and account management
- Sending newsletters and information
- Recruiting personnel and processing applications, including talent pool registration

Rights

If you have provided personal data to Andra Tech Group, you have the following rights:

- Right of access
- Right to rectification
- Right to deletion (subject to legal retention obligations)
- Right to object or restrict processing
- Right to data portability
- Right to object to automated decision-making (Andra Tech Group does not use this)
- Right to file a complaint with the supervisory authority
- Right to withdraw consent (not retroactively)

Andra Tech Group may decline a request if:

- A legal exception applies
- The request is insufficiently specific
- Identity cannot be verified
- The request is made within an unreasonably short period after a previous request (generally < 6 months)

Security

Andra Tech Group takes all reasonable measures to protect your personal data from misuse. Technical and organisational measures have been implemented to protect data against unauthorised processing, loss, destruction, damage, alteration, or disclosure.

Sharing and transferring personal data

Andra Tech Group may share personal data with affiliated entities, clients, suppliers, subcontractors, government bodies, and other business partners. Data may also be shared when legally required. Third parties are responsible for their own GDPR compliance. For processors acting on behalf of Andra Tech Group, a data processing agreement is in place.

Your data may be transferred outside the Netherlands. Andra Tech Group has taken measures to ensure adequate protection. Contact us for more information.

Retention periods

Andra Tech Group retains personal data only as long as needed to provide services, as legally permitted, or until deletion is requested.



Links to third-party websites

Our websites may link to external websites with different privacy policies. We recommend reviewing their policies before providing personal data.

Questions, comments, or complaints

For questions or concerns regarding data protection, please contact us at info@andratechgroup.com. You may also file a complaint with the Dutch Data Protection Authority.

Changes

Andra Tech Group may update this Privacy Statement. The most recent version is available on our website. This version is valid from 1 December 2025.