

WEBSITE DATA PROTECTION POLICY

www.exergia.gr

The Company Exergia S.A. (hereinafter referred to as the “Company” or “we”) tries to offer you an experience that meets the needs of our visitors, by using responsibly the information collected through our Website. We are committed to respect your privacy and comply with applicable laws on data protection and data privacy.

Processing of your personal data is governed by this Policy, by the relevant provisions of both Greek and EU legal framework on data protection, including the General Data Protection Regulation (2016/679), law 4624/2019 and the relevant decisions, guidelines and regulations issued by the competent Hellenic Data Protection Authority.

This Privacy Policy (the "Policy") forms an integral part and is incorporated into the Terms of Use of our Website and may be subject to modifications. We advise you to regularly check our Data Protection Policy in order to remain informed and updated on any amendments. By visiting our Website, you agree to this Data Protection Policy as in force at the time. When substantial amendments are made, we will ensure that a relevant notice is posted for visitors of our Website.

This Policy explains how we collect, process and/or use the information that we receive via our Website or email. This Policy also describes how we collect, process, use and share the personal information you provide us with. It also describes your choices regarding the use, access, transfer, correction and deletion of your personal information.

1. Information we collect

We collect information about you to provide our services. In order for us to best provide our services to you and to fulfill the relationship we have with you, it is essential that we are able to collect and use the information as described in this Policy.

1.1 Information you provide to us

When you submit your data in order to submit your CV online, we collect and maintain your data exclusively for the purposes mentioned below. In this context, we collect the data you submit, such as your first name, last name, email address and also all personal data that may

be included in each candidate's CV (such data shall include, but shall not be limited to candidate's first and last name, contact phone number, address, gender, age, marital status, etc.).

1.2 Information We Collect Automatically

When you use the Website, your device is automatically providing information to us so we can respond and customize our response to you. The type of information we collect by automated means generally includes technical information about your computer, such as your IP address or other device identifier, the type of device you use and the operating system version. The information we collect may also include usage information and statistics about your interaction with the Website. That information may include the URLs of our web page that you visited, URLs of referring and exiting pages, page views, time spent on a page, number of clicks, platform type, location data (if you have enabled access to your location on your mobile device) and any other information about how you used the Website.

This information is collected by using *Cookies & other similar Tracking Technologies*. We strongly advise you to review our Cookies Policy in order to learn more about Cookies, how we use them and how you can control the use of Cookies.

1.3 How we collect your personal data

We use different ways to collect your personal data:

Direct interactions. You may provide us with your identity, contact information, email, phone when you submit your resume at <https://exergia.gr/join-us-work-with-us/>.

Automated technologies or website interactions. As you interact with the Website, we may automatically collect technical information about your device etc. We collect this information through cookies, server logs and other similar technologies.

Third parties or public sources. We may collect your information from third parties, for example from search engines such as Google.

2. Why we collect your information

We process your data exclusively for the below purposes:

Purpose	Explanation
Job recruitment	If you provide your consent by applying for an open job vacancy or unsolicited, we will maintain the submitted documents (i.e. C.V., Cover Letter, Reference Letters, Certifications and any other personal information) for current or future recruitment purposes.
Improvement of services	We maintain your data and the history of usage of our services in order to produce statistics that allow us to better assess the visits and navigation of users through our Website in order to improve its content and structure.

3. Recipients of your data

Access to your data may only be provided to our duly authorised employees or business partners who act on our behalf for the above purposes of processing, by offering us IT services for the registration and storage of your data and for the operation of our Website.

4. Duration of processing

Retention period can vary significantly based on the type of information. Our retention period is based on criteria that include legally mandated retention periods, pending or potential litigation, our intellectual property or ownership rights, contract requirements, operational directives or needs and archiving. In any case, you may request that we delete your data at any time.

5. Your rights

Exergia S.A. ensures your rights with respect to processing of personal data. You have the right to request:

5.1 Access to your personal data.

5.2 Rectification of your personal data if it is inaccurate or incomplete.

5.3 Deletion of your personal data, unless their processing is necessary for the exercise of legal rights of Exergia S.A. or third parties, for the fulfillment of a legal obligation, for public interest reasons or for defending our legal rights before any judicial or other authorities.

5.4 Restriction of processing of your personal data only for specific purposes.

5.5 To withdraw at any time your consent to the processing of your personal data following the instructions included in the Terms for submitting your CV or by sending an email to dpo@exergia.gr. In such case, any personal data processing will be suspended, nevertheless this will not impact the legitimacy of any processing performed until the time of withdrawal.

If you believe that your data protection rights have been violated, you have the right to lodge a complaint with the Hellenic Data Protection Authority (www.dpa.gr).

CONTACT INFORMATION

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