



# PRIVACY POLICY

GROUP COMPLIANCE DIVISION

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## Security and confidentiality of personal data

ELLAKTOR makes significant efforts by taking all preventive measures in order to ensure the confidentiality and security of personal data and to prevent distortion, damage, destruction, as well as their accessibility by unauthorized third parties. The technical and organizational security measures we implement include state-of-the-art technology. We also maintain appropriate administrative, technical, and physical safeguards designed to protect the personal information you provide from accidental, unlawful, or unauthorized destruction, loss, alteration, access, disclosure or use.

It is pointed out that in conjunction with the observance and implementation of the above technical and organizational measures / safeguards for the general protection of the personal data, it is recommended to be particularly careful regarding the existence of potential risks regarding the use and operation of Internet.

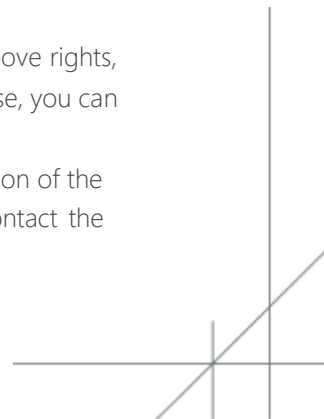
## Your rights and choices

In accordance with applicable law and under the restrictions provided therein, you have the following rights in relation to your personal data:

- Right of information and access: You have the right to have information and access to the data concerning you.
- Right to rectification: You have the right to request the correction of your inaccurate data, which is held within the framework of this Policy or the completion of any incomplete data.
- Right to erasure: You have the right to request the erasure of your data if this is provided under applicable legislation.
- Right to restrict processing: You have the right to request the limitation of the processing of your data, if this is provided under applicable legislation.
- Right to portability: You have the right to receive the data concerning you in a specific format and to request their transfer to another data controller, if this is provided in the law for the processing to be carried out at any given time.
- Right to object: You have the right to object at any time to the processing of your data, within the limitations provided in applicable legislation.
- Right to non-automated individual decision-making, including profiling: You have the right to object when a decision concerning you is based solely on automated processing, including profiling, and that decision produces legal effects or significantly affects you.

ELLAKTOR has appointed a Data Protection Officer (DPO). In order to exercise any of your above rights, as well as for any information or clarification regarding them and the conditions for their exercise, you can contact us by e-mail through the e-mail address [dpo@ellaktor.com](mailto:dpo@ellaktor.com)

Furthermore, in accordance with the applicable legislation, if you consider that there is a violation of the data protection legislation, and if the relevant conditions are met, you have the right to contact the



competent Data Protection Authority (for Greece, the Personal Data Protection Authority , Kifisias Ave. 1 – 115 23 – Athens, tel. 210 6475600) and submit a relevant complaint.

## Candidate Employee Privacy Policy

Your personal data related to your resume details will be collected by the Human Resources Department of ELLAKTOR and the Group companies, if you choose to use the job application or to contact one of the Group companies directly. Depending on the job position you are interested in, your resume will be forwarded to the relevant Human Resources Department of the respective company. For any communication regarding the processing of your data in question, you can contact the Group's Data Protection Officer at [dpo@ellaktor.com](mailto:dpo@ellaktor.com).

The processing of your personal data is grounded on your consent and the data is received on your own initiative. In any case, you are one of those who select the personal data you wish to share with us for the purpose of processing a job application.

The personal data that will be provided to us according to the above will be processed as follows:

- during collection and management of applications for job vacancies;
- during evaluation of applications for job vacancies; as well as
- during selection of candidates.

In particular, the Human Resources Department of the Company and specific employees with significant duties in the field related to the job you are interested in shall have access to your personal data, for the purpose of managing and evaluating the relevant applications, as well as selecting the candidates.

If your application is not successful, your data will be retained for a period of two (2) years from the submission of the application. After this period of time, your data will be permanently deleted from our files. The deletion of the data even before the expiration of two (2) years is possible after you submit a relevant request.

In relation to such processing of your personal data, you have all the rights described in this Policy (see above under the chapter "Your rights and choices").

In order to exercise any of your rights, as well as for any information or clarification regarding them and the conditions for their exercise, you can contact us by e-mail through the e-mail address [dpo@ellaktor.com](mailto:dpo@ellaktor.com)

