

RECRUITMENT PRIVACY STATEMENT

EOS CONTENTIA BELGIUM SA, with registered seat at Boulevard Industriel 54 K, 7700 Mouscron/Mouscron, Belgique., company registration number be 0454.609.009, RPR Mouscron (“EOS CONTENTIA BELGIUM SA”) respects your privacy and adhere to the EU General Data Protection Regulation, (EU) 2016/679 (“GDPR”).

This Privacy Statement is applicable to the Recruitment section of the EOS CONTENTIA BELGIUM SA website <https://be.eos-solutions.com/fr/career.html> where you can find current job openings and career opportunities at EOS CONTENTIA BELGIUM SA and where you, the Candidate, can find the information to send your application via e-mail to r.henneton@eos-contentia.be with a view on a potential employment at EOS CONTENTIA BELGIUM SA (“Recruitment”).

This Privacy Statement describes privacy practices of EOS CONTENTIA BELGIUM SA specifically for Recruitment in the collection, processing, use, storage, transfer, and disclosure of personal and personally identifiable Personal Data obtained from or about you both online and offline (“Personal Data”).

When you submit Personal Data to EOS CONTENTIA BELGIUM SA by sending your application to the recruitment e-mail via the website, you acknowledge that you have read and understood and agree to be bound by this Privacy Statement.

If you disagree with EOS CONTENTIA BELGIUM SA’s Privacy Statement, please do not transfer Personal Data to EOS CONTENTIA BELGIUM SA.

EOS CONTENTIA BELGIUM SA’s general Privacy Statement and definitions used in this Privacy Statement for Recruitment can be found here: <https://be.eos-solutions.com/fr/privacy-statement-contentia.html>

NOTICE

EOS CONTENTIA BELGIUM SA collects, uses, and processes your Personal Data as legally permitted under Data Protection Laws.

“Data Protection Laws” means: all data protection laws applicable in the European Union applicable to the Processing of Personal Data under this Privacy Statement, including local, state, national and/or foreign laws, treaties, and/or regulations (“EU Data Protection Laws”) such as but not limited to the General Data Protection Regulation (EU) 2016/679 (“GDPR”), and implementations of EU Data Protection Laws into national law.

“Processing” or “Process” means any operation or set of operations performed on Personal Data or sets of Personal Data, such as collecting, recording, organizing, structuring, storing, adapting or altering, retrieving, consulting, using, disclosing by transmission, disseminating or otherwise making available, aligning or combining, restricting, erasing or destroying

EOS CONTENTIA BELGIUM SA collects Personal Data about Candidates via web forms in case an Candidate visits the EOS CONTENTIA BELGIUM SA Career section of our website or via personal contact such as calls or electronic messages. EOS CONTENTIA BELGIUM SA only collects Personal Data which are adequate, relevant and not disproportionate for the Recruitment process with the exclusion of any sensitive Candidate Personal Data.

Legal Basis

EOS CONTENTIA BELGIUM SA may process your Personal Data under the following legal bases:

- Consent – when you give your explicit consent on our website, for example when you file and send EOS CONTENTIA BELGIUM SA your candidature for a job opening.
- Compliance with a legal obligation – EOS CONTENTIA BELGIUM SA may be required by law to process the Personal Data for a legally defined purpose.
- Legitimate interests – EOS CONTENTIA BELGIUM SA may process Personal Data without your explicit consent if EOS CONTENTIA BELGIUM SA has a genuine and legitimate business reason unless this is outweighed by harm to your rights and interests. For Recruitment EOS CONTENTIA BELGIUM SA’s legitimate interests are the solicitation, evaluation, and selection of Candidates for employment and progress their application.

EOS CONTENTIA BELGIUM SA commits to use all Personal Data only in a fair and lawful manner, in accordance with applicable Data Protection Laws for both collection as processing. Personal information submitted by an Candidate to EOS CONTENTIA BELGIUM SA will only be used by EOS CONTENTIA BELGIUM SA to support the recruitment process and for recruitment purposes only. Candidate Personal Data will not be sold to any third party. Candidate Personal Data will be kept as accurate as possible and, as necessary in accordance with applicable laws.

Personal Data that EOS CONTENTIA BELGIUM SA Collects

Personal Data that EOS CONTENTIA BELGIUM SA collects may include:

- your name, business title, contact details such as telephone, mobile, or fax, email and/or postal address when you communicate electronically, by telephone, or in writing with any EOS CONTENTIA BELGIUM SA employee or representative;
- additional information provided by application, such as a CV, resume, or transcripts; employment references and related information;
- interviewer or recruiter notes from their communications with you;
- compensation requests;
- your consent to EOS CONTENTIA BELGIUM SA’s processing of your Personal Data, if applicable;
- your consent to marketing permissions on the use of cookies and other data collection techniques;

In addition, EOS CONTENTIA BELGIUM SA may collect information from third parties (for example but not limited to recruitment agencies, referrals, career platforms, professionally oriented social media, etc.), for example, in connection with a background or employment check and/or an employment reference, as far as possible and permitted under applicable law.

Why EOS CONTENTIA BELGIUM SA Collects Personal Data

EOS CONTENTIA BELGIUM SA uses the data it collects online or offline for the following purposes:

- (1) to recruit suitable personnel and collaborators to operate our business
- (2) to populate its reserve list of Candidates and manage all collected Candidate Personal Data with the use of IT systems
- (3) to support or evaluate our recruitment process
- (4) process online applications for job vacancies and spontaneous job applications
- (5) to manage EOS CONTENTIA BELGIUM SA's recruiting and hiring processes, and for compliance with corporate governance and legal and regulatory requirements. If you are hired, the information may be used in connection with employment and corporate management.
- (6) to send communications, including promotional communications regarding job opportunities, surveys or events

EOS CONTENTIA BELGIUM SA's third party sub processor of Candidate Personal Data

The table below shows the third-party processor that EOS CONTENTIA BELGIUM SA employs for Recruitment, with links to the respective Privacy Policies and Opt-out/Preferences Settings: **NO RECRUITMENT SOFTWARE IS USED AT PRESENT**

Collection, Use, and Processing of Candidate Personal Data

EOS CONTENTIA BELGIUM SA may disclose certain Candidate Personal Data to a supplier, partner or consultants to provide services which require the use and/or creation of Candidate Personal Data for the purposes described in this Privacy Statement and in accordance with applicable Data Protection Laws. In these limited instances, selected third parties may access Candidate Personal Data. All such third-party recipients will be bound to strict standards of security, confidentiality and secrecy.

EOS CONTENTIA BELGIUM SA will disclose Candidate Personal Data in case this is required by law, by government authorities or in cases where it is obliged to do so to protect its rights in accordance with applicable laws.

Candidate Personal Data will be available to all EOS CONTENTIA BELGIUM SA recruiters.

Candidate-Personal Data protected under GDPR will be retained for up to two years after completion of the recruitment process. After the retention period the Candidate-Personal Data will be deleted.

To the extent not contrary to legal requirements or a legitimate interest of EOS CONTENTIA BELGIUM SA, EOS CONTENTIA BELGIUM SA will delete your Personal Data and your profile in any software used in the processing of Candidate Personal Data, if applicable, as soon as you notify EOS CONTENTIA BELGIUM SA that you no longer wish EOS CONTENTIA BELGIUM SA to process your Personal Data. Please contact privacy@eos-contentia.be with the appropriate request.

EOS CONTENTIA BELGIUM SA may disclose and transfer Personal Data to IT providers, subcontractors and other external service providers that assist in the operation of our website or any software used in the processing of Candidate Personal Data, if any. EOS CONTENTIA BELGIUM SA may disclose and transfer Personal Data to a third party in connection with a merger and acquisition or other similar activity.

Storage, Transfer, and Disclosure of Personal Data

EOS CONTENTIA BELGIUM SA hosts our website and any software used in the processing of Candidate Personal Data on its servers or those of third parties ((sub)processors) in the EU only. Your Personal Data collected offline or online may be stored and processed in a EU country where EOS CONTENTIA BELGIUM SA operates. By using our website or any software used in the processing of Candidate Personal Data and/or providing Personal Data to EOS CONTENTIA BELGIUM SA, you consent to the transfer of Personal Data across EOS CONTENTIA BELGIUM SA's subsidiaries in countries outside of your country of residence but always in the European Union (EU) or European Economic Area (EEA), or other locations which may have different data protection rules than those of your country.

Access, Correction, and Deletion of Personal Data

You may request EOS CONTENTIA BELGIUM SA at privacy@eos-contentia.be to modify, delete or restrict processing of your Personal Data. EOS CONTENTIA BELGIUM SA will make every reasonable effort to promptly comply with your request. EOS CONTENTIA BELGIUM SA may, however, limit access to your Personal Data where such access is unreasonably burdensome or expensive under the circumstances, or as otherwise permitted by international standards. To protect your privacy and the integrity of your Personal Data, EOS CONTENTIA BELGIUM SA may take reasonable steps to verify your identity before responding to your request, and to validate any request affecting your Personal Data when presented anonymously or when made upon an assumed name.

Technical and Organizational Measures

In order to secure the integrity, confidentiality and availability of Personal Data and to protect the stored Personal Data from illegal access, improper use, alteration, unlawful or accidental destruction and accidental loss, EOS CONTENTIA BELGIUM SA uses various technical, physical and organizational security measures and this following the newest technologies.

EOS CONTENTIA BELGIUM SA commits to implement at all times adequate security to protect manual and electronic processing of Personal Data and prevent its misuse, in accordance with applicable local legal requirements and contractually so that third parties and affiliates processing Personal Data observe security measures again in accordance with applicable local legal requirements.

Rights of the Data Subject under the GDPR

Candidates have various rights related to the processing of personal data. Candidates have (depending on the circumstances) the right to request access to the personal data (Article 15 GDPR), to rectification (Article 16 GDPR) or erasure (Article 17 GDPR), to restriction of processing (Article 18 GDPR), a right to object (Art. 21 GDPR) and a right to data portability (Art. 20 GDPR). If the processing is based on a consent, you can withdraw it at any time.

If you believe that the processing of your personal data is in violation of the GDPR, you have the right to complain to a supervisory authority.

Further information can be found in the EOS CONTENTIA BELGIUM SA Privacy Policy on the Website <https://be.eos-solutions.com/fr/privacy-statement-contentia.html> under "Rights of the Data Subject".

EOS CONTENTIA BELGIUM SA Data Protection Officer

In accordance with GDPR regulations, EOS CONTENTIA BELGIUM SA has appointed a Data Protection Officer ("DPO").

If you have any questions on EOS CONTENTIA BELGIUM SA's processing of your Personal Data or a request exercising your Data Subject's rights, please contact EOS CONTENTIA BELGIUM SA by sending an email to privacy@eos-contentia.be

We will respond to questions or concerns within 30 days.

Complaints to a Data Protection Supervisory Authority

If you believe that the processing of your Personal Data is in violation of the GDPR, you have the right to complain to the Supervisory Authority: the Belgian Data Protection Authority <https://www.dataprotectionauthority.be/>

Revisions to this Privacy Statement

EOS CONTENTIA BELGIUM SA may update this Privacy Statement from time to time to reflect changes to EOS CONTENTIA BELGIUM SA's Personal Data handling and protection practices or to comply with law and regulations. EOS CONTENTIA BELGIUM SA encourages you to review this Privacy Statement on a regular basis and whenever you elect to provide Personal Data to EOS CONTENTIA BELGIUM SA.

Candidates will be notified of material revisions to this Recruitment Privacy Statement electronically, or by other means that EOS CONTENTIA BELGIUM SA deems sufficient to reach your attention, such as a prominent post on our website or any software used in the processing of Candidate Personal Data.

Revised: April 2021