

## **CONSENT FORM AND INFORMATION NOTE FOR COLLECTING AND PROCESSING PERSONAL DATA IN THE RECRUITMENT PROCESS**

As part of any recruitment process, **ELECTRO – ALFA INTERNAȚIONAL S.A.** (the “Company”, “we”, the “Controller”) collects and processes personal data relating to candidates, as detailed below (“Candidate Data”). The Company is committed to being transparent about how it collects and uses such data and to fulfilling its data protection obligations. This Consent Form and Information Note for Collecting and Processing Personal Data in the Recruitment Process is intended to inform you about how and why your personal data will be used, namely for the purpose of the recruitment exercise, and how long it will be retained. It provides you with certain information that must be provided in accordance with the General Data Protection Regulation ((EU) 2016/679) (“GDPR”).

All information we ask from you is provided by you voluntarily; if you choose not to provide the information we request during the recruitment process, we may not be able to continue the recruitment process within the Company.

### **1. Identity and contact details of the Controller**

The data Controller is **ELECTRO – ALFA INTERNAȚIONAL S.A.**, having its registered office at Calea Națională, No. 15, Botoșani, Botoșani County, Romania, registered with the Botoșani Trade Registry under no. J1994001310079, Sole Registration Code 7348194, European Unique Identifier (EUID): ROONRC.J1994001310079, subscribed and fully paid-in share capital: RON 47,136,076.75, telephone +40 720 067 748, email [investitori@electroalfa.ro](mailto:investitori@electroalfa.ro).

### **2. Candidate Data**

In connection with your application, we will process (including by collecting, using, making available on the Company’s website, storing, etc.) the following categories of personal data obtained from you, from your representatives and publicly accessible sources:

- a) **Identification data**, such as name, surname, date and place of birth, gender, marital status, family details, nationality/citizenship, signature, photographs (e.g., from identity documents or social networks), identity card / passport data (e.g., number, series, validity);
- b) **Contact data**, such as telephone / fax number (personal, office), address, e-mail address, social network contact details, current workplace address;
- c) **Professional data**, such as job title(s) and name of current / past workplace, CV and information contained therein, such as educational and work experience, employment history, professional membership, educational achievements, diplomas, transcripts, languages;
- d) **Data related to the recruitment process**, such as information regarding evaluation results, correspondence by e-mails, telephone calls and letters, appeals, etc.;

- e) **Data generated by us** as part of the activities we carry out, such as creating profiles based on interaction with you or your representatives or information resulting from reputation checks;
- f) **Other personal data**, such as photographs, voice, video or other recordings associated with participation in recruitment events hosted by us (as applicable), data from social networks and publicly available online sources, any personal data provided to you by your representatives (if applicable);
- g) **Other data similar** to the broad categories mentioned above.

### **3. Purposes**

- 3.1. Candidate Data is processed for the purpose of assessing the suitability, eligibility and qualification for a position on the Board of Directors of the Company. This includes, without limitation, identifying and evaluating you for the position, contacting you, assessing your suitability for the position, for the purpose of deciding whether to enter into the mandate agreement with you, carrying out background or reference checks, maintaining records in connection with the recruitment process, analysing the process and the outcome of the appointment, compliance with legal or regulatory requirements, as well as other legitimate human resources and business management purposes.
- 3.2. We also use your data for purposes relating to (i) IT management, (ii) video monitoring and security, (iii) legal and procedural compliance, (iv) legal protection of the Company.

### **4. Legal basis for processing**

- 4.1. The legal basis for the processing of Candidate Data is your express consent given below (in accordance with Article 6, paragraph 1, letter a) and Article 9 paragraph (2) letter a) of the GDPR).
- 4.2. You may withdraw your consent at any time by contacting the Company. The withdrawal of consent does not affect the lawfulness of the data processing carried out prior to the withdrawal. The withdrawal of GDPR consent before 13 May 2026, at 18:00 (Romanian time), constitutes the withdrawal of the candidate's proposal to be a member of the Board of Directors. The withdrawal of GDPR consent after 13 May 2026, at 18:00 (Romanian time), will result in the deletion of the candidate's presentation made public on the Company's website.
- 4.3. For the nominated candidates, after the recruitment, Candidate Data will be processed on the basis of the agreement entered into with the Company (Article 6, paragraph 1, letter b) of the GDPR) and in connection with the information note that will be provided to you.
- 4.4. The processing for the purposes indicated in section 3 above takes place on the basis of the legitimate interest of the Company, including the legitimate interest to ensure the management of the IT infrastructure, to ensure the security of the Company's assets and personnel, to protect the rights and interests of the Company, to pursue various opportunities or needs related to the restructuring or reorganisation of the Company's assets.

### **5. Retention period**

---

5.1. We will process and retain the Candidate Data for as long as your recruitment process is ongoing and further:

5.1.1. for nominated candidates: if you have been nominated on the basis of your candidacy proposal, we will retain and process the Candidate Data in accordance with our data protection policies which will be communicated upon / after the confirmation of your nomination.

5.1.2. candidates who have not been nominated: if you have not been nominated on the basis of your candidacy proposal, we will delete the Candidate Data within a reasonable time after the position has been filled, but no later than the general statute of limitations of 3 years from the date of granting consent. In the event that you withdraw your consent, the Candidate Data may be removed after the withdrawal of consent, except for data that may continue to be necessary, for example for the purposes mentioned in section 3 above, in which case they will be retained within the general statute of limitations of 3 years.

## **6. Automated decision-making**

With respect to the Candidate Data, we do not implement profiling or decision-making systems that produce legal effects concerning you or that significantly affect you, based solely on automated processing (i.e., without human intervention).

## **7. Recipients of Candidate Data**

For the fulfilment of the purposes mentioned above, some of the Candidate Data will be made available to the public, by posting on the Company's website, on the basis of the consent expressed below.

Also, in some cases, it may be necessary to transfer personal data to other entities, such as public authorities, service providers and contractual partners of the Controller, for example, entities providing technical and administrative support services (e.g., servicing IT systems and software) or entities providing legal or tax advice.

## **8. International data transfers**

No international transfer of Candidate Data to countries outside the European Union or the European Economic Area is envisaged. If we need to transfer personal data to such countries, we will take measures to ensure that your personal data is protected and safeguarded, in accordance with the GDPR.

## **9. Your rights**

In certain circumstances, you have the following rights recognised by law: the right of access, the right to rectification of personal data; the right to restrict the use of personal data; the right to request the erasure of personal data; the right to object to the processing of personal data; the right to the portability of personal data; the right to lodge a complaint with a supervisory authority; the right to withdraw your consent.

If you wish to exercise any of these rights or have any other complaints or requests, please contact us using the details provided in section 1 above.

#### **10. Our privacy policy**

Further details regarding how we process personal data can be found on the Company's website available at <https://electroalfa.ro/relatii-investitori/>.

#### **11. Candidate's consent**

I hereby give my express consent for the processing of Candidate Data, including sensitive / special data by the Controller under the conditions specified herein. I confirm that the Controller will archive this Consent Form for the purpose of fulfilling the Controller's legal obligation to be able to demonstrate that my consent for processing has been obtained. I hereby give my express consent for the publication on the Controller's website of my personal data, including my name, place of residence, professional qualification, shareholder capacity, and this consent form and information note for collecting and processing personal data in the recruitment process.

Name \_\_\_\_\_ Signature \_\_\_\_\_

Date \_\_\_ / \_\_\_ / \_\_\_\_\_