

opdeenergy

Privacy Notice **for** Candidates



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1. Purpose

This Privacy Notice for Candidates describes how Opdenenergy Holding S.A.U. and its subsidiaries (hereinafter, "Opdenenergy" or the "Organization"), when relevant to the recruitment process, will process the personal data provided by the Candidate who applies for a job vacancy published on the website <https://opdenenergy.com/empleo/> or on LinkedIn, or who submits his/her Curriculum Vitae (hereinafter, "CV"), including submissions made through recruitment agencies and headhunters.

2. Scope

This Notice applies to all Candidates of the Organization.

The Candidate is hereby informed that his/her personal data will be processed by Opdenenergy, acting as the Data Controller in accordance with the General Data Protection Regulation (GDPR). The Data Controller may be contacted at the following email address: privacy@opdenenergy.com.

3. What personal data do we collect?

We collect and process personal data in order to identify and present the most appropriate employment opportunities tailored to each Candidate. Such data have been classified into the following categories:

Identification Data	Name, username, academic qualifications, place of birth, and documents verifying your identity.
Contact Data	Address (including home address, if applicable), telephone number(s), email address(es), professional profiles on social networks (e.g., LinkedIn), if provided by the Candidate.
Data on Skills and Work Experience	CV, information regarding your educational and professional background, documents evidencing your work experience, information provided during screening processes or interviews, including reasons for job change, salary expectations, notice periods, and availability to start, as well as any other information included in your CV. Additionally, we may process information you provide through screening questions (for example, via LinkedIn, application forms, or telephone interviews) to the extent relevant for evaluating your application.
Social Media Data	Data from your social media profiles, such as LinkedIn, and any other information you have made public on social networks or shared with us in any other manner.
Technical Data	IP addresses from which you access the Portal and our products and services, cookies (as set forth in our Cookie Policy), login data (time, date, and duration of the session), browser type and version, device time zone settings, device location, browser plugin types and versions, operating system, device platform type, and other technologies related to the devices used to access the Portal, our applications, websites, products, and services. This also includes data from installations, such as images and records from CCTV systems and intercoms.
Telephone Data	Number from which you have contacted us, as well as the time, date, and duration of the call.
Corporate Profile Data	Username and password, interests, preferences, opinions, and responses to surveys.

Confidential Data are considered sensitive personal data and may include information related to disabilities requiring reasonable accommodations in the workplace, in accordance with current equality and disability legislation.

Data regarding criminal records may be processed only when required or permitted by applicable law and always under strict confidentiality and security measures.

4. Recipients of the data

Your personal data will be used exclusively to manage your application within Opdenenergy's recruitment processes.

Data will not be disclosed to third parties, except when legally required.

Opdenenergy may use third-party platforms (such as LinkedIn) for posting job offers and receiving applications. These platforms act as data processors under contract and in accordance with Article 28 of the GDPR.

Your data will be treated with strict confidentiality, solely by internal Opdenenergy personnel, and only for the purposes described in this Notice.

5. Purposes of data processing

Opdenenergy will process the candidate's personal data for the following purposes, grouped according to the legal basis that legitimizes the processing:

5.1 Purposes based on the candidate's consent

- To manage the recruitment process: receiving and analyzing applications, conducting assessments, organizing interviews, collecting and analyzing feedback and data, and monitoring the onboarding process.
- To carry out administrative and accounting procedures in the pre-contractual phase, for the purpose of entering into an employment or collaboration agreement.
- To offer the candidate employment opportunities that match their professional profile.
- To retain and store the CVs of candidates not selected in an internal repository or document management tool, for consideration in future vacancies that match their profile.

5.2 Purposes derived from compliance with legal obligations

- To comply with national, European, or international legal obligations,
- Respond to requests from competent authorities.

6. Retention and deletion of personal data

Personal data will be retained only for as long as necessary to fulfill the purposes described above and for periods required by law.

- Data of non-selected candidates may be retained for a maximum of 24 months, based on consent, for consideration in future recruitment processes.
- After this period, data will be securely deleted or anonymized.

Candidates may request the early deletion of personal data at any time via privacy@opdenenergy.com without affecting the lawfulness of processing carried out up to that point.

7. Candidate rights

The candidate has the right to access, rectify, delete, limit the processing of, object to, and request the portability of their personal data, as provided under applicable regulations. To exercise these rights, a written request should be submitted via the following email address: privacy@opdenenergy.com

8. Confidentiality and security

The Organization guarantees the confidentiality of the personal data processed and adopts the necessary technical and organizational measures to protect it against unauthorized access, alteration, or any other unlawful processing.

9. International data transfers

If personal data is transferred outside the European Economic Area (EEA), Opdenenergy ensures adequate protection is provided through:

- Standard Contractual Clauses approved by the European Commission, or
- Other safeguards compliant with GDPR.

10. Data concerning minors

Candidates under the age of 18 are not permitted to submit applications without prior consent from a parent or legal guardian.

11. Updates to the privacy notice

This Privacy Notice is valid from the date indicated below. It may be updated or amended in response to legal or organizational changes.

Updates will be communicated in advance, and the Candidate may consult the latest version at privacy@opdenenergy.com

Last updated: September, 2025

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