

INFORMATION ON THE PROCESSING OF JOB CANDIDATES' PERSONAL DATA

ACS, ACTIVIDADES DE CONSTRUCCIÓN Y SERVICIOS, S.A. (also ACS), with address at Avda. Pío XII, 102, 28036, Madrid (Madrid) - Spain, tax identification number A28004885 and telephone number 913439200. ACS will process your data in full compliance with current data protection legislation, without subjecting them to exclusively automated decisions or profiling that could significantly affect them, and without using the data for purposes other than those reflected in this document.

1.- What do we process your personal data for and for how long?

ACS processes your data to process your application and **manage job applications**, based on a legitimate interest in the selection of personnel to fill job vacancies.

If we do not have a selection procedure open, your personal data will be immediately deleted. Otherwise, your personal data will be kept for 1 year, unless you previously object or request the deletion of your personal data and, subsequently, the data will be duly blocked for the purpose of pursuing or defending against possible claims.

2.-Type of data we process and how we obtain it

In most cases your personal data will have been provided to us by you or your legal representative, but we may also have obtained it from LinkedIn or talent search companies or third party sources (individuals or legal entities related to ACS, group companies and whistleblowers).

For the purposes described above, we will process the following types of data about you: identification data (including postal address, identity document, name and/or surname, telephone number), personal data (including date of birth, language or dialect and nationality), academic or professional data (including professional credentials, membership of professional associations, courses and training, studies and/or qualifications, professional experience and academic history) and any other data that you provide us with when you send us your CV. Should you reach the medical examination stage in the selection process, your health data will be processed for this purpose by the health professional in the context provided for in employment and occupational health and safety legislation.

The data processed are provided to us by you or your legal representative, as well as by third parties, such as talent search companies and job portals.

3.- Who do we share your data with?

If you address your application exclusively to ACS parent company (ACS, ACTIVIDADES DE CONSTRUCCIÓN Y SERVICIOS, S.A.), we will not pass on your data to any other natural or legal person, unless legally required.

We will only share your application and CV with other ACS Group companies or directly with the ACS Group if you also apply to other ACS Group companies.

4.- International data transfers

As a consequence of the data processing described above, we do not envisage any international transfer of your data (which occurs if your data is transferred to or accessed from outside the European Economic Area).

5.- What are your rights in relation to the processing of your data?

You are entitled to obtain information about the processing of your data, to access them, to have them rectified or, if necessary, deleted. In certain circumstances, you also have the right to restrict the processing of your data, in which case we will only keep it for the purpose of pursuing or defending against claims, to object to the processing of your data and to its portability by transferring it to you or directly to another company that you indicate.

You may also exercise your right to object to the processing of your data. This right may be denied if, in view of the request made, it is established that there are overriding legitimate grounds for processing or if the data are necessary to prepare, pursue or defend against claims.

To exercise any of these rights, and for any other matter related to the processing of your data, you can contact ACTIVIDADES DE CONSTRUCCIÓN Y SERVICIOS, S.A. at the postal address Avda. Pío XII, 102, Postal Code 28036, Madrid (Madrid), Spain, or by email at pdd@grupoacs.com.

We also inform you that, if you consider that any type of infringement has occurred in connection with the processing of your personal data, you may lodge a complaint with the competent supervisory authority (in Spain, the Spanish Data Protection Agency).

6.-How to contact our Data Protection Officer

For further information, or for any other question regarding the processing of your data, please do not hesitate to contact our **Data Protection Officer** at:

Address: P.º de la Castellana, 259C, 28046 Madrid

E-mail: pdd@grupoacs.com