

PRIVACY POLICY

ENGIE Laborelec is committed to protect personal data and privacy in accordance with ENGIE's Group Data Privacy Policy and the applicable laws and regulations, including the European Union regulation (so-called "GDPR").

In particular, the following principles will be respected:

- **Lawfulness, fairness and transparency**
Personal data must be processed lawfully, fairly and in a transparent manner.
- **Purpose limitation**
Personal data must be collected for specified, explicit and legitimate purpose and not further processed in a manner that is incompatible with those purposes.
- **Data minimisation**
Personal data must be adequate, relevant and limited to what is necessary in relation to purposes for which they are processed.
- **Accuracy**
Personal data must be accurate and, where necessary, kept up to date. Inaccurate personal data should be corrected or deleted.
- **Data Retention**
Personal data should be kept in an identifiable format for no longer than is necessary.
- **Security and confidentiality**
Personal data should be kept secure.
- **Accountability**
Personal data processing and all related measures must be recorded for accountability.

This Privacy Policy applies to all ENGIE Laborelec subsidiaries, and each person acting on behalf of the company or its subsidiaries. It is also part of our global objective of achieving excellence in all our activities.

These commitments are further detailed in the internal and external Privacy Statements and internal Rules.



Hans DE ROUCK
Director Strategy, HR, Finance & Contracting
Chief Ethics & Compliance Officer



Michaël MARIQUE
Chief Executive Officer