

As a visitor or user of the ELGEKA-FERFELIS ROMSNIS website, please review these terms thoroughly and refrain from using the website if you find any disagreement with them. Continued use of the site will be deemed as acceptance and agreement to these terms. The legal terms outlined here apply to all ELGEKA-FERFELIS SA webpages. In case you do not agree with these Terms, you must not use the services and content of the ELGEKA-FERFELIS website.

These Terms of Use may be reviewed and updated at any time. Please check the Terms of Use of the ELGEKA-FERFELIS ROMANIA SA website from time to time, and before taking any action based on the information, services or procedures contained therein.

DISCLAIMER OF LIABILITY

ELGEKA-FERFELIS ROMANIA SA cannot be held accountable for actions taken by individuals or organizations anywhere, directly or indirectly, based on information found or accessed via our website, regardless of if the source of the information is ELGEKA-FERFELIS ROMANIA SA or a third party. This website should not be used as a sole basis for any decision or action as it does not provide advice or recommendations. The information provided on the website might not always be up-to-date and is offered "AS IS" and "AS AVAILABLE". ELGEKA-FERFELIS ROMANIA SA does not guarantee the accuracy, completeness, or suitability of this content and the visitor/user assumes the responsibility of using this information at their own discretion.

By using this website, the visitor/user acknowledges that the use of the website is at their own risk and that all parties involved in the creation, production, or delivery of this website will not be held responsible for any damage or cost incurred (including legal and expert fees). This extends to any direct, incidental, consequential, or indirect damages or costs incurred through accessing, using, or navigating the website or downloading any material, text, data, images, videos, or audio files from the website, regardless of cause, including, but not limited to, any virus-induced event, bug, human action, or omission from any computer system, telephone line,

computer hardware, software, or program malfunction, or any other error, omission, or delay in transmission from the computer or the network connection.

PROHIBITION OF REPUBLICATION

The copyright of this website, including all documents, files, text, images, graphics, accessories, and the general appearance of the website, belongs to ELGEKA-FERFELIS ROMANIA SA unless otherwise stated. Users are permitted to copy and print excerpts or documents from this website for non-commercial use only, if all copyright or other ownership notices and any disclaimers are retained. Any logos of ELGEKA-FERFELIS ROMANIA SA and its trademarks or of distributed brands and products may not be used or reproduced without prior written consent from ELGEKA-FERFELIS ROMANIA SA. Apart from the limited license granted here, nothing on this website should be construed to grant any rights or licenses with respect to any copyright, patent, or trademark of ELGEKA-FERFELIS ROMANIA SA or any third party.

INTELLECTUAL AND INDUSTRIAL PROPERTY RIGHTS

The content of this website is the intellectual property of ELGEKA-FERFELIS ROMANIA SA and is protected by national and international copyright laws unless third-party rights are explicitly recognized. Unauthorized use, reproduction, republishing, copying, storing, selling, transmitting, distributing, publishing, execution, downloading, translation and any modification is prohibited without the express prior consent of ELGEKA-FERFELIS ROMANIA SA. The user/visitor accepts that everything contained in the pages of this website is a registered trademark or intellectual property of ELGEKA-FERFELIS ROMANIA SA, or third parties (used after licensing) and therefore unauthorized use may result in a penalty or fine.

THIRD-PARTY WEBSITES AND CONTENT

Our website may contain content from (e.g. articles, data or excerpts) and may also contain hyperlinks that lead to websites owned by third parties. We include these for your convenience, but we have no control over these sites and their content. We aren't responsible for any issues that might arise from their use. More specifically,

ELGEKA-FERFELIS ROMANIA SA does not accept any liability arising from any claim that the content held by third parties (whether published on this website or any other website) infringes the intellectual property rights of any person or violates any responsibility arising from any information or opinion contained on this website or content held by third parties.

HYPERLINKS

While we may link to other websites, we're not responsible for their content, services, or availability. If you use these links, you accept that we aren't responsible for any problems that occur.

CHANGES TO THE WEBSITE & TERMS OF USE

We have the right to change or remove any part of our website at any time without prior notice. We're not obliged to keep our website updated. If we change these terms, we'll assume you agree with them if you continue to use the site. If you disagree, you should stop using our site.

QUESTIONS

You can send any questions to us by email at office@elgeka-ferfelis.ro.

PERSONAL DATA PROTECTION POLICY

Your privacy and the safety of your personal information is important to us. We are responsible for processing all the personal information you provide to us. For more information, see our Privacy Policy.

SELECTION OF FURTHER CONTACT

Occasionally, we might contact you with information about our products, services, or updates. If you don't want to receive this, you can choose not to in accordance with our Privacy Policy. Legal entities can unsubscribe by emailing us at office@elgeka-ferfelis.ro.

USE OF COOKIES

We use cookies on our website. For more information, see our Cookies Policy.

IMPROPER BEHAVIOUR

We might use the information we have about you to investigate and prevent illegal activities or actions that threaten our website.

TERMS AND CONDITIONS FOR USERS/VISITORS

These terms and conditions (“Terms”) govern your usage of the website provided by ELGEKA-FERFELIS ROMANIA SA. By accessing and using this website, you agree to abide by these terms, which may be updated from time to time. ELGEKA-FERFELIS ROMANIA SA reserves the right to modify these Terms at any time without prior notice. However, we will strive to notify changes to these Terms on the website’s homepage. Your continued usage of the website after changes to these Terms have taken effect implies your acceptance of these changes.

USER OBLIGATIONS

You’re responsible for all the equipment necessary to access the website and for all related third-party charges (e.g., telephone charges and Internet Service Provider charges).

ELGEKA-FERFELIS ROMANIA SA is not responsible for any loss or damage you may suffer due to the use/visit of this website. This includes, but is not limited to, profit loss, business opportunities, or any accidental, consequential, financial, indirect, or special loss that you have suffered arising from any liability of ELGEKA-FERFELIS ROMANIA SA regarding the website or these Terms regardless of whether you consulted ELGEKA-FERFELIS ROMANIA SA over the possibility of such a loss or damage. This clause also extends to the employees, agents, affiliated companies, and subcontractors of ELGEKA-FERFELIS ROMANIA SA.

ELGEKA-FERFELIS ROMANIA SA provides this website as a free service to its users. If you take any action based on the information contained herein, you accept that you do so solely on your own initiative and responsibility.

As a user/visitor of this website, you must abide by Greek, European, and International Law and the relevant telecommunications legislation. You should refrain from any illegal or abusive usage of this website's content and services. Any damage caused to the website or the Internet because of misuse or improper use of the services falls under your sole responsibility.

Illegal or Unlawful Conduct: Users/visitors should not post or transmit any material on this website that is pornographic, obscene, defamatory, insulting, threatening, illegal, or otherwise in violation of any law. Although ELGEKA-FERFELIS ROMANIA SA or other parties involved in creating, producing, or publishing this website may monitor or review transmissions and related activity, they disclaim any liability that may arise from such content including indicative and non-limiting claims for defamation, verbal abuse, blasphemy, impersonation, or infringement of copyright.

TERMS AND CONDITIONS FOR SALES ORGANIZER MEMBERS

These terms and conditions ("Terms") govern your membership on the Sales Organizer Website provided by ELGEKA-FERFELIS ROMANIA SA. By accessing and using this website, you agree to abide by these terms, which may be updated from time to time. ELGEKA-FERFELIS ROMANIA SA reserves the right to modify these Terms at any time without prior notice. However, we will strive to notify changes to these Terms on the website's homepage. Your continued usage of the website after changes to these Terms have taken effect implies your acceptance of these changes.

MEMBER OBLIGATIONS

Your membership on this website is personal and should not be shared with anyone else. If you receive a username/password or other information during your registration, you must keep this information secure and confidential. You agree to notify ELGEKA-FERFELIS ROMANIA SA immediately of any unauthorized disclosure or usage of your username/password. You are responsible for any losses or damage resulting from unauthorized use or disclosure.

You're responsible for all the equipment necessary to access the website and for all related third-party charges (e.g., telephone charges and Internet Service Provider charges).

You agree to use this website according to these Terms. If your unauthorized usage of this website results in a claim against ELGEKA-FERFELIS ROMANIA SA, you agree to indemnify ELGEKA-FERFELIS ROMANIA SA for all losses and/or damages arising from such claim.

As a member of this Website, you commit:

To use this Website according to the instructions provided by ELGEKA-FERFELIS ROMANIA SA and not to use the Website for any purpose other than those specified in these Terms or in the publications or announcements of ELGEKA-FERFELIS ROMANIA SA,

Not to violate any legal or regulatory requirements when using the Website.

Not to use the Website to transmit any material that is defamatory, offensive, or threatening in nature, infringes the rights of third parties, or is for the purposes of causing disturbance, harassment, or unnecessary concern to any third party,

To inform ELGEKA-FERFELIS ROMANIA SA immediately of any changes affecting your registration details. It is your responsibility to keep your registration details up to date.

To abide by all the Terms of Use of the website.

TERMINATION: You can terminate your membership at any time by notifying ELGEKA-FERFELIS ROMANIA SA.

ELGEKA-FERFELIS ROMANIA SA reserves the right to discontinue the provision of the Website, or any part thereof, with or without prior notice. If ELGEKA-FERFELIS ROMANIA SA discontinues the Website, you agree that ELGEKA-FERFELIS ROMANIA SA can immediately deactivate your membership and delete any related personal information.

ELGEKA-FERFELIS ROMANIA SA is not liable for any losses incurred by you in relation to the usage of this website, whether they result from breach of contract, misinterpretation, negligence, or any other quasi-tort offenses by ELGEKA-FERFELIS ROMANIA SA. This includes, but is not limited to, profit loss, business opportunities, or any accidental, consequential, financial, indirect, or special loss that you have suffered arising from any liability of ELGEKA-FERFELIS ROMANIA SA regarding the website or these Terms regardless of whether you consulted ELGEKA-FERFELIS ROMANIA SA over the possibility of such a loss or damage. This clause also extends to the employees, agents, affiliated companies, and subcontractors of ELGEKA-FERFELIS ROMANIA SA.

ELGEKA-FERFELIS ROMANIA SA provides this website as a free service to its users.

As a user/visitor of this website, you must abide by Romanian, European, and International Law and the relevant telecommunications legislation. You should refrain from any illegal or abusive usage of this website's content and services. Any damage caused to the website or the Internet because of misuse or improper use of the services falls under your sole responsibility.

Illegal or Unlawful Conduct: Users/visitors should not post or transmit any material on this website that is pornographic, obscene, defamatory, insulting, threatening, illegal, or otherwise in violation of any law. Although ELGEKA-FERFELIS ROMANIA SA or other parties involved in creating, producing, or publishing this website may monitor or review transmissions and related activity, they disclaim any liability that may arise from such content including indicative and non-limiting claims for defamation, verbal abuse, blasphemy, impersonation, or infringement of copyright.

GENERAL

ELGEKA-FERFELIS ROMANIA SA may assign these Terms to a third party and/or appoint subcontractors, including external service providers, to perform its rights and obligations under these Terms.

If any provision of these Terms is deemed inapplicable, it will not affect the validity and applicability of the other provisions.

Especially for the Investor Relations (IR) section, or where applicable elsewhere, these Terms will be interpreted in accordance with the Code of the Romanian Capital Market Commission.

For users under 18 years of age, it is considered a given to obtain the prior consent of the parents/guardians in each case of declaration of personal data on the website of ELGEKA-FERFELIS ROMANIA SA.

APPLICABLE LAW

This contract of use is governed by the Provisions of Romanian Law, the directives and regulations of European Law, and the relevant international provisions.

If a provision is deemed contrary to law and therefore invalid or void, it automatically ceases to be valid, without in any case affecting the validity of the other provisions.

No modification of the terms of this contract will be considered and such modification will not be part of it if it has not been formulated in writing and has not been incorporated into it.

The courts that have jurisdiction for any disputes arising on this contract are the Courts of Bucharest, Romania.

ELGEKA-FERFELIS SA provides a satisfactory experience for our visitors and takes the protection of your data very seriously. As a Data Controller, we recognize and attach great importance to compliance with national and European legislation related to the protection of the individual (person) from the processing of personal data concerning him/her.

The purpose of this document is to inform you, as users of the ELGEKA-FERFELIS SA website, regarding the processing to which your personal data are subjected, in accordance with the applicable legislation and in particular Regulation (EU)

2016/679 on the protection of natural persons with regard to the processing of personal data and the free movement of such data and the repeal of Directive 95/46/EC (General Data Protection Regulation) (hereinafter the “Regulation”).

This Privacy Policy, which is part of our Website’s Terms of Use, outlines how we gather, use, and share your personal information. It also describes your choices regarding use, access, transfer, correction, and deletion of your personal information. It may be updated periodically, and we encourage you to check it regularly. When you use our website, you agree to the current version of this policy.

We collect information about you to deliver our services. This includes technical information from your device such as your IP address or other device identifier, the type of device you use, and operating system version. Also, information about your interaction with our website, which may also include usage information and statistics about your interaction with the Website. That information may include the URLs of our web pages that you visited, URLs of referring and exiting pages, page views, time spent on a page, number of clicks, platform type, location data (if you have enabled access to your location on your mobile device), and other information about how you used our websites, emails we send, and mobile applications. We collect this data using Cookies & other similar Tracking Technologies, and we invite you to read our Cookies Policy for more information.

We use your data to improve our services and, with your consent, to send you marketing materials.

| Purpose | Explanation |
|-------------------------|--|
| Improvement of services | We maintain your data and the history of usage of our services to produce statistics that allow us to better assess the visits and navigation of users through our website to improve its content and structure. |

| | |
|---------------------|---|
| Marketing materials | If you provide your consent, we use your contact details to contact you, to send you marketing material and inform you on any special offers/discounts or other promotional activities. |
|---------------------|---|

This Privacy Policy does not cover other third-party applications and websites that individuals may reach by accessing links on our website. This is beyond our control. We encourage everyone to review the Privacy Policy on any website and/or app before providing personal data.

This Privacy Policy also covers the recruitment and selection process of candidates for positions offered by the company (e.g. - the company obtains personal data because of a request to complete a form in an application or by submitting a CV - via email) and the personal data that will be collected from candidates for the purpose of the recruitment process.

Protecting the personal information of data subjects is very important to us. That is why we are committed to complying with the new Regulation (EU) 2016/679 and applicable national data protection legislation,

The rights of the data subject in the light of the new Regulation (EU) 2016/679

- The right to withdraw consent where processing is based on consent.
- The right to be informed about the processing of your data.
- The right of access to data.
- The right to rectify inaccurate or incomplete data.
- The right to erasure ("right to be forgotten")
- The right to restrict processing.
- The right to transfer data we hold about the data subject to another controller.

- The right to object to the processing of the data.
- The right not to be subject to a decision based solely on automated processing, including profiling.
- The right to have recourse to justice.
- The right to lodge a complaint with the Supervisory Authority.

Categories of personal data. purposes and grounds for processing

ELGEKA-FERFELIS ROMANIA may request and/or collect information from you on a voluntary basis when:

- You may ask us for assistance or send us comments, suggestions or questions about our website, our activities and/or services as well as the processing of your personal data. In this case, we use your contact details to communicate with you about your specific requests. The purpose of the process in this case is to analyze your requests and provide you with answers to them.
- We may retrieve some of your data in the context of providing services and products based on obligations imposed by law (e.g. obligation to comply with tax laws). In this case, the basis of the processing is the fulfilment of a legal obligation.
- We may also use your contact details to provide you with electronic newsletters about our services, events, or promotions. Sending this information in full compliance with the new regulations may be done if you have subscribed and given your express consent for such processing. You may at any time withdraw your consent by opting out of receiving future newsletters by clicking the Unsubscribe button when you receive the email in question or by writing to us at the email address provided.
- In case you are collaborators or potential collaborators, representatives of our suppliers; the personal data we process are: your name and surname, email address, phone number.

- If you apply for a job in ELGEKA-FERFELIS ROMANIA, we use the personal data contained in the CVs we receive to assess the qualifications of applicants for a position in our company, as well as the contact data to contact the selected candidates. We also inform you that if you are not selected for a job in our company, we will keep your CV for a limited period only with your explicit consent.

- If you are a visitor to our website, we use the personal data we collect from you when you visit our website to process and respond to your queries submitted via the online forms available, as well as to send you newsletters, a service to which you have previously subscribed while visiting our website. We base this data processing activity on our legitimate interest to provide you with the information requested in relation to our business, services and products. The categories of data processed in this context are your name, email address and telephone number.

- We also use your personal data to monitor traffic and improve the content of the site. We base this data processing activity on our legitimate interest in ensuring the proper functioning of our website and its improvement.

We collect information from data subjects for specified and legitimate purposes as described above in this Privacy Policy, which include, but are not limited to:

- To be able to communicate with candidates for positions offered by the company.

- To make the right hiring decision.

- To conclude and execute an employment contract according to the candidates' specialisation/qualification.

- To conclude or execute/amend a contract between the data subjects and the company.

- To respond to questions and requests from data subjects.

- For marketing purposes, but only where we have the prior consent of the data subject.

- To provide and improve the services and products that the company offers.
- To diagnose or fix technical problems.
- To provide advertising and personalised content.
- To defend the company against cyber-attacks.
- To create and/or maintain accounts.
- To comply with legal requirements,
- To establish or assert a claim in court.

DATA STORAGE

Our company processes your personal data for as long as it is necessary to achieve the processing purposes mentioned above.

If you are a customer, we will process your data for the entire duration of the contractual relationship and thereafter, in accordance with the legal obligation's incumbent on ELGEKA-FERFELIS ROMANIA (e.g. in the case of financial-accounting supporting documents for which the retention period provided by law is 10 years from the date of the end of the last financial year).

If you withdraw your consent to the processing of your data for marketing purposes, ELGEKA-FERFELIS ROMANIA will immediately cease processing your personal data for this purpose, without however affecting the processing carried out by our company based on the consent expressed by you before your withdrawal.

It should be noted that in certain expressly regulated situations, we store data for the period required by law.

However, where data is not collected in the context of an agreement, such data will be kept for as long as necessary to achieve the intended purpose of the data collection or any longer period required by law.

ELGEKA-FERFELIS ROMANIA will not disclose data obtained from data subjects to other third-party companies without having obtained prior express and separate consent to do so.

The company confirms that the personal data obtained are stored securely or are destroyed, meaning that we inform data subjects that there are data processing agreements with the software provider/suppliers whereby they in turn have assured the company that they are GDPR compliant.

ELGEKA-FERFELIS ROMANIA may disclose the data-to-data subjects, in compliance with applicable law, to business partners or other third parties, such as its own data processors, for the purposes for which the data were collected. We always make reasonable efforts to ensure that these third parties have appropriate protection and security measures in place. We have contractual clauses with these third parties so that the data subjects' data are protected.

Personal information may also be provided to the public prosecutor's office, the police, the courts, and other authorized state bodies, on the basis and within the limits of legal provisions and following specific requests.

Within reasonable limits, the company will ensure that data subjects' data do not leave the European Economic Area, but to the extent that it transfers data to non-EEA countries, it will in all cases ensure that transfers are lawful, based on the data subject's explicit consent or other lawful basis.

ELGEKA-FERFELIS ROMANIA informs any data subject that:

- You can withdraw your consent to the processing of sensitive data and/or for direct marketing at any time by following the unsubscribe instructions in each email or other electronic message.

- If you wish to exercise your rights, you may do so by registering a written request, sent to the email address: office@elgeka-ferfelis.ro.

- The rights listed above are not absolute. There are exceptions, therefore each request received will be examined to decide whether it is justified or not. To the extent that the request is justified, the company will facilitate the exercise of rights. If the request is unfounded, it will reject it, but will inform the people concerned of the reasons for the refusal.

- The company will try to respond to the request within 30 days. However, the deadline may be extended depending on various aspects, such as the complexity of the request, the large number of requests received or the impossibility of identifying you in a timely manner. If, despite best efforts, the company fails to identify the data subject and the data subject does not provide additional information to enable the company to identify the data subject, the company will not be obliged to comply with the request.

You have certain rights regarding your personal data. You may request access to, transfer, correction, or deletion of your data only if the processing is not necessary for the exercise of legal rights of ELGEKA-FERFELIS ROMANIA or third parties, for the fulfilment of a legal obligation, for reasons of public interest or for the defense of our legal rights before judicial or other authorities. You may also limit and restrict their processing, or at any time withdraw your consent to their use for marketing purposes. To exercise any of these rights, please contact us by email at:

office@elgeka-ferfelis.ro.

If you believe that your personal data protection rights have been violated, you may lodge a complaint with the National Supervisory Authority for Personal Data Processing (<https://www.dataprotection.ro/>)