



## STATEMENT ON PERSONAL DATA PROTECTION

The AVAX Group is one of the strongest construction groups in Greece, having created emblematic infrastructure projects for Greece, with a significant footprint in the Greek economy but also with a successful presence in international markets. Listed on the Athens Stock Exchange since 1994, the AVAX Group, with 2,400 employees today, has its operational axes in Constructions, Concessions and Energy. Apart from IXION M.A.E., it includes in its strong structure the companies ETETH, AVAX International, AVAX Concessions, TASK AVAX, Athens Marina, AVAX-DEVELOPMENT and AUTEKO.

In its day-to-day business activities, IXION M.A.E. uses personal data concerning natural persons (employees, customers, partners-third parties). When processing this data, IXION M.A.E. is subject to the provisions of the General Data Protection Regulation (GDPR) and the applicable national legislation on the protection of personal data.

The creation and implementation of the personal data protection system of IXION M.A.E. aims to implement appropriate technical and organizational measures to ensure:

- That all users are aware of the basic principles of data protection and comply with the personal data protection policies, procedures and best practices of IXION M.A.E.
- The protection of all information systems related to the protection of personal data in order to eliminate or mitigate the risks related to the theft, loss, misuse, damage, abuse or violation of these systems.
- That all users understand their own responsibilities for the correct application of the relevant legislation as well as for the protection of the confidentiality, integrity and availability of the personal data they handle.
- The continuous training-updating regarding the protection of personal data of the staff of IXION M.A.E.
- The continuous improvement regarding the protection of personal data of employees, customers and third-party partners.
- The monitoring, investigation and remediation of any actual or suspected incidents of personal data breaches.
- That IXION M.A.E. is protected from any type of damage from the incorrect application of the legislative framework for the protection of personal data.

The implementation and maintenance of the Privacy Policy of IXION M.A.E. and of the individual internal procedures on personal data protection is one of the main responsibilities of its Management and its crucial task, always in collaboration with the active participation of the Data Protection Officer (DPO). In this context, IXION M.A.E. is committed to:

- Continuously apply the relevant legislation on personal data protection.
- Check and approve the Personal Data Protection Policy and the individual relevant internal procedures.
- Ensure the implementation of this policy and its requirements in the corporate process.
- Direct and support the persons who contribute to the implementation and effectiveness of the personal data protection system.
- Actively support administrative rules regarding personal data protection.
- Monitor the achievement of the objectives of the personal data protection system

For any information regarding the protection of personal data, you may contact the Data Protection Officer of IXION M.A.E. at [info.gdpr@avax.gr](mailto:info.gdpr@avax.gr).

This policy is communicated and constitutes a commitment and guide for all the hierarchy and staff of IXION M.A.E.

For IXION M.A.E.  
THE MANAGING DIRECTOR

15/05/2024

PANAGIOTIS NIKOU