



FIXX Energy Privacy Policy for Job Applicants and Candidates

FIXX Energy is committed to protecting the privacy and security of personal information provided to us by job applicants. This policy outlines our practices regarding the collection, use, and processing of personal data during our application and recruitment process.

This policy explains:

- What information we collect during our application and recruitment process and why we collect it;
- How we use that information; and
- How to access and update that information.

Collection and Use of Personal Information

When you apply for a position with FIXX Energy, we may collect and process personal information such as your:

- Name and contact details;
- Employment history and educational background;
- Resume or CV, cover letter, and transcripts;
- Information from interviews and phone screenings;
- Details about the type of employment you are or may be seeking, current and/or desired salary, other terms relating to compensation and benefits, willingness to relocate, and other job preferences;
- Details about how you heard about the position for which you are applying;
- Sensitive and/or demographic information processed during the application or recruitment process, such as gender, citizenship and/or nationality, medical or health information, and racial or ethnic origin, where applicable;
- Reference information and/or information received from background checks, where applicable, including information provided by third parties;
- Information relating to previous applications you may have submitted to FIXX Energy and/or previous employment with FIXX Energy;



- Information from publicly available sources, including online sources, that we believe is relevant to your application or a potential future application, such as your LinkedIn profile;
- Information related to assessments you may complete as part of the interview or screening process; and
- Other relevant information you provide in support of a job application or as necessary for the recruitment process.

This information may be collected directly from you or from third parties, with your permission where required, as part of background checks or other recruitment activities.

How We Use Information

Your personal information will be used for recruitment-related purposes, including assessing your qualifications, verifying information, and communicating with you during the recruitment process. These purposes may include:

- Assessing your skills, qualifications, and interests in relation to available career opportunities;
- Verifying your information, conducting reference checks, and/or conducting background checks, where applicable and permitted by law;
- Communicating with you about the recruitment process and your application(s), including, where appropriate, informing you of other potential career opportunities at FIXX Energy;
- Creating and submitting reports as required under applicable local laws and regulations;
- Assisting you with obtaining an immigration visa or work permit, where requested and applicable;
- Improving FIXX Energy's application and recruitment processes, including efforts to improve diversity in recruitment practices;
- Complying with applicable laws, regulations, legal processes, or enforceable governmental requests;
- Researching your educational and professional background and skills and contacting you if we believe you may be suitable for a role with FIXX Energy; and



- Supporting equal opportunity employment and related diversity and inclusion efforts, where applicable and permitted by law.

We may also use your information to protect the rights and property of FIXX Energy, our users, applicants, candidates, employees, and the public, as required or permitted by law.

If you are offered and accept employment with FIXX Energy, information collected during the application and recruitment process may become part of your employment record.

Global Data Privacy Compliance

FIXX Energy seeks to handle personal information in accordance with applicable data privacy and protection laws. Depending on the circumstances and your location, these laws may include the European Union's General Data Protection Regulation (GDPR) and other applicable privacy regulations.

We process personal data on an appropriate legal basis, such as your consent where required or as necessary for legitimate business purposes, including recruitment. We maintain appropriate measures designed to safeguard personal information in accordance with applicable requirements.

International Data Transfers

FIXX Energy may transfer personal data to its service providers or other authorized recipients in countries outside your country of residence, including the United States, where necessary to facilitate the recruitment process. Where required by applicable law, we will implement appropriate safeguards to protect your information when it is transferred across borders.

Disclosure of Personal Data

FIXX Energy may disclose your personal data to third parties when necessary to facilitate the recruitment process, operate our business, or comply with applicable law. This may include sharing information with background check providers, recruitment platforms, service providers, or government authorities.

Where required by law, third parties processing personal information on our behalf will be subject to appropriate contractual, confidentiality, and security requirements.

Data Retention



Your personal information will be retained for as long as necessary to fulfill the purposes for which it was collected or as otherwise required or permitted by law.

If your application is unsuccessful, FIXX Energy may retain your information for a reasonable period to consider you for future opportunities, unless a different retention period is required by law or you request deletion where applicable and available under law.

Your Data Privacy Rights

Depending on your location and applicable law, you may have certain rights regarding your personal information, including the right to access, correct, delete, or object to certain processing of your data.

To exercise your rights or inquire about our data practices, please contact FIXX Energy Human Resources or the designated privacy contact listed below. We will respond to requests in accordance with applicable law. Certain exceptions may apply, and we may not be able to fulfill every request.

Privacy Contact: legal@fixxenergy.com

Sensitive Personal Data

In some circumstances, FIXX Energy may process sensitive personal information as part of the recruitment process. Depending on the position and applicable requirements, this may include Social Security numbers, identification documents, financial details, or other sensitive information.

We use appropriate safeguards designed to protect sensitive information and limit access to individuals who need it to perform their job responsibilities, subject to applicable law.

U.S. State Privacy Law Requirements

Certain U.S. state privacy laws, including the California Consumer Privacy Act, as amended by the California Privacy Rights Act (collectively, the CCPA), may require specific disclosures and provide privacy rights to eligible residents.

This policy describes the categories of information FIXX Energy may collect, the sources of that information, the purposes for which it may be used, the circumstances in which it may be disclosed, and how long it may be retained.

Where applicable, state privacy laws may provide rights to request information about the collection, use, and disclosure of personal information; access or correct personal



information; request deletion; and receive equal treatment for exercising applicable privacy rights.

If you have questions about your privacy rights or would like to submit a request, contact FIXX Energy using the privacy contact information listed above. You may also be able to submit a request through an authorized agent, where permitted by law. We may need to verify your identity or your interactions with FIXX Energy and may request additional information, such as names, phone numbers, or email addresses you have used when communicating with us.

Categories of Information We Collect

Depending on the recruitment process and applicable law, FIXX Energy may collect the following categories of personal information:

- **Identifiers and similar information**, such as your name, phone number, address, username, password, and unique identifiers associated with the browser, application, or device you use.
- **Demographic information**, such as age, gender, and languages spoken. Where voluntarily provided and permitted by law, this may include racial or ethnic origin, religious or philosophical beliefs, trade union membership, sexual orientation, or gender identity.
- **Financial information**, such as current and/or desired salary and other terms relating to compensation and benefits.
- **Internet, network, and other activity information**, in connection with your use of FIXX Energy accounts, systems, services, or recruitment platforms, such as search terms, views and interactions with content, IP addresses, crash reports, and system activity.
- **Geolocation data**, including information that may be inferred from an IP address, depending in part on your device and account settings.
- **Audio, electronic, visual, and similar information**, such as information collected in connection with interviews or phone screenings.
- **Communications data**, such as emails you send or receive in connection with the application or recruitment process.
- **Health information**, if you choose to provide it or where otherwise lawfully collected, in connection with the application or recruitment process, such as information related to an accommodation request.



- **Professional, employment, and education information**, such as information you provide during the application process and information obtained through reference checks, criminal or financial background checks where applicable, and relevant publicly available sources.
- **Other information you create or provide**, such as content you upload or otherwise submit in connection with the application and recruitment process.
- **Inferences drawn from the information above**, where applicable.

Business Purposes for Which Information May Be Used or Disclosed

Depending on the circumstances, FIXX Energy may use or disclose personal information for the following purposes:

- **Administrative purposes:** Carrying out the application and recruitment process, assessing candidates, verifying information, conducting reference and background checks where applicable, communicating with applicants, assisting with immigration or work permit requests where appropriate, supporting diversity and inclusion efforts, and conducting related activities.
- **Protecting against security threats, abuse, and illegal activity:** Detecting, preventing, and responding to security incidents and protecting against malicious, deceptive, fraudulent, or illegal activity.
- **Auditing and measurement:** Understanding and evaluating the use of FIXX Energy accounts, systems, services, and recruitment processes.
- **Maintaining our services:** Ensuring that equipment, accounts, systems, and services function as intended, including troubleshooting outages, errors, and other issues.
- **Research and development:** Improving the application and recruitment process, including evaluating and improving recruitment practices.
- **Use of service providers:** Engaging service providers to perform services on FIXX Energy's behalf, subject to appropriate instructions and applicable confidentiality and security requirements. Examples may include recruitment platforms and background check providers.
- **Legal reasons:** Complying with applicable laws and regulations and responding to legal processes or enforceable governmental requests, including requests from law enforcement.



Parties With Whom Information May Be Disclosed

Depending on the circumstances and applicable law, personal information may be disclosed to:

- Other people or organizations with whom you choose to share your information in connection with the application or recruitment process;
- Third parties with your consent, such as references you authorize us to contact;
- Service providers and other authorized businesses or individuals that process information on FIXX Energy's behalf, subject to appropriate instructions and confidentiality and security measures; and
- Law enforcement, government authorities, or other third parties when required by legal process or enforceable governmental requests, or as otherwise necessary or permitted by applicable law.

Changes to This Privacy Policy

FIXX Energy may update this Privacy Policy from time to time to reflect changes in our data practices or applicable laws. We encourage you to review this policy periodically for updates.

Last Updated: October 2026