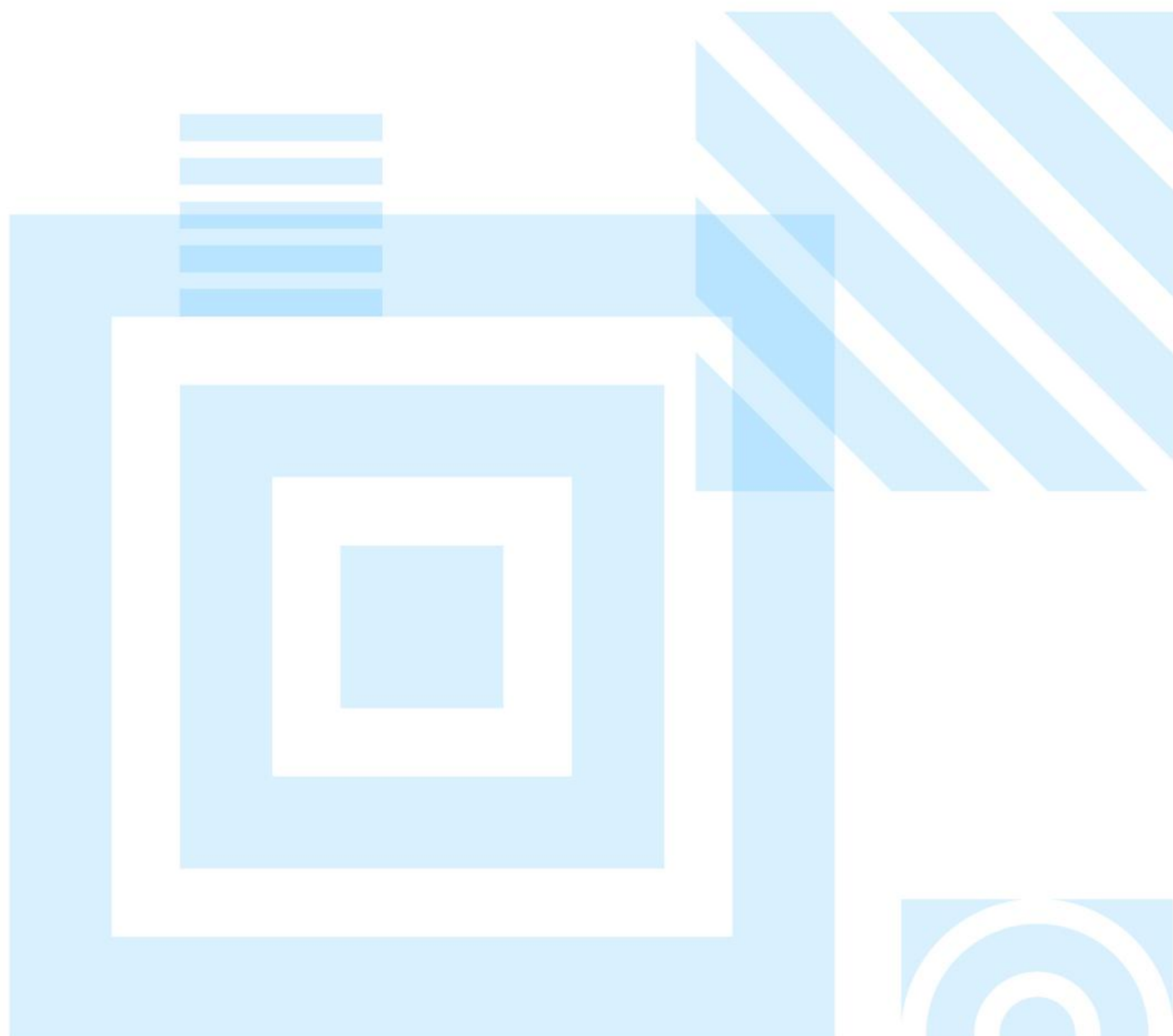




Privacy Notice

Last revision date: August 2026



We put our energy where it matters



Privacy Notice

This privacy notice describes the information collected by Boralex and its affiliates, which includes Boralex Inc. ("**we**", "**us**", "**our**", "**Company**" or "**Boralex**") when you apply for a position at Boralex. This privacy notice only applies to candidates in North America ("**you**", "**yours**").

The Personal Information We May Collect

We may collect the following categories of personal information:

- name, date of birth, address, contact details, gender, marital status, bank account details;
- identity and background information, including immigration status and visa information;
- academic record and qualifications;
- recruitment and employment history including information about your previous remuneration;
- assessment and selection information such as test results and interview and evaluative notes)
- background screening information;
- data concerning physical and/or mental health including dietary requirements, disability such as access requirements and any neurodiversity;
- videography and audio for example when you visit our building for interview;
- building access control logs;
- criminal offence data;
- any other information you have provided to us voluntarily including in your application, curriculum vitae or interview;
- Internet activity, such as IP address and interactions with our website.

How We May Use Your Personal Information

By submitting your application to Boralex, you agree that the personal information it contains, as well as any other personal information collected by Boralex during the recruitment and hiring process, may be used and disclosed by Boralex for the following purposes:

- Confirm your identity;
- Evaluate your skills, qualifications and interest in order to determine your eligibility for the position within Boralex;
- Communicate with you about the status of your application;
- Comply with legal and regulatory requirements.

We collect this information directly from you during the recruitment and hiring process, but also from third parties such as former employers or other academic or professional references.

Boralex will keep your application data for three (3) years In Quebec, and two (2) years in other provinces, after the end of the recruitment process, to contact you later for other positions, unless you withdraw our consent.

Your rights

You may at any time request access to or correction of your personal information. You may also request to delete or withdraw your consent in cases that allow it (such as retaining your application data to contact you later for other positions), ask us questions about the way your personal information is processed or lodge a complaint regarding the processing of your personal information by writing to privacyofficer@boralex.com.

Communications and Transfers

For the purposes set out above, Boralex may disclose your personal information to third parties, including its affiliates and companies that provide platforms or assessment tools to select the best candidates, companies mandated to conduct pre-employment checks on you on behalf of Boralex, or recruitment firms.

If you reside in Quebec, it is possible that as part of the processing of your application, your personal information may be communicated outside Quebec. In such cases, Boralex will take reasonable measures to ensure an adequate level of protection.

