



Digital Services Act Information

The following information only applies to users based in the European Union for the Workable Services that are covered by the EU Digital Services Act:

1. What is the EU Digital Services Act?

The EU Digital Services Act - Regulation (EU) 2022/2065 ("**DSA**"), is the legal framework for digital service providers in the European Union in order to increase accountability, safeguard user rights, and enhance transparency for digital services within the EU.

Workable, as an intermediary services provider, has adapted and implemented processes and operations to comply with the DSA-specific requirements.

As part of the DSA obligations, we provide the following information:

2. Point of contact for authorities

Pursuant to Article 11 DSA, Workable's single point of contact for communication with Member State authorities, the European Commission and the European Board for Digital Services, is:

Attn: DSA Notice

Email: legal@workable.com

For this purpose, we accept communications in Greek and English.

3. Point of contact for recipients of the Services

Pursuant to Article 12 DSA, Workable's single point of contact for communication with the recipients of the Services is:

Attn: DSA Notice

Email: support@workable.com

For this purpose, we accept communications in Greek and English.



4. Reporting illegal content

In accordance with Article 16 DSA, if you would like to report information which, in your opinion, contains illegal content to Workable's websites, please include the following points in your notification to support@workable.com:

- a) a sufficiently reasoned explanation of why you consider the information in question to contain illegal content.
- b) a clear indication of the exact memory location of this information, such as the precise URL address or addresses or, if necessary, other useful indications relating to the determination of illegal content, in particular with regard to the type of content or the specific type of service.
- c) your name and e-mail address.
- d) a statement to the effect that you are convinced in good faith that the information contained in this notification is correct and complete.

We shall deal with all notifications in a timely, thorough, objective and non-arbitrary manner, immediately informing the notifying person or entity of our decision and informing them of any appeals.

5. Disputes about user content and accounts

The DSA gives users the possibility to contest the decisions taken by the online platforms to remove their content, including when these decisions are based on platforms' terms and conditions. If an account or a piece of content is suspended or otherwise limited, users have the right to contest the decision.

The DSA also enables users to refer to out-of-court dispute settlement bodies, as defined in Article 21 DSA. These bodies are an alternative to judicial proceedings offering a faster and more cost-effective way to settle disputes. Users may select any out-of-court dispute settlement body - that has been EU certified for their type of dispute - and request a review of a platform's content moderation decision. Workable will co-operate with the out-of-court dispute settlement body in accordance with the statutory requirements.

6. Information on average monthly active recipients

Pursuant to Article 24(2) of the Digital Services Act (DSA), online platforms are required to disclose information on the average number of monthly active recipients of the service in the European Union, calculated as an average over the past six-month period.



Workable has calculated the average number of monthly active recipients of its services in the EU for the period from 1 August 2024 to 31 January 2025 to be approximately 150.000 (in accordance with the definitions set out in the DSA).

7. Transparency reports

In accordance with Article 15 DSA, we are obliged to publish an annual transparency report on any content moderation in which we engage.

Transparency Report 2024-02-17 to 2025-02-16