

INFORMATION NOTICE ON THE PROCESSING OF PERSONAL DATA OF CANDIDATES (ONLINE)

made pursuant to articles 13 and 14 of Regulation EU 2016/679

The **Data Controller** is Evoca S.p.A., with registered office in 20121 Milan, Via Tommaso Grossi n. 2, Italy, with tax code and VAT number 05035600963, telephone number: +39.035.606111, email address info@evocagroup.com ("**Company**").

The **Data Protection Officer ("DPO")** can be reached out to the following e-mail address: dpo@evocagroup.com.

CATEGORIES OF PERSONAL DATA PROCESSED

As part of the selection of personnel, the Company processes your common data (e.g. name, surname, place and date of birth, residence, e-mail address and telephone contacts, educational qualifications, work experience) and data suitable for disclosing the belonging to protected categories (e.g. belonging to protected categories or trade union membership), possibly contained in the curriculum or in further documentation sent to the Company (governed by art. 9 of the GDPR and called "**particular categories of data**") (the common data and the particular categories of data jointly referred to as the "**Data**").

SOURCE OF DATA

The Data are gathered from the data subject (therefore provided directly by you) and/or from third parties such as head-hunting companies or companies providing recruiting services or other companies of the Evoca Group.

LEGAL BASIS AND PURPOSES OF THE PROCESSING – DATA RETENTION PERIOD

The Data provided by you may be processed:

- in execution of pre-contractual measures adopted at your request, for purposes related to or instrumental to carrying out the research and selection of candidates; in this case the data will be kept for the entire duration of the selection activity or, in the event that there is no open selection and it is a spontaneous application, for the time necessary to evaluate the possibility of inserting your profile in the Company's databases, in any case not exceeding 30 (thirty) days; and/or
- on the basis of your consent, in the event that the selection for which you have applied is unsuccessful or in the event that there are no ongoing selections in line with your profile, to keep your data for any future relative selections to professional positions in line with your profile; in this case, the data will be kept for 2 years from the end of the current calendar year upon receipt of the application.

With reference to the particular categories of data, we remind you that such Data will be processed only where this is necessary in order to allow the fulfillment of the specific obligations and rights of the Company, or of you, in the field of labor law, security, social security and social protection (e.g. obligation to hire subjects belonging to protected categories, pursuant to Law no. 68/99, preventive medical examination in the pre-employment phase, pursuant to Legislative Decree no. 81/2008, etc.).

The condition that makes the processing lawful is that referred to in art. 9, paragraph 2, lett. b) of the GDPR, that is the need to fulfill the obligations and specific rights of the Owner, or of the interested party, in the field of labor law, social security and social protection.

The processing of these particular data will be carried out for the period necessary to allow the Company to fulfill its obligations and rights mentioned above.

Once the retention terms indicated above have elapsed, the Data will be destroyed or made anonymous, compatibly with the technical procedures of cancellation and backup and with the accountability needs of the owner.

OBLIGATION OF SUPPLYING THE DATA

The provision of the Data is necessary for the research and selection of personnel. The refusal to provide the Data does not allow to carry out this activity and will not allow your application to be taken into consideration.

With particular regard to the particular categories of Data, if not strictly necessary, we ask you not to provide this type of information. Otherwise, if you decide to provide them, we would like to point out that the processing of these particular categories of Data will be carried out by the Company only if necessary to pursue the aforementioned purposes, in accordance with the pro tempore authorizations in force on data protection. Personal and the provisions of art. 113 of Legislative Decree. 196/2003 and 9, paragraph 2, lett. b) of the GDPR.

Finally, we remind you that your possible decision not to allow the retention of your data beyond the current selection process (for future selections) or beyond the time necessary to evaluate the possibility of inserting your profile within the Company's databases, if it is a spontaneous application, will only prevent your application from being taken into consideration for any future selections..

DATA RECIPIENTS

The Data may be communicated to subjects operating as independent Controllers or processed, on behalf of the Company, by subjects designated as data processors, who are given adequate operating instructions. These subjects are essentially

included in the following categories: companies, including companies belonging to the same Group, which the owner uses for the purpose of selecting, recruiting and evaluating candidates.

The Data may be processed, on behalf of the Company, by subjects designated as Processors (pursuant to art.28 of the GDPR), who are given adequate operating instructions (such as, by way of example, companies that provide support in the implementation and maintenance of the information system and company applications).

SUBJECTS AUTHORISED TO PROCESS DATA

The Data may be processed by the employees and/or collaborators of the Company (HR Function) and/or the Processors appointed to pursue the aforementioned purposes, that have been expressly authorized for processing and have received adequate operating instructions.

TRANSFER OF PERSONAL DATA OUTSIDE THE EU

The Data will not be transferred outside the European Union

DATA SUBJECTS RIGHTS

By contacting the Privacy Office by e-mail at privacy@evocagroup.com, you can ask the Company to access the Data, their cancellation, rectification of inaccurate data, integration of incomplete data, the limitation of processing in the cases provided for by art. 18 GDPR, as well as the opposition to the processing in the hypothesis of legitimate interest of the owner.

Furthermore, in the event that the processing is based on consent or on the contract and is carried out with automated tools, the interested parties have the right to receive the data in a structured format, commonly used and readable by automatic device, as well as, if technically feasible, to transmit them to another holder without impediments.

You also have the right to revoke the consent given at any time: this revocation does not affect the lawfulness of the treatment based on the consent before the revocation itself.

You have the right to lodge a complaint with the competent Supervisory Authority in the Member State in which you usually reside or work or in the State in which the alleged violation has occurred.