

PRIVACY POLICY FOR CANDIDATES

DATA CONTROLLER

The Data Controller is Eurotech S.p.A. with its registered office in Amaro (UD-Italy), Via Fratelli Solari 3/A, (Tax Code and VAT number 01791330309). To exercise the rights granted by Regulation (EU) 679/2016 (hereinafter "GDPR" or "Regulation") or to request any clarification regarding the processing of personal data, you can contact the Data Controller at the following contact details: e-mail: privacy@eurotech.com - telephone: 0433 485 411.

The Data Controller has appointed a Data Protection Officer (DPO), who can be reached at the following email address: dpo@eurotech.com.

PURPOSE OF THE PROCESSING

We inform you that personal data will be processed (with or without the aid of electronic tools) for the purposes related to the management of candidate selection process for open positions or in the case of unsolicited applications, in particular for:

1) WORK WITH US - OPEN POSITIONS

Purpose
- To manage the evaluation procedure of the data subject in relation to the selection the individual has decided to participate in; - To store the data subject's CV in a specific database to evaluate it for future positions of potential interest; - To allow the data subject to access their personal area to modify their data and check the selections they have participated in.
Legal basis
- Art. 6(b) GDPR: performance of a contract to which the data subject is a party or the performance of pre-contractual measures taken at the request of the data subject; - Art. 9(b) GDPR: compliance with an obligation of the Data Controller in the field of labor law; Regarding special <u>categories of personal data</u>, the Data Controller guarantees that: - The processing will only be carried out if necessary to fulfill or require the fulfillment of specific obligations or to carry out specific tasks under European Union law, laws, regulations, or collective agreements, including company contracts, according to national law, particularly for the establishment of an employment relationship; - If any irrelevant data is included in the CVs sent by candidates, the Data Controller will refrain from using such information.
Communication Scope
Personal data can only be accessed by authorized personnel and parties who, processing data on behalf of the Data Controller, have been appointed as Data Processors. These parties are required to maintain confidentiality based on an internal regulation. It is reminded that EUROTECH SPA is part of a business group, and therefore some personal data may be shared within the group exclusively for internal administrative and accounting purposes. Additionally, it is guaranteed that the data will be transferred outside the European Economic Area only in compliance with Articles 45, 46, and 47 of the GDPR.
Data retention period
Data will be retained for 36 months.
Provision of Data
Failure to provide mandatory data will result in the inability to participate in the personnel selection process.

2) WORK WITH US - SPONTANEOUS APPLICATION

Purpose
To allow the data subject to submit their CV to the Data Controller, even if no selection processes for

the desired roles are currently available; • To store the data subject's CV in a specific database to evaluate it for future positions of potential interest; • To allow the data subject to access their personal area to modify their data.
Legal basis
- Art. 111-bis of Legislative Decree 196/03 and Art. 6(1)(b) of the GDPR: performance of a contract to which the data subject is a party or the performance of pre-contractual measures taken at the request of the data subject.
Communication Scope
Personal data can only be accessed by authorized personnel and parties who, processing data on behalf of the Data Controller, have been appointed as Data Processors. These parties are required to maintain confidentiality based on an internal regulation. It is reminded that EUROTECH SPA is part of a business group, and therefore some personal data may be shared within the group exclusively for internal administrative and accounting purposes. Additionally, it is guaranteed that the data will be transferred outside the European Economic Area only in compliance with Articles 45, 46, and 47 of the GDPR.
Data retention period
Data will be retained for 36 months.
Provision of Data
Failure to provide mandatory data will result in the inability to participate in the personnel selection process.

RIGHTS OF THE DATA SUBJECT

The Data Controller informs the data subject that they have the right to request:

- Access to personal data and information (Art. 15 of the GDPR);
- Rectification or erasure of personal data (Arts. 16 and 17 of the GDPR);
- Limitation of processing of personal data (Art. 18 of the GDPR).

Additionally, the data subject can:

- Object to the processing of personal data under the conditions and limits set out in Art. 21 of the GDPR;
- Exercise the right to data portability (Art. 20 GDPR).

Regarding processing operations based on consent (pursuant to Article 6(1)(a) and Article 9(2)(a) of the GDPR), we inform you that the data subject has the right to withdraw consent at any time (without prejudice to the lawfulness of the processing based on consent before the withdrawal).

Finally, the data subject, if they believe that the processing of their data violates the Regulation, has the right to lodge a complaint with a supervisory authority (the Data Protection Authority or another competent authority) in accordance with Articles 77 and following of the GDPR.