

Dear Job Applicant (Data Subject),

We wish to inform you that Regulation (EU) 2016/679 ("GDPR") provides new regulations for the protection of individuals and other subjects regarding the processing of personal data. According to the indicated regulations, such processing will be based on the principles of lawfulness, fairness, and transparency, as well as the protection of your privacy and rights, in accordance with the principles contained in Article 5 of the GDPR.

Please be informed that the undersigned is an active part of the corporate group composed of the companies STI CORPORATE S.P.A., STI ENGINEERING S.R.L., STI DIGITAL S.R.L., and STI ENGINEERING D.O.O., which operate as Joint Data Controllers, having jointly determined the purposes and means of processing as regulated by existing intra-group agreements.

In accordance with Article 13 of the GDPR, we hereby provide you with the following information:

a) Collection of Personal Data

The collection of data occurs, as the case may be, through the voluntary submission to our Company by the data subject of personal information relating to their professional experience, in the form of a curriculum vitae (CV). The submission of your CV to our Company may represent:

- a spontaneous application;
- a response to specific job advertisements published in local, national, or foreign newspapers or periodicals, or on the website or social networks or portals of third parties, by our Company;

We kindly ask you not to include irrelevant data in your CV concerning the job search/offer.

b) Types of data collected

The provision of special categories of data (particularly suitable to reveal racial or ethnic origin, religious, philosophical, or other beliefs, membership of trade unions, political opinions, membership of political parties, associations, organizations, or trade unions, as well as health status) via the CV is always optional - neither requested by us except to ascertain the candidate's membership in protected categories for which the law provides for particular economic and/or legal treatments: therefore, if you do not provide them, there will be no consequences. Any special data provided voluntarily by you, if irrelevant, will be immediately deleted from the CV by us, while if relevant, they are processed solely for the evaluation of your CV for the purpose of a possible employment or similar relationship with our Company. In case our Company makes a concrete job offer to the candidate and it is not accepted, the CV is permanently deleted from our archives.

In accordance with Law no. 276/2003 (Biagi Law), we are prohibited from carrying out any preselection of workers, even with their consent, based on personal beliefs, union or political affiliation, religious creed, sex, sexual orientation, marital or family status, pregnancy, age, disability, race, ethnic origin, color, lineage, national origin, linguistic group, health status, as well as any disputes with previous employers, unless they are characteristics that affect the manner of performing work or constitute an essential and determining requirement for the performance of work. Therefore, in the case of data suitable for revealing the health status of your relatives or cohabitants, the processing will be aimed solely at recognizing a specific benefit in favor of the candidate, particularly for the purposes of mandatory hiring or the recognition of a title deriving from disability, infirmity, war events, or service reasons.

As to the candidate's social profiles, in compliance with Opinion no. WP249 expressed by the "Article 29 Working Party," our Company complies with the following rules:

- Before using data derived from a social media, we specifically consider the context, namely whether your social profile is for professional purposes or for purposes related to social life, and this difference constitutes a fundamental criterion for deciding whether the company is authorized to collect the data.
- Data collection through social media is limited to what is necessary and relevant to assess the candidate's ability to perform the specific envisaged job role (e.g., for assessing specific risks related to the candidate linked to that position).
- Personal data, after such assessment (for example, as soon as it becomes clear that a job offer will not be made or that a job offer has not been accepted by the data subject), are immediately deleted.
- The Company refrains from asking potential future employees to connect on social media (e.g., just to view profiles or otherwise allow access to their social profile).

c) Purpose of Processing

The data provided by you as specified above are processed for the management of the selection procedure, for the possible assignment of the assignment or employment. It is possible that the processing also includes sensitive data. The personal data of the candidates are processed by the offices responsible for the selection procedures and by those responsible for the formalization of hires, assignments, etc.

Please note that the data are processed with or without the use of electronic tools; in the latter case, the computer systems are equipped, in accordance with the provisions of Chapter IV of Regulation (EU) 2016/679, with security measures to prevent data loss, unlawful or incorrect use, and unauthorized access.

d) Obligation to communicate personal data

We inform you that the provision of Data is necessary in relation to the performance of the activity referred to in the previous point, and therefore the possible failure to release them would make it impossible for the Data Controller to evaluate your professional skills. In the event that the procedure in question has been activated at your request (e.g., spontaneous submission of the curriculum), your consent is not required.

e) Categories of subjects to whom data may be transmitted

The data are processed by authorized employees of the Data Controller.

Without prejudice to communications made to fulfill legal and contractual obligations, all data collected and processed may be communicated in Italy and transferred abroad exclusively for the purposes specified above to:

- consultants of the Data Controller entrusted with personnel selection activities;
- controlling companies and/or subsidiaries of the Data Controller, as well as companies, consortia, and/or other legal entities in which the Data Controller participates as a shareholder;
- partners and associates and members.

For the sole purpose of fulfilling the purposes of collection as indicated in point c).

f) Data retention periods and other information

The data will be kept for the period strictly necessary for the pursuit of the purposes for which they were collected. Specifically, data collected following the interview, including those communicated by you with the submission of your CV, will not be retained if the interview does not lead to a decision by one or the other interested party.

g) Rights of the Data Subject

The data subject may obtain confirmation from the Company of the existence or otherwise of personal data in the Company's databases; may also request and obtain the rectification or erasure of the same or the restriction of processing concerning them; the data subject may object to processing; the data subject also has the right to data portability; to revoke consent (except in cases where processing is necessary to fulfill a legal obligation to which the Data Controller is subject or for the performance of a task carried out in the public interest or in the exercise of official authority vested in the Data Controller); for the exercise of these rights, please refer to the contact details indicated below. The data subject also has the right to lodge a complaint with the supervisory authority (Privacy Guarantor).

h) Data Controller

The Data Controller is STI CORPORATE S.P.A. with registered office at Viale Giovanni Paolo II, 3 - 33100 Udine to which you can write to the following email address: info.ita@sti-corporate.com or call 0432.941303.

Udine, 01/03/2024

Name, Surname

Signature for receipt
