

Information on the processing of personal data

Pursuant to art. 13 and 14 of the European Regulation 2016/679 (GDPR) and in compliance with the provisions of the Italian Legislative Decree 196/2006 Tecne Gruppo Autostrade per l'Italia S.p.A. (hereinafter "Tecne" or "Controller") hereby provides the following information on the processing of personal data of job applicants (hereinafter also referred to as "Data Subjects") in the context of recruitment purposes.

1.1. Types of data processed

For the current selection process, Tecne processes the following data you have provided:

- 1) common data (such as first name, last name, place and date of birth, social security number, residence, etc.) as well as, any photographic image on your CV;
- 2) professional and study experience contained in your Curriculum Vitae (such as educational qualification, grade, work experience, etc.);
- 3) personal data that fall into special categories, suitable for detecting information related to your health status (i.e. possible belonging to protected categories as per Italian law n. 68/1999).

1.2. Purpose and legal basis of the processing

Your data will be processed by Tecne only for purposes related to the selection process. The legal basis for the processing of your common data consists in the performance of pre-contractual measures taken following your request (art. 6 lett. b GDPR), with the exception of your photographic image on your CV, which is processed for the legitimate interest of the Data Controller (art. 9 lett. f GDPR). The legal basis for the processing of data that fall into special categories (those under Italian law n. 68/99) is the fulfillment of obligations of the Controller and the exercise of specific rights of the data subject in the field of labor and social security law and social protection (art. 9 lett. b GDPR). Without prejudice to the fact that the provision of data is voluntary, we inform you that the provision of such data is necessary for the aforementioned recruitment activities; therefore, with the exception of the photographic image, the failure to provide which does not prevent the carrying out of the selection activities in question, a refusal to provide all or part of your personal data prevents the Company from carrying out an assessment of the job application and therefore possibly hiring the person. We also inform you that failure to provide data that fall into special categories (i.e., those pursuant to Italian law n. 68/99) could result in the impossibility of continuing the selection procedure, only where the selection process is aimed at filling positions reserved for disabled workers as per Italian law n. 68/99. The personal data and information you provide in your CV are processed in accordance with Article 111-bis of the Italian Privacy Code.

1.3. Data processing methods

Personal data will be processed, in compliance with the regulations in force, through manual, IT and telematic tools and by implementing procedures strictly related to the aforementioned purposes, so as to ensure the confidentiality and security of the data.

1.4. Data retention period

Tecne will retain your data for a period corresponding to 24 months from the date of acquisition, after which the collected data will be deleted from the computer archive and destroyed from the paper archive.

1.5. Communication of data

Your data may be communicated to other Companies of the Autostrade per l'Italia Group (located within the European Union) for the same purposes stated in 1.2 above.

1.6. Rights of data subjects

We hereby inform you have the right to:

- a. request confirmation as to whether or not personal data concerning you are being processed;
- b. obtain access to your personal data;
- c. obtain information about the purposes of the processing, the categories of personal data, the recipients or categories of recipients to whom the personal data have been or will be disclosed and, when possible, the storage period;
- d. obtain the restriction of the processing of personal data concerning you, in cases falling under one of the cases of Article 18 of the GDPR;
- e. obtain the portability of the data, i.e. receive them from the data Controller, in a structured, commonly used and machine-readable format, and transmit them to another data controller without hindrance;
- f. object at any time to the processing of personal data carried out pursuant to Article 6(1) (e) or (f),;
- g. object to automated decision-making, including profiling;
- h. obtain the rectification or integration of incomplete data of inaccurate personal data concerning you without undue delay and the right to obtain the integration of incomplete personal data;
- i. obtain the deletion of personal data concerning him/her, in cases of sussistence of the grounds provided for in Article 17 of the GDPR;
- j. revoke consent at any time without affecting the lawfulness of the processing based on the consent given before revocation.

You also have the right to lodge a complaint with Data Protection Authority by following the procedures published on the Authority's official website at the following address: www.garanteprivacy.it.

Any rectification, cancellation or limitation of processing carried out at your request, unless this proves impossible or involves a disproportionate effort, will be communicated by Tecne to each of the recipients.

In the case of a request for data portability, Tecne will provide you with your data in a structured, commonly used and machine-readable format.

1.7. Ways of exercising your rights

You may exercise your rights at any time by sending an e-mail to tecne.dpo@pec.autostrade.it.



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1.8. Controller, Data Owner and Data Protection Officer

Finally, we inform you that the Data Controller is the Company Tecne Gruppo Autostrade per l'Italia S.p.A. and that the Data Owner that concerns you is the Human Capital & Organization Manager.

Tecne has appointed a Data Protection Officer (DPO) whom you can contact for any need by writing to the following address: tecne.dpo@pec.autostrade.it.

**The Data Controller
Tecne Gruppo Autostrade per l'Italia S.p.A.**