PRIVACY NOTICE FOR JOB APPLICANTS REGARDING THE PROCESSING OF PERSONAL DATA

Captrain Italia S.r.l. (hereinafter referred to as the "**Data Controller**" or the "**Company**") invites you to carefully read this Privacy Notice before providing any personal data and submitting your application. The following information is provided in accordance with the applicable data protection legislation, in particular **Regulation (EU) 2016/679 ("GDPR")** and **Italian Legislative Decree No. 196/2003, as amended and supplemented ("Italian Privacy Code")**, with regard to the processing of personal data in the context described herein.

1. Data Controller

The Data Controller is **Captrain Italia S.r.l.**, with registered office at Viale Milanofiori – 20057 – Assago (Milan), VAT No. and Tax Code: 12568710151, which can be contacted at the following e-mail address: privacy@captrain.it

2. Categories of Personal Data

The Data Controller may process the following categories of personal data (the "**Data**") relating to you (the "**Data Subject**" or "**Data Subjects**"), which are: (i) voluntarily provided by you upon submission of your application (including through the Company's website) (ii) collected from you during the recruitment and selection process (e.g. through interviews) or (iii) obtained from third parties, such as recruitment, placement and employment agencies.

a. Identification, contact, educational and professional data

This includes, by way of example, identification data (first name, last name, tax identification number, date of birth, etc.), contact details (residential address, domicile address, telephone number, e-mail address, etc.), and information relating to your educational and professional background (educational qualifications, certifications, professional experience), including where contained in the curriculum vitae submitted by you.

b. Special categories of personal data (e.g. health data)

This includes, for example, data revealing your health status (such as membership of protected categories), which may be contained in your CV or in any additional documentation voluntarily submitted to the Company. The Data Controller will take into consideration personal data falling within the categories referred to in Article 9 GDPR (the so-called "**special categories of personal data**") exclusively where permitted by law (for example, in order to assess applications for positions falling within the scope of targeted placement schemes for persons with disabilities). Applicants are therefore requested to provide such data only where strictly necessary.

3. Purposes and Legal Bases for Processing

The Data Controller processes the aforementioned Data for the purposes specified below and on the corresponding legal bases provided for under applicable data protection legislation (i.e., where one of the legal grounds that permits the processing of personal data under such legislation applies).

a. Recruitment, assessment and selection process
   The Data will be processed in order to assess your application, including spontaneous applications, for a job position and to carry out all processing activities necessary and related to the candidate selection process.
   The legal basis for such processing is the implementation of pre-contractual measures taken at the request of the Data Subject pursuant to Article 6(1)(b) GDPR.
   Where special categories of personal data are processed, the legal basis is the necessity to carry out obligations and exercise specific rights of the Data Controller or of the Data Subject in the field of employment, social security and social protection law pursuant to Article 9(2)(b) GDPR.

b. Compliance with legal obligations or requests from competent authorities (e.g. obligations arising from legislation on targeted placement schemes)
   The Data will be processed in order to comply with legal obligations to which the Data Controller may be subject, including obligations arising under applicable Collective bargaining agreements, Legislative Decree No. 81/2008 concerning occupational health and safety, Law No. 68/1999, as well as tax, social security and welfare legislation. The relevant legal basis is Article 6(1)(c) GDPR and, where special categories of personal data are involved, Article 9(2)(b) GDPR.

c. Assisting candidates in identifying employment opportunities (including retention of applications and subsequent contact)
   Where a candidate, including through an spontaneous application, presents characteristics of interest to the Company (e.g. a skilled worker), the Data Controller may inform such candidate of other available job opportunities or retain the collected Data in order to contact the candidate regarding future vacancies consistent with the candidate's profile.
   In this case, processing is based on the Data Controller's legitimate interest pursuant to Article 6(1)(f) GDPR in supporting candidates in identifying employment opportunities and re-contacting suitable candidates for future recruitment processes.

d. Establishing, exercising or defending legal claims in judicial, administrative or out-of-court proceedings
   In this case, processing is based on the Data Controller's legitimate interest in establishing/exercising/defending legal claims pursuant to Article 6(1)(f) GDPR.

Should you become part of the Company's workforce as an employee or collaborator, you will be provided with a specific privacy notice regarding the processing of personal data in the context of your employment relationship.

4. Data Retention

The Data Controller retains and processes the Data for no longer than is strictly necessary to achieve the purposes set out above. In particular, for the purposes referred to in points a) and b), the Data Controller processes the Data until completion of the candidate assessment process, including, where applicable, the candidate's selection. Where a candidate is not selected, the Data may be retained for a further 12 months for the purpose referred to in point (c), unless the candidate expressly objects.

For the purpose referred to in point d), the Data Controller processes the Data for the entire duration of the relevant dispute or proceedings.

5. Nature of the Provision of Data

Given the nature of the relationship, the provision of the Data is necessary for the assessment of your application and to enable the Data Controller to comply with its related legal obligations. Failure to provide the Data will make it impossible to assess your suitability for the position for which you have applied.

6. Categories of Recipients of Personal Data

The Data may be processed by:

- employees and collaborators of the Data Controller who are authorised to process personal data and have received appropriate operational instructions, including personnel involved in the relevant recruitment process;
- external natural and/or legal persons to whom disclosure of personal data is necessary or functional for the establishment, management and performance of the relevant relationship with you (e.g. accountants, employment consultants, training providers, etc.);
- third-party service providers engaged by the Data Controller (e.g. hosting service providers);
- companies belonging to the same corporate group as the Data Controller, where necessary for the pursuit of one or more of the purposes described above;
- any persons, bodies or authorities entitled to access such Data under applicable laws, regulations or judicial orders, including law enforcement authorities, public administrations and public bodies.

7. Transfer of Data to Third Countries

The Data Controller uses service providers whose own providers may be located outside the European Economic Area ("EEA"). In such cases, the Data Controller has verified compliance with the safeguards provided for under Chapter V GDPR regarding transfers of personal data to third countries. Such transfers are carried out on the basis of the Standard Contractual Clauses approved by the European Commission, unless they are already covered by an adequacy decision adopted by the European Commission. Further information may be obtained by

contacting the Data Controller using the contact details provided in Section 1 of this Privacy Notice.

8. Data Subject Rights

The GDPR grants Data Subjects the following rights in relation to their personal data:

- **Right of Access (Article 15 GDPR)**. The Data Subject has the right to obtain confirmation as to whether or not personal data concerning him or her are being processed and, where that is the case, access to such data and information regarding the processing;
- **Right to Rectification (Article 16 GDPR).** The Data Subject has the right to obtain the rectification, completion or updating of inaccurate or outdated personal data;
- **Right to Erasure (Article 17 GDPR).** The Data Subject has the right to obtain the erasure of personal data where such data are no longer necessary for the purposes for which they were collected, where consent has been withdrawn, where the Data Subject objects to the processing, or where the processing is unlawful;
- **Right to Restriction of Processing (Article 18 GDPR).** The Data Subject has the right to obtain restriction of processing in the circumstances provided for by the GDPR, including where the accuracy of the data is contested or the processing is unlawful and the Data Subject opposes erasure;
- **Right to Data Portability (Article 20 GDPR).** The Data Subject has the right to receive personal data concerning him or her in a structured, commonly used and machine-readable format and to transmit those data to another controller where applicable;
- **Right to Object (Article 21 GDPR).** The Data Subject may object to processing on grounds relating to his or her particular situation or, in the case of direct marketing, without providing any justification. Within the context of this Privacy Notice, the Data Subject may object to the processing carried out for the purpose described under Section 3(c);
- **Right Not to be Subject to Automated Individual Decision-Making (Article 22 GDPR).** The Data Subject has the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal effects concerning him or her or similarly significantly affects him or her.

The Data Subject also has the right to lodge a complaint pursuant to Article 77 GDPR with the competent supervisory authority, which in Italy is the **Italian Data Protection Authority (Garante per la Protezione dei Dati Personali)**, where he or she believes that the processing of personal data infringes applicable data protection legislation.

The Data Subject may exercise the rights described above by contacting the Data Controller using the contact details provided in Section 1 of this Privacy Notice. In order to process the request, the Data Controller may need to verify the identity of the requesting Data Subject.

Where requests from the Data Subject are manifestly unfounded or excessive, in particular because of their repetitive nature, the Data Controller may: a) charge a reasonable fee taking into account the administrative costs incurred in providing the requested information, communication or action; or b) refuse to act on the request pursuant to Article 12(5) GDPR.

A response will in any event be provided as soon as possible and within the time limits prescribed by applicable law.