

NOTICE PURSUANT TO ART. 13 EU REGULATION 679/2016 ON THE PROTECTION OF PERSONAL DATA

In this information notice, the company Interpump Group S.p.A. (hereinafter also referred to as the **"Company"** or **"Data Controller"**) informs you of its policies regarding the processing of personal data that it collects when accessing the Company's premises. This information is provided pursuant to Article 13 of the EU Data Protection Regulation No. 679/2016 (hereinafter also **"GDPR"**).

1. Identity and contact details of the Data Controller

The Data Controller is Interpump Group S.p.A. with registered office in Via E. Fermi, 25 - 42049 - Sant'Ilario d'Enza - Reggio Emilia contactable at the e-mail address: privacy@interpumpgroup.it. The Data Controller appointed its Data Protection Officer (**"DPO"**) who can be contacted at the following e-mail address: dpo@interpumpgroup.it.

2. Data processed

The data processed are those collected prior to the establishment of the employment relationship, provided voluntarily by you as a candidate (**"Candidate"**), at the time of application or at a later date.

Such data are personal data or data regarding education and career, specific skills and knowledge, as well as further data that will be provided by the Candidate during the selection procedure (**"Personal Data"**). Data will be processed by means of manual processing or electronic or otherwise automated, computerised or telematic tools. It should be noted that, for particular types of selection, it will be necessary for Candidates to provide data belonging to "special categories" pursuant to Article 9 of the GDPR (e.g. protected categories). Any processing of such data will take place in compliance with the requirements relating to the processing of special categories of data, pursuant to art. 21, co. 1 Legislative Decree no. 101/2018 (OJ General Series no. 176/2019) (**"Authorisation Provision"**). In this regard, unless strictly necessary, Candidates are invited to omit any information or data not strictly relevant to the selection in their Curriculum Vitae or in further communications made to the Data Controller.

3. Purpose and lawfulness of processing

Personal Data provided by the Candidate are collected and processed exclusively for the purposes of research, evaluation and selection of personnel.

The legal basis for the processing of your Personal Data for the aforementioned purposes is Article 6(1)(b) of the GDPR, i.e. 'processing is necessary for the performance of pre-contractual measures taken at the request of the data subject'. Any processing of Personal Data belonging to "special" categories pursuant to Art. 9 GDPR for the aforementioned purposes is justified in the aforementioned Authorisation Measure.

4. Nature of conferment and consequences of refusal

The communication and updating of some of your personal data, the provision of the data and its processing is optional, however, any refusal to provide the data (or your wish to request its deletion), may result in the impossibility for the Controller to begin or continue the selection or evaluation procedure of your candidature.

5. Recipients and transfer of data

Your personal data, for the exclusive pursuit of the purposes specified above, may be shared with:

- a) individuals within the company acting as authorised by the Data Controller;
- b) external parties who carry out specific tasks on behalf of the Data Controller and functional to the purposes indicated above (e.g. employment consultants, recruiting agencies, companies providing IT platforms for recruiting);
- c) third parties appointed by the Company to provide IT or archiving services;
- d) public bodies in fulfilment of regulatory obligations or specific requests.

The subjects belonging to the categories to which the data may be communicated will use them as "Data Processors" specifically appointed by the Company pursuant to Article 28 of the GDPR or as autonomous "Data Controllers".

Apart from the aforementioned cases, your Personal Data will not be communicated or transferred to third parties outside the territory of the European Union. Should the Company need to transfer your Personal Data outside the

European Union for the purposes mentioned above, to countries not considered adequate by the European Commission, the latter will take the necessary measures to protect your Personal Data.

6. Data retention periods

Your personal data are kept by the Company only for the period necessary for the purposes for which they are processed or within the terms provided for by applicable national and EU laws, rules and regulations.

Your personal data will be kept for the purposes indicated in point 3 above for a maximum period of 2 years from the time you provide them and may be used for future contacts and interviews also in relation to open positions other than the one for which you have applied. This is always without prejudice to the possibility for you to exercise your immediate right to cancellation in the event that you do not obtain the position for which you applied. At the end of this period, your data will be definitively deleted.

7. Rights of the data subject

With regard to the Controller, with reference to the processing of personal data carried out by the same, it is possible, at any time, to exercise the rights provided for by the GDPR and in particular: the right to access personal data and to obtain a copy thereof (art. 15 GDPR); the right to rectification of personal data (art. 16 GDPR); the right to erasure of personal data (art. 17 GDPR); the right to restriction of processing of personal data (art. 18 GDPR); the right to data portability (art. 20 GDPR); the right to object to processing (art. 21 GDPR); (where applicable) the right to withdraw consent freely given at any time without affecting the lawfulness of processing based on consent given before the revocation (art. 7 GDPR).

You may exercise your rights by sending a request to the Data Controller by e-mail to the above addresses.

Requests relating to the exercise of your rights will be processed without undue delay and, in any event, within 30 days of receipt of the request.

In any case, you always have the right to lodge a complaint with the competent supervisory authority pursuant to Article 77 GDPR if you believe that the processing of your data is contrary to the applicable data protection legislation. For Italy, the supervisory authority is the Garante per la protezione dei dati personali, which can be contacted in the manner indicated at the following link: <https://www.garanteprivacy.it/home/footer/contatti>

V. updated 31.05.2025