PRIVACY NOTICE FOR THE PROCESSING OF PERSONAL DATA
(PURSUANT TO ARTICLE 13 OF REGULATION (EU) 2016/679 - GDPR)

Dear Candidate,

In compliance with Regulation (EU) 2016/679 (the General Data Protection Regulation, hereinafter "GDPR"), we hereby provide you with the following information regarding the processing of the personal data you have provided (hereinafter the "Personal Data")

The **DATA CONTROLLER** is ENERGY DOME SPA, Via Porlezza 8, 20123 Milan (MI), telephone: +39 02 9177 3100, e-mail: privacy@energydome.com, acting through its Legal Representative. A complete and up-to-date list of the **Data Processors** appointed by the Company is available at our registered office or may be obtained upon request by email.

CATEGORIES OF PERSONAL DATA COLLECTED

The Personal Data collected by the Company generally concern the information contained in your curricula vitae (CV). Your Personal Data may be updated on the basis of publicly available information and/or data collected from third parties and/or directly from you.

The Company also reserves the right to verify the accuracy of the Personal Data provided, particularly with regard to educational qualifications, previous professional experience, appointments or offices held, including by contacting the referees you have indicated and/or your previous employers.

The Personal Data collected shall not include personal beliefs, racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, or data concerning health, sexual life, or sexual orientation (hereinafter "**special categories of personal data**"), nor any information irrelevant to assessing your professional suitability, unless such characteristics affect the way in which the work activity is carried out or constitute an essential and determining requirement for its performance.

PURPOSE AND LEGAL BASIS FOR PROCESSING

Your Personal Data will be collected and processed for the purpose of carrying out activities connected with recruitment, as expressly requested by you through the submission of your CV to the Company.

Legal basis for the processing: the execution of pre-contractual measures taken at your request.

The provision of Personal Data, including any special categories of personal data within the limits set out above, is mandatory under the applicable data protection legislation to enable the Company to assess and evaluate candidates in the context of staff recruitment and selection and to comply with legal and regulatory obligations. Failure to provide such Personal Data may result in the inability to proceed with the recruitment and selection process and, consequently, in the impossibility of establishing an employment relationship with you.

SECURITY MEASURES CONCERNING YOUR PERSONAL DATA

The Company implements all necessary technical and organizational security measures aimed at improving the protection, integrity, and accessibility of your Personal Data.

All your Personal Data are stored on protected servers (or properly archived paper copies) belonging either to the Company or to our external providers/partners (for example, LinkedIn) and are accessed and processed in accordance with our security standards and internal policies (or equivalent standards adopted by our business partners).

If your CV has been uploaded to a platform managed by one of our providers/partners, you may exercise your data subject rights directly with such provider/partner.

COMMUNICATION AND DISCLOSURE OF DATA

Access to your Personal Data may be granted to duly authorized employees of the Company as well as to external service providers appointed, where necessary, as Data Processors, who support the Company in the provision of its services.

Your Personal Data will not be disseminated outside the Company. They may, however, be communicated to third parties engaged by us for administrative, accounting, or archiving purposes. The Personal Data provided shall be used solely and exclusively for the purposes for which they were collected.

In the event that your personal data are transferred to countries outside the European Economic Area (EEA), such transfer will take place only to countries that ensure an adequate level of data protection as recognized by an adequacy decision of the European Commission pursuant to Article 45 of Regulation (EU) 2016/679 (GDPR).

In the absence of such a decision, the transfer will be carried out in compliance with the appropriate safeguards provided for under Articles 46 et seq. of the GDPR, including the use of the **Standard Contractual Clauses** approved by the European Commission or **Binding Corporate Rules (BCRs)** adopted by the recipient. In all cases, data subjects shall retain enforceable rights and effective legal remedies.

DATA RETENTION PERIOD

The Personal Data collected will be processed for a maximum period of 24 months, without prejudice to any legal obligations requiring further retention (such as administrative or legal purposes). If your profile is deemed to be of particular interest, it may be retained and used for future recruitment processes, still within the scope of the Recruitment Processing requested by you. All data will be stored with due care and diligence.

DATA SUBJECT RIGHTS

In the cases provided for and pursuant to Articles 15 to 22 of the GDPR, you have the right to request from the Company:

a) access to your Personal Data;

b) a copy of your Personal Data provided to the Company, in a structured, commonly used and machine-readable format, and the transmission of such data to another controller (data portability);

c) the rectification of your Personal Data held by us;

d) the erasure of any Personal Data for which the Company no longer has a lawful basis for processing;

e) the restriction of processing.

Right to object: In addition to the rights listed above, you have the right to object at any time, on grounds relating to your particular situation, to the processing of your Personal Data carried out by the Company for the purposes of pursuing its legitimate interests.

Any objection should be sent to the following address: privacy@energydome.com.

The exercise of these rights is free of charge and is not subject to any formal constraints. If you exercise any of the above-mentioned rights, the Company will verify your entitlement to do so and will normally respond within one month.

If you believe that the processing of your data is in breach of the GDPR, you have the right to lodge a complaint with the Italian Data Protection Authority (*Garante per la protezione dei dati personali*) via the contact details available on the website: www.garanteprivacy.it, or to seek a judicial remedy before the competent courts.

AMENDMENTS TO THIS PRIVACY NOTICE

The Data Controller reserves the right to modify, update, add to, or remove parts of this Privacy Notice at its sole discretion and at any time.

Data subjects are encouraged to check this notice periodically for any updates.

To facilitate such verification, the notice will indicate the date of its most recent revision.

The Data Controller

ENERGY DOME S.p.A.

Milano, 01/03/2026