

Privacy notice for candidates submitting their CV through the “Careers” section of the website <http://www.datlas.it>, pursuant to Article 13 of Regulation (EU) 2016/679

To recruit professionals to join its workforce, Datlas S.p.A. offers candidates the opportunity to apply for vacancies advertised in the “Careers” section of its website, as well as to submit unsolicited applications through the same website.

For this purpose, Datlas S.p.A. asks candidates to provide any information relevant to assessing their suitability for positions within the Group companies.

In this regard, Datlas S.p.A. invites individuals who use the company’s online services to read the following Privacy Notice, provided pursuant to Article 13 of Regulation (EU) 2016/679 and applicable data protection legislation. These services can be accessed at:

<http://www.datlas.it>

which is the homepage of the official website.

This Privacy Notice applies exclusively to this website and does not extend to any other websites that users may access via links.

1. DATA CONTROLLER AND DATA PROTECTION OFFICER

The Data Controller is Datlas S.p.A., with its registered office at Viale della Resistenza, 47 – 42018 San Martino in Rio (RE) (hereinafter “Datlas”).

Data Protection Officer (DPO): Floriana Francesconi – email: dpo@datlasgroup.com.

2. PERSONAL DATA SUBJECT TO PROCESSING

Pursuant to Regulation (EU) 2016/679, please be informed that Datlas will process your personal data, which may include identifiers such as your name, an identification number, an online identifier, or one or more factors specific to your physical, physiological, psychological, economic, cultural or social identity that identify you or make you identifiable (“Personal Data”).

The Personal Data processed by Datlas are described below:

a. Applications

When registering on the Website to submit your application, you will be asked to provide professional and employment-related information through an online form (the “Application”), including, for example, the university you attended, foreign-language proficiency, professional qualifications, career expectations, preferred work location, and links to your professional social media profiles. You will also be asked to upload your CV and cover letter using the dedicated feature.

Upon receipt of an Application, Datlas may review your professional social media profiles (e.g., LinkedIn) or professional websites associated with you, if publicly accessible, even where you have not included them in your Application. This is to obtain additional information relevant to assessing your suitability for the position for which you have applied.

b. Special categories of Personal Data

On the Website, you will be asked whether you belong to any protected categories, in order to comply with applicable legislation.

The Website also includes free-text fields in which you may provide Datlas with information that could contain Personal Data.

The purposes described above do not require the disclosure of data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data intended to uniquely identify a natural person, or information concerning an individual’s sex life or sexual orientation.

Please note that, if your Application contains Personal Data falling within the special categories referred to in Article 9(1) of the GDPR that Datlas is not required to process in order to comply with the legal obligations to which it is subject under Article 9(2)(b) of the GDPR, or Personal Data that are not relevant to the purposes pursued, Datlas will not process that information, in accordance with applicable data protection legislation.

c. Data voluntarily provided by the data subject

As noted above, the Website allows you to enter text content that is visible to Datlas and may include Personal Data relating to other individuals (e.g., contact details for references).

In such circumstances, you act as an independent Data Controller and assume all related legal obligations and liabilities.

Accordingly, you agree to fully indemnify and hold Datlas harmless against any disputes, claims, requests for compensation for damages arising from processing, or other actions brought against Datlas by third parties whose Personal Data have been processed through your use of the Website's features in breach of applicable data protection legislation.

In any event, if you provide or otherwise process third parties' Personal Data when using the Website, you hereby warrant, assuming full responsibility in this regard, that such processing is based on the consent of the third-party data subject or another appropriate legal basis authorising the processing of the information concerned.

d. Browsing data

The IT systems and software procedures used to operate the Website acquire, during their normal operation, certain Personal Data whose transmission is inherent in the use of internet communication protocols.

This information is not collected for the purpose of associating it with identified data subjects. However, by its very nature, it may enable users to be identified through processing and association with data held by third parties.

This category of data includes the IP addresses or domain names of the computers used by individuals connecting to the Website; the URI (Uniform Resource Identifier) addresses of the requested resources; the time of the request; the method used to submit the request to the server; the size of the file returned in response; the numerical code indicating the status of the server's response (successful, error, etc.); and other parameters relating to the user's operating system and IT environment.

These data are used exclusively to obtain anonymous statistical information on Website usage, verify that the Website is operating correctly, and identify anomalies and/or misuse. The data are deleted immediately after processing.

The data may be used to establish liability in the event of potential cybercrimes affecting the Website or third parties. Except in such circumstances, data relating to web connections are currently retained for no longer than seven days.

e. Cookies

Information about the use of cookies on the Website is available in the dedicated section of the Website.

3. PURPOSES OF PROCESSING

Datlas will use the Personal Data collected through the Website for the following purposes:

- reviewing candidates' Applications with a view to possible contact by Datlas or another Group company ("Recruitment and Selection");
- fulfilling legal obligations requiring Datlas to collect and/or further process certain types of Personal Data ("Compliance");
- preventing or detecting misuse of the Website or fraudulent activity, thereby enabling Datlas to defend its interests in legal proceedings ("Abuse/Fraud").

4. LEGAL BASIS AND OPTIONAL NATURE OF PROCESSING

The legal bases on which Datlas relies to process your Data for the purposes outlined in Section 3 above are as follows:

• Recruitment and Selection

Processing for this purpose enables Datlas to consider your Application and is therefore necessary to initiate the selection process with a view to potentially offering you a position.

You are not required to provide Datlas with your Personal Data for this purpose. However, if you do not do so, Datlas will be unable to consider your Application.

If you wish to provide special categories of Personal Data (e.g., data concerning health, religion, etc.), Datlas will require your specific consent.

• Compliance

Processing for this purpose is necessary for Datlas to fulfil any applicable legal obligations.

When you provide Personal Data to Datlas, those data must be processed in accordance with applicable legislation. This may entail retaining the data and disclosing them to the competent authorities in order to comply with accounting, tax or other obligations.

• Abuse/Fraud

Information collected for this purpose will be used exclusively to prevent and/or detect fraudulent activities or misuse of the Website, thereby enabling Datlas to defend its interests in legal proceedings.

5. RECIPIENTS OF PERSONAL DATA

Your Personal Data may be shared with the parties listed below (the “Recipients”):

- parties typically acting as Data Processors, including individuals, companies and professional firms that provide Datlas with assistance and advice on accounting, administrative, legal, tax, financial or other matters;
- parties with whom interaction is necessary for the operation of the Website (e.g., hosting providers or providers of email delivery platforms);
- parties appointed to carry out technical maintenance activities (including maintenance of equipment and electronic communications networks);
- individuals authorised by Datlas to process Personal Data as necessary to carry out activities on its behalf, who have undertaken confidentiality obligations or are subject to an appropriate legal duty of confidentiality (e.g., Datlas employees);
- Datlas Group companies, for internal administrative purposes or their own Recruitment and Selection activities;
- individuals, entities or authorities to whom your Personal Data must be disclosed for Compliance, Abuse or Fraud purposes, or pursuant to orders issued by the authorities.

6. TRANSFER OF PERSONAL DATA

Given the Group’s international presence, some of your Personal Data are shared with Recipients who may be located in other countries within the European Economic Area.

Datlas ensures that the processing of your Personal Data by these Recipients complies with applicable legislation.

7. RETENTION OF PERSONAL DATA

Personal Data processed for Recruitment and Selection purposes will be retained by Datlas for as long as the position for which the Application was submitted remains open.

Your online profile will be deleted 12 months after the last change you made to it.

Datlas reserves the right to contact candidates before the end of that period to request an extension of the retention period for their Personal Data or to ask them to update those data.

If no response is received, Atlas will delete the Personal Data collected.

Personal Data processed for Compliance purposes will be retained by Atlas for the period required by specific legal obligations or applicable legislation.

Personal Data processed to prevent Abuse/Fraud will be retained by Atlas for the period strictly necessary for that purpose, and therefore for as long as Atlas is required to retain them to defend its interests in legal proceedings and disclose such data to the competent authorities.

8. RIGHTS OF THE DATA SUBJECT

With regard to the processing of your Personal Data, pursuant to Articles 15 to 22 of Regulation (EU) 2016/679, you, as the data subject, have the right to:

- a) request access to your Personal Data and confirmation as to whether Personal Data concerning you exist;
- b) obtain information about the purposes of processing, the categories of Personal Data, the Recipients or categories of Recipients to whom the Personal Data have been or will be disclosed and, where possible, the retention period;
- c) obtain the rectification and erasure of data;
- d) obtain restriction of processing;
- e) obtain data portability in a structured, commonly used and machine-readable format;
- f) object to the processing of your Personal Data at any time;
- g) object to automated individual decision-making, including profiling;
- h) withdraw your consent to the processing of special categories of Personal Data provided for Recruitment and Selection purposes;
- i) lodge a complaint with a supervisory authority.

Please note that most of the Personal Data you have provided to Atlas can be updated at any time by logging into your personal account created on the Website.

To exercise any of your rights, you may contact the Data Controller by writing to its registered office at Viale della Resistenza, 47, 42018 San Martino in Rio (RE), or by sending an email to dpo@datlasgroup.com.

This Privacy Notice may be supplemented or amended, including to reflect changes or additions to applicable legislation.

San Martino in Rio, 23 September 2026

Datlas S.p.A.