INFORMATION ON THE PROCESSING OF PERSONAL DATA
CURRICULUM VITAE

Each Italian company of the Carraro Group, each autonomously and independently, informs that in order to select professionals to be included in its staff, it offers the possibility of responding to published search advertisements or submitting a spontaneous application.
The candidate's personal data and curriculum vitae may also be collected by employment agencies, personnel search and selection companies or other parties appointed by the Data Controller as part of personnel search and pre-selection activities. In such cases, if the personal data are not collected directly from the Data Subject, this information is provided to the candidate through the same employment agency or selection company that collected the data, pursuant to art. 14 of the Regulation.
For the purposes of EU Regulation no. 679/2016 on the protection of personal data (hereinafter also referred to as the "Regulation"), the data controller (hereinafter also referred to as the "Data Controller") is the Carraro Group company that has opened the position for which the candidate intends to apply. Art. 1 below contains the list of Carraro Group companies and their references.

The Data Controller, for the purposes set out above, may ask candidates (hereinafter "Data Subjects") to provide any data useful for assessing their suitability to cover the professional roles for which the search is carried out.
In consideration of the above, with this document, drawn up pursuant to art. 13 and 14 of the Regulation, the Data Subject is informed of the following

1. Personal data controller

The Data Controller is, depending on the open job position for which the candidate is applying, one of the following companies in the person of its pro tempore legal representative:

- **Carraro S.p.A.**: with registered office in via Olmo 37, Campodarsego, PD, tel. 049 9219111, PEC carraro.group@legalmail.it;
- **Carraro Drive Tech Italia S.p.A.:** with registered office in via Olmo 37, Campodarsego, PD, tel. 049 9219111, PEC carrarodt.italia@legalmail.it **;**
- **Driveservice S.r.l.**: with registered office in via Olmo 37, Campodarsego, PD, tel. 049 9219111, PEC driveservice@legalmail.it;
- **SIAP S.p.A.**: with registered office in via Monfalcone 4, Maniago, PN, tel. 0427 706911, PEC siap@legalmail.it .

In the case of spontaneous application, the Data Controller is Carraro SpA.

2. Data processed, Purpose and legal basis of the processing of personal data, nature and consequences of failure to provide it

Data processed The Data Controller processes the personal data provided directly by the candidate as part of the application procedure or collected through employment agencies, recruitment and personnel selection companies, such as, by way of example: identification and contact data, personal data, information contained in the curriculum vitae, information relating to the educational and professional background, any belonging to a protected category under Law 68/99, any cover letters, notes collected during selection interviews, as well as audio and video data that may be acquired during video interviews.
The Data Controller collects and processes only personal data that are relevant and necessary for the purposes of personnel search and selection and the assessment of the candidate's professional suitability. Any excessive, irrelevant or unnecessary data with respect to the position sought will not be taken into consideration and will not be evaluated.
Purpose of the processing Personal data will be processed for the following purposes:
a) management of the application and performance of personnel search and selection activities aimed at the possible establishment of an employment or collaboration relationship;
b) organization and management of selection interviews, including any video interviews, with processing of any audio and video data acquired during the same;
c) as part of the assessment and selection, administration and evaluation of aptitude, logical, mathematical and technical-scientific tests, as well as individual or group tests, aimed at verifying the candidate's skills, abilities and suitability with respect to the position for which he or she has applied.

d) evaluation of the application also with reference to positions other than the one for which the interested party has applied, within the scope of the professional opportunities available at the Data Controller or other companies of the Carraro Group;
e) preservation of the curriculum vitae and information provided by the candidate for future professional opportunities compatible with the profile of the interested party;
f) fulfilment of legal or regulatory obligations related to the selection process and the possible establishment of the employment relationship.
g) sending the job offer in the event that the candidate is selected by the Data Controller at the end of the selection procedure.
Legal basis of the processing, The legal basis of the processing for the purposes referred to in letters a), b), c), f) and g) is the execution of pre-contractual measures adopted at the request of the data subject pursuant to art. 6, par. 1, letter b) of the Regulation, as well as the fulfilment of legal obligations to which the Data Controller is subject pursuant to art. 6, par. 1, letter c) of the Regulation, where applicable.
For the purposes referred to in letters d) and e), the legal basis is the legitimate interest of the Data Controller pursuant to art. 6, par. 1, letter f) of the Regulation to keep applications for future selection needs compatible with the professional profile of the data subject.
The candidate is invited not to include in the curriculum vitae or in the other documents transmitted personal data that are not relevant to the evaluation of the application, and in particular special categories of personal data, except in cases where their communication is necessary to allow the Data Controller to comply with legal obligations or to assess the application of measures provided for by the legislation on employment and employment inclusion. For any processing of special categories of personal data contained in the application, in the curriculum vitae or in any case provided by the Data Subject during the selection procedure, the legal basis is represented by art. 9, par. 2, letter b) of the Regulation, as the processing is necessary to fulfil obligations and exercise specific rights of the Data Controller or the Data Subject in the field of labour law and social security, as well as by the provisions contained in the Provision of the Guarantor for the protection of personal data no. 146 of 5 June 2019 which refers to aut. gen. no. 1/2016
Nature of the provision The provision of personal data is not a legal obligation; it is a pre-contractual obligation. Failure to provide data will make it impossible to access the personnel selection process.

3. Recipients of personal data
In general, access to personal data will be limited to minimize the number of people in the organization who need it for the purposes set out in this Policy, which may include, but is not limited to, prospective managers and their designees and Human Resources personnel.
Personal data may be communicated or otherwise made accessible, in close relation to and compatibly with the purposes set out above, to the companies of the Carraro Group, in order to share candidates' applications and curriculum vitae, also allocating them, in consideration of the experience and professional characteristics of each of them, to the most suitable company/vacant position within the Group, in the interest of the individual candidates and in the legitimate interest of each Group company. Personal data will also be processed through the LinkedIn portal, as well as accessible to subjects who provide implementation, integration, assistance and support services, appointed, where necessary, as Data Processors pursuant to art. 28 of the Regulation. The data may also be communicated to professional firms, consulting firms, companies specialized in the search and selection of personnel or other service providers involved in the recruiting and evaluation of applications.
The subjects belonging to the above categories operate in total autonomy, as independent data controllers, or as data processors who carry out activities in the interest of the Data Controller. The list of data processors of the Data Controller company can be requested at the following PEC address hr.carrarogroup@legalmail.it.

4. Transfer of personal data to a third country or an international organisation

If, for organisational reasons or as a result of the use of the IT platforms and recruiting tools adopted by the Group, it is necessary to transfer personal data to countries outside the European Economic Area, such transfers will be carried out in compliance with art. 44 et seq. of the Regulation.
In particular, if the candidate's profile is deemed potentially suitable for an open job position at a Group company established in a third country, the candidate's personal data contained in the curriculum vitae may be shared with Human Resources staff, recruiters and managers of the company concerned who have an actual need to access it for the purposes of evaluating the application and the possible establishment of the employment relationship.

These transfers will take place in compliance with the principle of minimization and limitation of access to data only to authorized parties who actually need it for the performance of selection activities. Where required by applicable legislation, the transfer of personal data to Group companies established in third countries will be governed by the adoption of Standard Contractual Clauses (SCCs) approved by the European Commission and signed between the companies concerned, as well as by the adoption of additional appropriate technical and organizational measures aimed at ensuring a level of protection of personal data substantially equivalent to that provided for by the Regulation.

5. Processing methods and storage period of personal data

Personal data will be processed, with the support of telematic, computer and/or paper means, limited to the purposes set out above and in such a way as to guarantee the security and confidentiality of the same. The data will not be disseminated. It should be noted that fully automated decision-making processes are not carried out by the Data Controller.

Personal data will be stored for a maximum period of **48 months** from the date of receipt of the application, in order to allow the Data Controller to assess the possible inclusion of the Data Subject in further open positions or positions that may become available in the same period.

After this period, personal data, documents and information will be deleted or anonymised, unless otherwise provided for by law or necessary for the protection of the rights of the Data Controller.

If the candidate is made a job offer that is subsequently accepted, the personal data collected as part of the selection process will be stored and further processed for purposes related to the establishment, management and execution of the employment relationship, as well as for the fulfilment of the relevant legal obligations, for the periods provided for by applicable legislation and company policies on the retention of personnel documentation.

It should be noted that in any case personal data will be processed by the Data Controller's staff duly appointed and instructed by the Data Controller.

6. Source of personal data

If personal data are not collected directly from the Data Subject, they are acquired by the Data Controller through employment agencies, personnel search and selection companies that collaborate with the Data Controller in the context of personnel search, pre-selection and selection activities.

7. Rights of the data subject

We inform you that as a data subject, you, pursuant to the Regulation, have the right to obtain from the Data Controller: the **right of access (art. 15):** confirmation as to whether or not personal data concerning you are being processed and, if so, the right to obtain, inter alia, access to your personal data and information regarding the purposes of the processing, the categories of personal data in question, the recipients or categories of recipients to whom the personal data have been or will be communicated; the **right to rectification (art. 16):** (i) rectification of inaccurate personal data concerning you without undue delay and (ii) integration of your personal data, if incomplete; **right to erasure ("right to be forgotten") (Art. 17):** erasure of personal data concerning you without undue delay; **right to restriction of processing (Art. 18):** restriction of processing in the cases referred to in Art. 18; **right to data portability (Art. 20):** receipt in a structured, commonly used and machine-readable format of the personal data concerning you and in our possession and the right to transmit such data to another controller without hindrance from the data controller to whom you have provided them in the cases referred to in Art. 20; **Right to object to processing carried out pursuant to Article 6(1)(e) or (f) (Art. 21):** to object at any time, on grounds relating to your particular situation, to the processing of personal data concerning you pursuant to Article 6(1)(e) or (f), including profiling.

You also **have the right to lodge a complaint with the Data Protection Authority** if you believe that the processing of your personal data violates the provisions of the Regulation.

To submit requests relating to the exercise of your rights as listed above, **including the additional right to revoke the consent previously provided at any time if expressly requested**, the Data Subject may contact the Data Controller by sending their requests to the PEC address hr.carrarogroup@legalmail.it.

The withdrawal of consent to processing does not affect the lawfulness of the processing carried out on the basis of the consent previously provided.

The full text of the articles of EU Regulation no. 679/2016 governing the rights of the Data Subject is available on the website of the www.garanteprivacy.com Privacy Guarantor.

01.10.2026

The Data Controller

- **Carraro S.p.A**
- **Carraro Drive Tech Italia S.p.A.**
- **Driveservice S.r.l.**
- **Siap S.p.A.**