



PRIVACY NOTICE
(pursuant to articles 13 and 14 of regulation (eu) 2016/679)

INTRODUCTION

Teoresi S.p.A., Teoresi MedTech, IO.T Solutions S.r.l., Teoresi GmbH, Teoresi Inc., Teoresi SA in accordance with the applicable legislation, undertake to process your personal data in accordance with the principles of lawfulness, fairness, transparency, pertinence and minimisation established by Article 5 of EU Regulation 2016/679 “on the protection of natural persons with regard to the processing of personal data (“**GDPR**”).

We thus invite you (the “**Data Subject**”) to read the following privacy notice drawn up pursuant to Articles 13 and 14 GDPR.

DATA CONTROLLERS AND CONTACT POINTS

Your personal data will be jointly processed by the following Teoresi Group companies (the “**Joint Controllers**” or, simply, the “**Controllers**”):

- Teoresi S.p.A., with registered office in Turin, Via Perugia 24 – 10152 – VAT No. 03037960014;
- Teoresi MedTech S.r.l., with registered office in Bologna, Via Dei Trattati Comunitari Europei, 1957-2007, 15, 40127 – VAT No. 02828541207;
- IO.T Solutions S.r.l., with registered office in Turin, Via Perugia 24, 10152 – VAT No. 09723260965;
- Teoresi GmbH, with registered office in Brienner Straße 55, 80333 Munich (DE);
- Teoresi Inc., with registered office in 3001 West Big Beaver Road, Suite 306 – Troy, MI 48084 (US);
- Teoresi SA, with registered office in Via Crocicchio Cortogna, 6, CP 6105 – 6901 Lugano (CH).

Teoresi S.p.A., as the parent company, as required by the GDPR, has appointed a Data Protection Officer (“**DPO**”), who is responsible for monitoring compliance with the Regulation as well as for acting as a contact point with the Supervisory Authority.

Although the DPO has been appointed solely by the parent company and therefore has an institutional role only in relation to it, he may provide support and coordination to the other Joint Controllers.

Primary contact points:

Teoresi S.p.A.

Headquarters

via Perugia 24, 10152 Turin, IT
t. +39 011 240.80.00
info@teoresigroup.com
www.teoresigroup.com

P.IVA/CF 03037960014
REA TO-700669
Share capital € 1.000.000
teoresi.adm@pec.it

Company certifications available at www.teoresigroup.com/certifications

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[Classification: INTERNAL]



a) E-mail:

- dpo.ask@teoresigroup.com for information regarding the processing of personal data;
- privacy@teoresigroup.com to exercise the rights granted by the GDPR, as further described in the “**Data Subject Rights**” section of this notice.

b) Phone: +39 011.2408000

CATEGORIES OF DATA PROCESSED AND LEGAL BASIS FOR PROCESSING

The Data Controllers will process your personal data collected during the recruitment process and the establishment of the employment contractual relationship.

The processing will concern the following Data:

- a) Identification data: name, surname, tax code, postal code, nationality, address and country of residence, place and date of birth.
- b) Contact data: telephone number, email address.
- c) Other personal data: CV, cover letter, geographical area of interest, annual gross salary, willingness to travel, willingness to relocate, driving license, data relating to education and academic background, work experience, language proficiency, skills, seniority, personal experience, motivations and aspirations, data relating to previous/current position, and information regarding interviews and the progress of the recruitment process.
The processing of personal data referred to in points a), b) and c) will be carried out for the proper management of the candidate selection process and therefore for the performance of pre-contractual measures.
- d) Data relating to job vacancies and to the position which the Data Subject has applied for.
The processing of personal data referred to in point d) will be carried out for the purpose of sending communications concerning open positions and/or the ongoing recruitment process.
The legal basis for such processing is the Data Subject’s consent.
- e) “Special categories” of personal data, as defined in Article 9 of the GDPR: data relating to health (specifically, any possible inclusion in protected categories).
Processing of "particular" Data will be carried out only if strictly necessary to fulfil the obligations and exercise the Data Controllers’ or the data subject’s specific rights with regard to labour law, social security and social protection (e.g., the right to benefits provided for by law or by the future employment contract; the right to obtain special permits, etc.). The legal

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bases for this processing are the compliance with a legal obligation which the controller is subject to (with specific reference to Italian Law No 68/1999), and the execution of pre-contractual measures Data Subject is party to.

PURPOSE OF THE PROCESSING

The Data you provide will be used for the following purposes:

- manage the recruitment process;
- conduct interviews and assess candidates' qualifications, skills, experience, and suitability for roles and job vacancies;
- communicate with the data subjects regarding applications, interviews, updates on the recruitment process, outcomes;
- verify information provided by the data subjects;
- comply with legal and regulatory obligations related to recruitment and employment process;
- maintain records of recruitment activities for audit and reporting purposes;
- consider candidates for future job opportunities.

NATURE OF DATA PROVISION

Except for data as of point d) of the par. "Categories of data processed and legal basis for processing" the provision of your personal data is mandatory as their processing is necessary for the proper and successful management of the recruitment process and to allow the Data Controllers to fulfil the related legal obligations. Any refusal to provide such data makes it impossible for the Data Controllers to take into account the application within the context of the recruitment process and staff evaluation.

PROCESSING METHODS

In processing your personal data, the Joint Controllers adopt appropriate technical and organizational measures proportionate to the risk, in compliance with Article 32 of EU Regulation 2016/679.

Your data will be processed using electronic and digital systems that ensure security and confidentiality, as well as manually, for the stated purposes.

The processing will only be carried out by authorized people, either within the Controllers' offices or at the premises of any appointed Data Processors, so as specified in the "Data Processor" section of this notice.

DATA RECIPIENTS

Your Personal Data may be shared by the Company with the following subjects:

- our collaborators, employees in charge of data processing, as part of their duties,

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- suppliers and/or other qualified individuals who provide the Company with services or instrumental services for the management of the recruitment process (e.g. employment consultants),
- consultants who assist the Company in various ways especially with regard to legal, tax, social security, accounting and organisational aspects,
- any other subject who shall be informed on the basis of an express legal provision.

DATA RETENTION PERIOD

Please note that, in accordance with the principles of lawfulness, purpose limitation and data minimisation, your Data will be kept for the time necessary to achieve the purposes effectively pursued, pursuant to Art. 5 of the GDPR, at least until the conclusion of the selection and recruitment process for which they were collected for. The Data Controllers may retain the Data even afterwards, if it considers that processing needs related to further recruitment purposes and future selections of the candidate continue to exist.

In any case the retention period will not exceed:

- 5 years since the last relevant interaction.

DATA PROCESSOR

Your personal data may also be processed by third-party companies acting as Data Processors, pursuant to Article 28 of the Regulation, who carry out data processing activities on behalf of the Controllers, where such activities entail data processing.

RIGHTS OF DATA SUBJECT

As a data subject, you may exercise the rights provided for by Art. 15 et seq. GDPR against Teoresi, by sending a communication to privacy@teoresigroup.com. Your request will be processed by the Data Controllers within 28 days.

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