

## Information pursuant to Articles 12, 13 and 14 of EU Regulation 2016/679

Pursuant to the Regulation in question, dictated on the subject of "protection of individuals with regard to the processing of personal data", RSM Società di Revisione e Organizzazione Contabile S.p.A., hereinafter referred to as "Company" or "RSM"), in its capacity as "Data Controller", is required to provide certain information regarding the use of your personal data.

### 1. Source and nature of personal data

The personal data in the Company's possession are usually collected directly from the persons concerned and, occasionally, may come from third parties: such as schools, universities, training organisations, public and private personnel search and/or selection entities, public authorities, etc.

All personal data are processed in compliance with the Regulations and the confidentiality obligations that have always inspired RSM's activities.

It may happen that, following the curriculum vitae sent to us or, during selection interviews, the Company comes into possession of data that the Regulation (art. 9) defines as "special", i.e. data from which racial and ethnic origin, religious beliefs, political opinions, membership of parties, trade unions, associations or organisations of a religious, philosophical, political or trade union nature, sexual life, as well as state of health, may be inferred (e.g. trade union proxies; membership of so-called protected categories; participation in workers' representative bodies; results of medical examinations carried out in accordance with the law and the contract, certain public offices, etc.).

Any processing of your particular data is permitted and is made lawful by Article 6, letters a), b), c) and f) of the aforementioned Regulation.

## 2. Purpose of the processing for which the data are intended

Personal data are processed in the normal course of RSM's business for the purpose of personnel selection.

The consent of the person concerned is not required for the above-mentioned purpose.

## 3. Modalities of data processing

In relation to the purposes, the processing of personal data is carried out by means of manual, computerised and telematic tools with logics strictly related to the purposes themselves and, in any case, in such a way as to guarantee the security and confidentiality of the data, as well as respect for the freedoms and fundamental rights of the data subjects.

If the personal data of the data subject are not collected directly from him/her, the Data Controller, pursuant to Art. 14, letter g) of the Regulation, informs that no automated decision-making processes are implemented, including profiling as referred to in Art. 22, paragraphs 1 and 4.

## 4. Categories of persons to whom data may be disclosed and geographical scope of communications

For personnel selection activities, your personal data may be communicated to foreign companies, even if they belong to the same Group.

Within the Company, your data will be known to employees of the personnel department, data processors and other functions involved in the application.

## 5. Data Controller, Data Processor and Data Protection Officer

We inform you that the Data Controller is RSM Società di Revisione e Organizzazione Contabile S.p.A., with registered office in Milan, Via San Prospero, 1.

The Personal Data Protection Manager is the Company, domiciled for this purpose at the Company's registered office.

The Personal Data Protection Manager is Carmine Buoninconti, domiciled for this purpose at the registered office of the Data Controller.

The Data Controller, the Data Processor and the Data Protection Officer may be contacted at the following e-mail address: [privacy@rsmitaly.com](mailto:privacy@rsmitaly.com).

## 6. Duration of processing and storage of personal data

The processing referred to in this notice will last for a maximum of six months.

## 7. Rights of data subjects (Articles 15 to 22 of the Regulation)

Lastly, we would like to inform you that Articles 15 to 22 of the Regulation grant data subjects the exercise of specific rights. In particular, data subjects may obtain from the Data Controller, with regard to their personal data: access (Art. 15); rectification (Art. 16); erasure – oblivion – (Art. 17); restriction of processing (Art. 18); notification in case of rectification, erasure or restriction (Art. 19); portability (Art. 20); right to object (Art. 21) and non-submission to automated decision-making and profiling (Art. 22).