PRIVACY POLICY FOR CANDIDATES
ARTICLES 13 and 14 OF REGULATION (EU) 2016/679

Dear Candidate,
EU Regulation no. 679 of 27 April 2016 (hereinafter "the Regulation") provides for the protection of individuals with regard to the processing of their personal data..

We therefore invite you to read the privacy policy below and to consent to the processing of your personal data, where required.

C.O.I.M. S.p.A. – CHIMICA ORGANICA INDUSTRIALE MILANESE - (hereinafter also the "**Company**"), in the course of its business activities has a strict policy for the security and confidentiality of personal data of persons who enter into any kind of relationship with the Company ("data subjects"). Their data will therefore be processed lawfully and correctly, in conformity with the provisions of the Regulation.

Pursuant to Article 13 of the Regulation, the Company must provide you with specific information regarding the processing of your personal data and of special categories of your personal data (personal data and special categories of personal data are indicated below, together, as "**Data**").

IDENTIFICATION PARTICULARS OF THE DATA CONTROLLER

The Data Controller of your personal data is the company C.O.I.M. S.p.A. - CHIMICA ORGANICA INDUSTRIALE MILANESE, with registered office in Buccinasco (MI), via Delle Azalee no. 19, and sub-offices/production sites in Offanengo (CR), via Ricengo no. 21/23, and in San Martino in Strada (LO), via privata Fabrizio De Andrè no. 24, VAT NUMBER 00798810156.

IDENTIFICATION PARTICULARS OF THE DATA PROTECTOR OFFICER (DPO)

The Data Protector Officer (DPO) appointed by C.O.I.M. s.p.a. is Nicola Bernardi, who can be reached at the email address: dpo_coim_it@coimgroup.com.

PERSONAL DATA CONCERNING YOU THAT MAY BE COLLECTED

The Data collected refer to the information (personal details, contact details, education and training, photograph) contained in your Curriculum Vitae, or to the information you provided during the interview or in your application (e.g. data concerning your your family relationships and in-laws, data relating to your ownership interests in and administrative positions held at third-party companies, public entities, and nonprofit organizations), or information you have entered on the Company's website, or such Data are drawn from University databases or from your LinkedIn profile or other Social Networks. Data may also be collected based on the verification of references (if carried out), such as your affiliation with any institution, academic record, work history and other information relevant to determining your suitability as a candidate. Other than this, Data may also include information from your profile on professional networks (as applicable), photographs, notes taken during interviews, and comments from other parties such as contact persons, which may be generated during the personnel recruitment process. Data may be updated based on publicly available information and/or collected by third parties, and/or directly from you. The Company, through the service provided by external suppliers, may also carry out checks to define your personal and professional profile, where this is strictly necessary with respect to the role you will be assigned. The Company also reserves the right to check the veracity of the Data, particularly in relation to the qualifications obtained, previous work experience, professional appointments or institutional positions, also by contacting those

whom you indicate as company contact persons, as well as your previous employers and any other person/entity with whom you may have had dealings in the course of your work.

Data acquired shall not include personal beliefs, trade union or political affiliation or political, religious or trade union opinions, sexual orientation, marital or family or pregnancy status, disability, race, ethnic or national origin, colour, linguistic group, health status, disputes with previous employers ("**Special categories of data**", below), or facts that are not relevant when assessing your professional competences and aptitudes, unless these features affect the way you perform your job or are an essential and determining requirement for the job in question.

We kindly request you to promptly report any changes in your personal data to the relevant company office in order to ensure compliance with Article 5 of Regulation EU 2016/679, which requires data collected to be accurate and, therefore, up to date.

PURPOSES YOUR PERSONAL DATA CAN BE USED FOR

1) Purpose: the collection and processing of your Data are necessary in order to implement pre-contractual measures adopted for purposes connected with or instrumental to the Company's personnel headhunting and recruitment activities.
   Basis of the data processing**:** the provision of data pursuant to current data protection rules, including special categories of data within the aforementioned limits, is mandatory as it enables the Company to acquire adequate knowledge so it can assess candidates as part of the personnel recruitment process, and also to comply with applicable legal obligations and legislative and regulatory provisions. Failure to provide such data may make it impossible to engage in any personnel headhunting and recruitment activities and to institute the employment relationship.

2) Purpose: the processing of your data – in particular your personal details, contact details and information relating to your education and training – may also take place for purposes related to the recruitment process for future vacancies. This means it is useful to retain your data for a period longer than that required for the recruitment process; however, this period will not exceed 24 months.
   Basis of the data processing: your express consent, which you may freely give at the end of this privacy policy.

3) Purpose: the processing of your personal data concerning your your family relationships and in-laws, data relating to your ownership interests in and administrative positions held at third-party companies, public entities, and nonprofit organizations is also carried out for purposes related to the management of any reports of conflicts of interest.
   Basis of the data processing: the pursuit of the Data Controller’s overriding legitimate interests.

HOW WE KEEP YOUR PERSONAL DATA SECURE AND FOR HOW LONG

The processing of your Data shall be based on principles of correctness, lawfulness and transparency and may also be carried out using automated methods for storing, managing and transmitting said Data. Data will be processed using instruments and procedures that guarantee its security and confidentiality and avert the risk of loss, unauthorised access, unlawful use and data dissemination.

Your Data will be retained and stored for as long as necessary for personnel selection purposes and, in any case, for a maximum period of 12 months from the date of collection.

Your personal details, contact information and details of your education and training will, subject to your specific consent, be retained for potential future recruitment processes for a maximum period of 24 months from the date of collection. You may withdraw your consent at any time before the end of the specified period, without needing to give a reason.
Any other data contained in your CV will be deleted once the time required for the recruitment process has elapsed.

WHO WE SHARE YOUR PERSONAL DATA WITH

Your personal data may be accessed by employees of the Human Resources department, duly authorised, and by external suppliers who provide support in the supply of the services, and who will be appointed as Data Processors if necessary.

CONTACT PERSONS

If you wish to exercise your rights and make a report for any reason associated with the processing of your Data, you can send an email to the following address: privacy@coimgroup.com and dpo_coim_it@coimgroup.com.

YOUR DATA PROTECTION RIGHTS AND YOUR RIGHT TO FILE COMPLAINTS WITH THE SUPERVISORY AUTHORITY

You are entitled to request C.O.I.M. S.p.A.:

- ✓ to have access to Data concerning you, and to have such data corrected or erased;
- ✓ to have incomplete Data supplemented;
- ✓ to have the data processing restricted;
- ✓ to receive Data in a format that is structured and in common use and readable on an automatic device (portability);
- ✓ to revoke, at any time, any consent given in relation to the processing of your images;
- ✓ to oppose the use of your Data, in whole or in part, for legitimate reasons.

For any complaints or reports concerning the manner in which your Data is processed, we will do our best to address your concerns. Nevertheless, should you wish to do so, you can make a complaint or report to the Italian Data Protection Authority, using the contact details on the website www.garanteprivacy.it.

The Data Controller
C.O.I.M. S.P.A.

By selecting the options listed below, the Candidate acknowledges that they are freely giving their consent to the matters set out therein.

- o The Candidate consents to the processing of their personal details, contact details, information relating to their education and training for a maximum period of 24 months from the date of collection.

Place, date and legible signature of the Candidate _____