

Privacy notice to candidates pursuant to Art. 13 of Regulation (EU) 2016/679 on processing of personal data

The company Be Think, Solve, Execute S.p.A., with headquarters in Viale dell'Esperanto, 71 – 00144 – Rome, Italy – VAT Number 014834502091, (hereinafter, the “**Company**”), in its quality as data controller, informs you about how your personal data will be processed by the Company on the occasion of your spontaneous application or your answer to a specific job advertisement, by filing in the registration form available in the “Graduate”, “Experienced” or “Opportunities” sections, within the website <https://www.be-tse.it/> (hereinafter, the “**Website**”). Your personal data will be collected and processed by the Company in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of individuals with regard to the processing of personal data (hereinafter, the “**GDPR**”) and related implementing legislation (hereinafter, jointly referred to as the “**Regulation**”).

1. Data conferred and purposes of the processing by the candidates.

The personal data concerning you collected and processed by the Company are: (a) identification data, such as name, surname, place and date of birth, gender, address, telephone number and email address; (b) the data contained in your curriculum vitae; (c) other data voluntarily provided by you at the time of writing your cover letter. All data that you have provided by sending spontaneously your application or by answering to a specific job advertisement will be processed for the following purposes:

- (i) assessment of your profile, attitudes and professional skills;
- (ii) recruitment and selection of personnel;
- (iii) scheduling of recruiting activities for your potential inclusion within one of the companies of the Company's group, including: Be Think, Solve & Execute S.p.A., Be Consulting Think, Project & Plan S.p. A., Be Professional Services S.p.A., Be Solutions Think, Realize & Control S.p.A., Be Enterprise Process Solutions S.p.A., Be Poland Think, Solve & Execute Sp. z o. o., iBe Think Solve, Execute Ltd., targit GmbH, Be Think, Solve, Execute RO s.r.l., Be Ukraine Think, Solve, Execute LLC.

In this stage of research and selection of personnel, the Company only needs to collect the data related to the possible inclusion to protected categories, without further details; therefore, we invite you not to include any sensitive information in your curriculum vitae (relating, for example, to health status, religious beliefs and political opinions), with the warning that, if these are indicated, they will be immediately cancelled, unless the candidate gives express consent to the processing of this type of data.

2. Methods of processing.

For the above purposes, the data processing by the Company will be carried out by manual, computerized and telematics tools with methods strictly related to the purposes themselves and, in any case, aimed at ensuring the safety of data and the full compliance with the applicable legislation concerning the protection of personal data.

3. Legal basis of the processing.

The processing for the purposes indicated under paragraph 1 are carried out to process your job request with the Company and do not require your consent pursuant to art. 111-bis of Legislative Decree no. 196/2003.

4. Mandatory or optional nature of the provision of data.

The provision of personal data is optional and voluntary. Failure to provide your data could make it impossible to be included in the selection of interest.

5. Circulation and data communication.

Your personal data will be processed by, and made accessible only to, processors appointed by the Company.

Except for the above, your data will not be further communicated and/or disseminated outside the organization of the Company itself.

6. Place and period of data retention.

Your personal data will be stored on servers available to the Company located within the European Union. The Company will not transfer your personal data outside the European Union.

Your personal data will be kept by the Company for the entire calendar year in which your application is submitted and for the following calendar year. In case of update of a previously submitted application, the period of conservation allowed will be automatically renewed. If you wish to request the deletion of your data before the deadline indicated above, it will be sufficient to send a request to the e-mail address indicated in paragraph 8 of this Privacy notice.

7. Applicant's rights.

Pursuant to Articles 15-22 of the GDPR, if the conditions are met, you may exercise the following rights:

- a) access to your personal data;
- b) obtain a copy of the personal data provided by you (so-called portability);
- c) request the rectification of your data held by the Company;
- d) limit the methods of processing your data or oppose its processing;
- e) request the cancellation of any data for which there is no longer any legal basis for processing by the Company;
- f) the possibility of lodging a complaint with the Data Protection Authority.

8. Contact details for exercising your rights

The data controller of your personal data is Be Think, Solve & Execute S.p.A., with headquarters in Viale dell'Esperanto, 71 – 00144 – Rome, Italy – VAT number 014834502091. By writing to the e-mail address privacy@be-tse.it you may contact the data controller and exercise the rights indicated under paragraph 7 above.