

## **Privacy Policy for Candidates for the position of Statutory Auditor and Member of the Board of Directors of Hera S.p.A. pursuant to Articles 13 and 14 of EU Regulation 2016/679 (GDPR)**

### **Data subjects**

This policy is provided to candidates for the position of member of the Board of Directors and auditor of the Board of Statutory Auditors of Hera S.p.A. (hereinafter the “**Position**”).

### **Data controller**

The Data Controller is Hera S.p.A., with registered office in Bologna, Viale Carlo Berti Pichat no. 2/4, 40127, Tel. 051.287111 (hereinafter also referred to as the “**Company**”).

### **Data Protection Officer (DPO)**

The DPO is the Head of Privacy, Information Security Compliance, and QSA Regulations at Hera S.p.A. and can be contacted at Hera S.p.A., Viale Carlo Berti Pichat n. 2/4, 40127 Bologna, Italy, or by email at: [dataprotectionofficer@gruppohera.it](mailto:dataprotectionofficer@gruppohera.it).

### **Personal data processed**

Considering that the personal data has been acquired from sources other than the Data Subject, we inform you that the processing concerns the following categories of personal data:

- identification and personal details
- contact details
- other personal data necessary for the management of the application for the Position (e.g. *curriculum vitae*)

### **Source of personal data**

Considering that the personal data has been acquired from sources other than the Data Subject, we inform you that the Data Subject's personal data is provided by the shareholders of Hera S.p.A. in the exercise of their right to submit lists and/or vote for candidates for the Position.

### **Legal basis**

Compliance with a legal obligation to which the Data Controller is subject (processing is necessary to comply with obligations relating to the appointment and management of the Company's corporate bodies).

### **Purpose**

The personal data collected will be processed for the following purposes:

- completion of the formalities following the application for the Position, including verification of the subjective requirements and the absence of causes of ineligibility, incompatibility, and forfeiture provided for the Position by the Company's Articles of Association and by current legislation and regulations (including, for this purpose, the recommendations of the Corporate Governance Code to which the Company has adhered) and/or at the request of the public authority;

- in the event of appointment to the Position, fulfillment of the resulting obligations (including publication of personal data on the company website) provided for by the Company's Articles of Association and by current legislation and regulations (including, for this purpose, the recommendations of the Corporate Governance Code to which the Company has adhered) and/or at the request of the public authorities.

### **Nature of the provision**

The provision of data is necessary in order to proceed with the correct participation and completion of the appointment process. Failure to provide such data may result in non-admission to the selection and appointment process.

### **Recipients**

Personal data will be processed exclusively by persons authorized and formally appointed to perform these tasks, who have been identified, trained, and made aware of the constraints imposed by law.

The entire processing or phases thereof may be carried out on behalf of the Data Controller by third-party companies, whether or not belonging to the Hera Group, which will act as external data processors.

Personal data may be disclosed to companies belonging to the Hera Group and/or to third parties contractually linked to the Group companies or to persons delegated by the data subject.

Where necessary for contractual reasons or due to legal obligations or institutional purposes, in compliance with privacy regulations, personal data may be disclosed to third parties, competent authorities, and supervisory and control bodies.

Communication and/or disclosure of the Data Subject's personal data may be carried out in compliance with legal obligations or in accordance with the provisions of the competent authorities, including, in the event of appointment to office, publication on the Company's website.

### **Data transfers outside the European Union - European Economic Area**

Personal data will be processed within the European Union and stored on servers located within the European Union. Where it is necessary to transfer data to countries outside the EU/EEA, this will be done in accordance with the provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council of April 27, 2016 (known as the General Data Protection Regulation or GDPR).

### **Data retention period**

Personal data will be retained for a period corresponding to that required for the retention of company records and in accordance with legal obligations.

### **Rights of data subjects and right to lodge a complaint with the Supervisory Authority**

The data subject has the right to obtain, in the cases provided for, access to personal data and the rectification or erasure of such data or the restriction of processing or to object to processing (Articles 15 et seq. of EU Regulation 2016/679), by contacting the Data Controller directly by email at:

*heraspa@pec.gruppohera.it.*

The Data Subject also has the right to lodge a complaint with the competent data protection authority.

