OHM S.R.L.

PRIVACY NOTICE FOR CANDIDATES

pursuant to Art. 13 of the Regulation (EU) 2016/679 ("**GDPR**")

With this notice, the data controller wishes to provide you with details regarding the processing of your personal data handled as part of the candidate selection process.

Data Controller

Open Hub Med S.r.l., with registered office at Piazza V Giornate 10, 20129, Milan represented by its legal representative, is the data controller of your personal data (the "**Controller**" or "**OHM**").

The Controller can be contacted at the following email addresses: privacy@mediterradatacenters.com and dpo.mediterra@sgsolution.eu

mailto:info@cloudeurope.it**Categories of personal data processed**

According to the GDPR, personal data means: "*any information relating to an identified or identifiable natural person; an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person*" (the "**Personal Data**").

The GDPR also defines special categories of personal data, namely "*personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning a natural person's sex life or sexual orientation*" (the "**Special Data**").

As part of the selection process, OHM collects and processes the Data contained within your *curriculum vitae* and in particular:

- personal and identification data (*e.g.*, first name, last name, date of birth);
- contact data, such as residential or home address, email address, phone number;
- *path* professional, remuneration and other information present in your CV or provided by you in the context of the selection process.

Additionally, OHM may process your Special Data relating to your possible disability (*i.e.*, percentage of civil invalidity). During the candidate evaluation phase, OHM is not interested in acquiring further Special Data about you. For this reason, the Data Controller asks you not to provide them. In any case, should the Data Controller receive your Special Data, they will refrain from processing such information.

Providing your Personal Data is entirely voluntary; however, if you refuse to provide it, it will be impossible for the Data Controller to evaluate your application.

In any case, the Data Controller undertakes to ensure that the information collected and used is appropriate for the purposes indicated below and that this does not result in an invasion of your personal sphere.

Purpose and legal basis of processing

The Data Controller collects and processes your Personal Data only to the extent strictly necessary for the pursuit of the following purposes

a) Recruitment and selection of personnel

Your Personal Data will be processed by the Data Controller to assess your profile in order to possibly establish an employment relationship.

The processing of Your Data will be based on the lawful condition pursuant to Article 6, paragraph 1, letter b) GDPR, as the processing is necessary for the execution of a contract to which You are a party or for the execution of pre-contractual measures taken at Your request.

With reference to Your Special Data, in the only cases where the relevant processing is required by law, it will be based on the lawful condition pursuant to Article 9, paragraph 2, letter b) GDPR.

b) Fulfillment of a legal obligation

Your Personal Data will be processed by the Data Controller for the fulfillment of legal obligations that may be incumbent upon it in relation to the staff selection process.

If necessary, the processing will be based on the legality condition mentioned in Article 6, paragraph 1, letter c) GDPR. Regarding Your Special Data, the processing will be based on the legality condition mentioned in Article 9, paragraph 2, letter b) GDPR.

Processing methods

Personal Data are processed in compliance with the necessary security and confidentiality to ensure conformity with current regulations. The processing methods include: data collection at the company, collection and recording of such data for specific, explicit purposes, and the use of data in further processing operations only if compatible with the purposes for which such data were collected. Furthermore, processing may occur with the aid of electronic tools.

Communication of data to third parties

Your Data is not transferred to countries located outside the European Economic Area.

For the purposes listed above, the Controller may disclose your Personal Data to the following categories of recipients, who will process your Personal Data as data processors or as independent data controllers.

By way of example, but not limited to, the entities to which Personal Data may be disclosed are listed:

(i) group entities: the Controller, when necessary for the provision of the requested services, may share your Personal Data with the affiliated companies and subsidiaries of the Mediterra group;

(ii) suppliers and subcontractors: your Personal Data may be transferred to OHM suppliers and subcontractors only to the extent that such information is necessary for the provision of the requested services;

(iii) in exceptional situations, OHM may be obliged to disclose Your Personal Data to competent governmental authorities or other authorized persons, in compliance with legal obligations, or when necessary to protect the vital interests of OHM's employees, customers, or the public.

Retention periods:

Your Personal Data is kept by the Data Controller only for the time necessary to achieve the purposes mentioned above.

The Personal Data and, if applicable, the Special Data relating to you will be processed by OHM for 12 months from the receipt of your *curriculum vitae*, unless the selection or evaluation process of your application, previously started, has not yet been completed by the end of this period and unless there are judicial requirements or ongoing administrative checks on the expiration date of the retention period.

Should the selection process conclude positively, you will be provided with new information, and the Personal Data, and possibly the Special Data, already provided will be included in your personal file created at the time of your hiring; these will be processed by the Controller throughout the entire employment relationship, and subsequently kept for the time periods specifically identified by OHM and indicated in the information dedicated to employees.

Rights as a data subject:

During the period in which the Controller possesses or processes the Personal Data, you, as a data subject, can exercise the following rights at any time:

- right of access to the data;
- right to rectification of the data;
- right to erasure of the data;
- right to restriction of processing;
- right to object to processing;
- right to data portability;
- right to withdraw consent at any time;
- right not to be subject to an automated decision that has legal effects concerning your person.

Furthermore, you have the right to lodge a complaint with the Supervisory Authority (Italian Data Protection Authority, Piazza Venezia 11, 00187 - Rome, Italy, Telephone +39 06696771, E-mail: protocollo@gpdp.it, www.garanteprivacy.it).mailto:protocollo@gpdp.ithttp://www.garanteprivacy.it/

You can exercise your rights by contacting the Controller at the contacts indicated above.

Upd 20 May 2026