

DECLARATION ON THE PROCESSING OF PERSONAL DATA OF APPLICANTS

Data protection information for data subjects when processing personal data

This data protection information is provided by Enilive Austria GmbH (hereinafter referred to as the "**Company**" or the "**Controller**"). The Controller is the company that carries out the processing described below.

In accordance with Articles 13 and 14 of Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (hereinafter "**GDPR**"), the Company provides the following information on the processing of your personal data (hereinafter "**personal data**" or "**data**") in the context of applications sent directly to the Company (and not to be entered/uploaded via an Eni application platform) and in the context of applications received by the Company via recruitment service providers.

1. contact information in relation to the processing

If you have any questions in connection with the processing of personal data in the context of your application, you can contact the company at the following address:

Enilive Austria GmbH
Handelskai 94 - 96
1200 Vienna
Phone: 01 24070-0
E-mail: bewerbung.at@enilive.com

or under the following contact details: datenschutz.at@enilive.com.

2. contact details of the data protection officer ("DPO")

The data protection officer can be contacted at the following e-mail address: DPO@eni.com.

3 Categories of personal data

The personal data collected belongs to the following categories and can be collected directly.

a. Directly collected data

The Company may process data that you have provided directly via the CV (including attachments), e.g. so-called general personal data (such as name and date of birth, contact details, professional and/or personal experience, etc.).

b. Data collected by third parties

The Company may process data provided by third parties, e.g. the recruitment agency or references named by you, such as so-called general personal data (e.g. name and date of birth, contact details, professional and/or personal experience, etc.). The Company may also process data that you have published yourself, e.g. in professional networks (such as LinkedIn).

During the selection process, you may be asked to make audio and/or video recordings to check your level of a particular foreign language or to record an interview.

In any case, we ask you not to include in your CV any sensitive data or information from which such data can be inferred (e.g. on health status, political opinions, sexual life, etc.) and/or communicate it to the company during the interview or recording of audio/video content, unless this information is strictly necessary under the law for the selection and evaluation of the CV (e.g. belonging to protected categories, data required for immigration, etc.).

4 Purpose of data processing and its legal basis

- a) Legal purpose - processing necessary for compliance with a legal obligation to which the Controller is subject: Personal data may be processed without your consent if this is necessary to fulfil obligations arising from civil and tax regulations, from community law and from regulations, codes or procedures approved by public authorities and other relevant institutions. In addition, your personal data may be processed in order to respond to requests from the competent administrative or judicial authority and, more generally, data processing may be carried out to enable compliance with legal obligations or to carry out the application procedure in question if missing data would make it impossible for the data controller to proceed with the selection of the application at all stages of the selection procedure).
- b) Purpose of recruitment and selection of personnel - measures to fulfil a request from data subjects: Your personal data will be processed for the performance of personnel recruitment and selection activities in the interest of Enilive Austria GmbH. In particular, this data may also be used to send you organisational communications in connection with the selection or related activities (such as emails about the result, information about the recordings of interviews and/or language tests). Data processing is necessary for operational or contractual reasons, in particular if missing data would make it impossible for the controller to continue the application process at all stages of the selection procedure. These data are also processed electronically, registered in specialized company databases and used strictly and exclusively for the purposes for which they were collected.
- c) Legitimate interest of the Controller: The Controller may process your personal related data without your consent in the following cases in particular:
 - in the event of company reorganisations such as mergers, assignments or transfers of parts of the company in order to enable the processes required for the due diligence review and for the sale to be carried out. It is understood that the data required exclusively for the aforementioned purposes will be processed in as aggregated/anonymized a form as possible;
 - if this is necessary for the establishment, exercise or defense of rights of the owner or other companies belonging to the legally controlled area of Eni.

- Anonymous and aggregated analysis of the use of the competitions in which you have participated in order to recognise habits and preferences and improve the competitions.

5. Recipients of the personal data

In order to pursue the purposes mentioned in paragraph 4, your personal data will be processed by the departments responsible for your application at the controller (employees of the HR department and, if applicable, managers of the Controller) and may, if and to the extent necessary, be passed on to the following departments in particular:

- Police forces, security and judicial authorities and other public administrations for the fulfilment of obligations provided for in laws, regulations or EU or supranational legislation. In these cases, there is no obligation under applicable data protection laws to obtain the prior consent of the data subject for such communications;
- Companies, institutions or associations or parent companies, subsidiaries or associated companies and companies subject to joint control, as well as consortia, company networks and groupings and temporary mergers of companies and the persons belonging to them;
- Companies specializing in the selection of personnel on behalf of Enilive Austria GmbH or Eni S.p.A. and the companies directly or indirectly controlled by it or in which it holds an interest.

The Data Controller guarantees that the transfer of your personal data to the above-mentioned recipients will only concern the data necessary to fulfil the specific purposes for which they are intended. Your personal data will be stored in the Controller's databases and processed exclusively by authorized persons. The latter receive specific instructions on the methods and purposes of processing. Furthermore, this data will not be communicated to third parties, except as provided above and in any case within the limits indicated. Finally, we inform you that your personal data will not be disclosed, except in the cases described above and/or if required by law.

6 Transfer of personal data outside the EU

If it is necessary for the purposes mentioned in paragraph 4, your personal data may be transferred abroad to companies based outside the EU.

Some of these countries may not offer the same level of data protection as the country in which you are located. In this case, the data controller undertakes to process the data with the greatest possible confidentiality by taking all necessary measures and, where appropriate, by entering into agreements ensuring an adequate level of protection and/or by applying the standard contractual clauses provided for by the European Commission.

7. retention period

Your data will be stored in the electronic archives of the controller and protected by appropriate

security measures for as long as is necessary for the purposes specified in paragraph 4 and then deleted. If an employment relationship is established following the application process, your personal data will, where necessary and permissible, initially continue to be stored and then transferred to your personnel file. If your application is rejected, your personal data will be stored for seven months after the rejection has been sent, in accordance with the case law of the data protection authority. Your personal data may be retained for a later period if you have consented to such data processing or if a legal dispute arises, if the competent authorities so require or if the applicable legal provisions so provide.

8 Rights of the data subjects

You have the right at any time to obtain from the Controller (i) confirmation as to whether or not your personal data are being processed, and, where that is the case, access to the information referred to in Article 15 GDPR; (ii) rectification of inaccurate personal data concerning you or, taking into account the purposes of the processing, to have incomplete personal data completed; (iii) to request the deletion of your personal data if one of the reasons stated in Article 17 GDPR applies; and (iv) to request the restriction of the processing of your personal data in cases required by applicable law. You also have the right to object to the processing of your personal data for certain reasons if there are no legitimate interests of the controller. You can exercise these rights by writing to the contact details mentioned in paragraph 1 or by sending an email to the Data Protection Officer at the following email address DPO@eni.com.

Without prejudice to their right to initiate other administrative or judicial proceedings, Data Subjects also have the right to lodge a complaint with the Austrian Data Protection Authority or or to another data protection supervisory authority in the EU, in particular at your place of residence or work, if they believe that there has been a breach of their rights with regard to the protection of their Personal Data.