

# Privacy Policy

1. Introduction .....	3
2. What Personal data do we collect .....	4
3. How will we use the Personal Data that we collect and on which legal ground? .....	5
4. Websites and Cookies .....	8
4.1 Euronext Securities Milan Websites .....	8
4.2 Cookies technologies .....	8
4.3 Non-Cookies technologies .....	9
5. Disclosure of your Personal Data .....	9
6. Cross-border transfers of your Personal Data .....	10
7. Modalities of processing of your Personal Data .....	10
8. Retention of your Personal Data.....	10
9. Protection of your Personal Data.....	11
10. Your rights and how to exercise them .....	12
11. Applicants.....	13
11.1 The Personal Data we process .....	14
11.2 How and Why we process your Personal Data .....	15
11.3 Disclosure of your Personal Data .....	17
11.4 Retention of your Personal Data.....	18
12. Changes to this policy .....	18
13. Links .....	18
14. Information about the Data Controller and contact details .....	18
1. Introduzione.....	20
2. Quali Dati personali Raccogliamo .....	21
3. Come useremo i Data Personali da noi raccolti e su quale fondamento giuridico? .....	22
4. Siti web e cookies.....	24
4.1 Siti web di Euronext Securities Milano .....	24
4.2 Tecnologie associate ai cookies .....	25
4.3 Tecnologie diverse dai cookie .....	26
5. Divulgazione dei suoi Data personali .....	26
6. Trasferimenti transfrontalieri dei suoi Dati personali .....	27
7. Modalità di trattamento dei suoi Dati personali .....	27

8. Conservazione dei suoi Dati personali .....	27
9. Protezione dei suoi Dati personali .....	28
10. I suoi diritti e come esercitarli.....	29
11. Candidati .....	30
11.1 I Data personali che trattiamo .....	31
11.2 Come e perché trattiamo i suoi Dati personali .....	33
11.3 Comunicazione dei suoi Dati personali .....	34
11.3 Conservazione dei suoi Dati Personali .....	35
12. Modifiche della presente informativa .....	35
13. Link .....	35
14. Informazioni sul titolare del trattamento e dettagli di contatto .....	36

## 1. INTRODUCTION

1.1 This Privacy Policy explains how Monte Titoli S.p.A., a company of the Euronext Group (as defined below) having its registered office in Piazza degli Affari 6, Milano ("**Euronext Securities Milan**" or "**we**", "**us**" or "**our**"), acting in its capacity of data controller, collects information from you when you or a company with which you are connected:

- use our products or services;
- subscribe for alerts or newsletters from Euronext Securities Milan;
- apply for the participation to the services managed by Euronext Securities Milan;
- provide us information by filling in forms;
- download documents from the Website (as defined below) and/or in connection with the services offered by Euronext Securities Milan or subscribe for alerts or newsletters from Euronext Securities Milan;
- by participating to one of our events;
- visit or register to use <https://montetitoli.com> and <https://montetitoli.it> (the "Websites").

If you provide Personal Data directly to us or via third parties, in the following cases, please refer directly to section 11 that provides the information relating to these specific cases ("**Applicant(s)**") :

- You participate in a Euronext recruitment initiative,
- You voluntarily submit your resume to a representative of Euronext Securities Milan on an ad hoc basis,
- You apply for an advertised job,
- A recruiter provides your resume or details to Euronext Securities Milan,
- Euronext Securities Milan finds your CV / details in online searches e.g. LinkedIn,
- You are referred to an open position by an employee as part of the Euronext Referral Program.

This Privacy Policy applies to any and all job applications submitted and recruitment initiatives co-ordinated by Euronext Securities Milan.

**IMPORTANT:** should you send your resume via a recruiter with whom you have engaged with, we encourage you to read the relevant recruiter's data protection Privacy Policy to understand how your Personal Data is processed by such a recruiter who is a controller of your Personal Data independently of Euronext's concerned entity.

1.2 As outlined below, the modalities of processing of your Personal Data (as defined below) will change depending on the applicable purpose of processing above.

1.3 Please read this Privacy Policy carefully and re-visit this page from time to time to review any changes that may have been made.

1.4 Your data controller will be Euronext Securities Milan that will process any Personal Data (as defined below) we collect about you in accordance with applicable data protection laws. Euronext Securities Milan is part of the Euronext Group ("**Euronext Group**") which consist of Euronext N.V, a Dutch holding company, located at Beursplein 5, 1012 JW, Amsterdam, the Netherlands, and its affiliated companies.

1.5 In the event of any conflict between this Privacy Policy and the terms of a contract you have with us, the relevant provision of that contract shall prevail. Nothing in this Privacy Policy shall apply to the extent that it is incompatible with applicable data protection laws.

1.6 Effective Date: 21st June 2023

## 2. WHAT PERSONAL DATA DO WE COLLECT

2.1 "Personal Data" refers to information which does or is capable of identifying you as an individual.

The Personal Data we may process, which we may collect either directly from you or a company with which you are connected or from a third party, may include some or all of the following depending on the nature of the processing activity.

This processing shall be legally required depending of the activity of Euronext Securities Milan.

2.2 We will only collect information that is necessary for us to provide your company with the product or service requested. The type of information that we may collect will depend upon the nature of that service or product.

### 3. HOW WILL WE USE THE PERSONAL DATA THAT WE COLLECT AND ON WHICH LEGAL GROUND?

3.1 The following is an overview of Euronext Securities Milan's purposes for processing Personal Data. Please remember that additional information may be provided to you in a separate notice, or in our terms and conditions. In addition to 1.5, in the event of any conflict between any separate notice and our terms and conditions, our terms and conditions shall take precedence.

3.2 The purposes for which we process your Personal Data are to:

The following table details the legal basis ("**Legal Basis**") according to which and the reasons why ("**Purposes**") we obtain, collect and process your Personal Data.

LEGAL BASIS	PURPOSE
<p><b>CONTRACT</b></p> <p>It is necessary to process your Personal Data to enter into and perform our contracts with you .</p> <p>If you do not wish to provide us with your Personal Data for these purposes, we will not be able to enter into or perform our contract(s) with you.</p>	<p>We obtain, collect and process your Personal Data:</p> <ul style="list-style-type: none"> <li>• to process contract or application between Euronext Securities Milan and you;</li> <li>• to process applications from the company with which you are connected to list financial instruments (including debt, funds and equities);</li> <li>• to process applications for financial products including Legal Entity Identifiers (LEI), International Securities Identification Numbers (ISIN) and Net Asset Valuations (NAVs);</li> <li>• to review and publish announcements;</li> <li>• provide you with access to Euronext Securities Milan's websites and to enable you to use them;</li> <li>• test and improve the effectiveness of Euronext Securities Milan websites and to monitor parameters such as numbers of visitors, traffic data and demographic patterns;</li> </ul>

	<ul style="list-style-type: none"> <li>• to process your application to participate in dedicated programs organized by Euronext Securities Milan ; and</li> <li>• for invoicing, billing and commercial purposes.</li> </ul>
<p><b>LEGITIMATE INTERESTS</b></p> <p>We process certain of your Personal Data on the basis of our legitimate interests, such as in pursuit of our business or security interests or in the framework of the execution of a contract with a company with which you are connected.</p> <p>Where we process your Personal Data in pursuit of our legitimate interests we determine if such processing is necessary and we carefully consider the impact of our processing activities on your fundamental rights and freedoms. We will not process your Personal Data where our legitimate interests are outweighed by the impact on your rights and freedoms (unless otherwise required or permitted by law).</p>	<ul style="list-style-type: none"> <li>• We obtain, collect and process your Personal Data in order to:</li> <li>• to process contract or application between Euronext Securities Milan and the company with which you are connected in order for Euronext Securities Milan to provide with the services subscribed;</li> <li>• to process compliance of the company with which you are connected to the provision of the contract signed;</li> <li>• provide you with access to Euronext Securities Milan websites and to enable you to use them;</li> <li>• test and improve the effectiveness of Euronext Securities Milan websites and to monitor parameters such as numbers of visitors, traffic data and demographic patterns;</li> <li>• provide you with information (e.g. newsletters, reports, statements and other material which you sign up to receive ...);</li> <li>• respond to your enquiries;</li> <li>• conduct market research surveys linked to the services subscribed by the company with which you are connected ;</li> <li>• maintain a list of our business contacts;</li> <li>• tailor our services to match clients' requirements;</li> </ul>

	<ul style="list-style-type: none"> <li>• create products or services that may meet clients' needs;</li> <li>• to process your job/candidate application including to contact you in relation to interviews and/or offer you a job after the interview stage or to process any references you provide to us in the context of recruitment;</li> <li>• maintain the security and integrity of our premises, infrastructure and systems, and the safety of our employees, by using security measures including CCTV cameras.</li> </ul>
<p>LEGAL AND REGULATORY OBLIGATIONS</p>	<p>As a regulated company, we obtain, collect and process your Personal Data to comply with legal and regulatory obligations applicable to Euronext Securities Milan.</p>
<p>CONSENT</p> <p>We may send you direct marketing communications. Where these are electronic communications (email or telephone) we will have obtained your prior consent. In limited circumstances, where we have obtained your explicit prior consent, we may send you marketing communications in relation to carefully selected and relevant third party partners, whose products and services may be of interest to you. You may opt out of certain kinds of marketing, or all forms of marketing, by emailing us at the following address: <a href="mailto:dpo@euronext.com">dpo@euronext.com</a>.</p> <p>Alternatively, you can click on the "opt-out" link provided in all our marketing emails or follow the instructions in the My Account section of the Website.</p>	<p>Where applicable, we obtain, collect and process your Personal Data on the basis of consent for some specific marketing purposes (i.e. proposal of products &amp; services, invitation to events...).</p>

3.3 Your Personal Data may be processed either electronically or in hard copy form, both inside and outside the EU and the EEA, in accordance with Section 6.

## 4. WEBSITES AND COOKIES

### 4.1 EURONEXT SECURITIES MILAN WEBSITES

Euronext NV is responsible (the controller) for the website of Euronext Securities Milan.

By using these websites, you accept the practices described in this policy, we therefore advise you to carefully review all of its provisions.

Please note that the Euronext Securities Milan websites are general audience websites and Euronext Securities Milan does not knowingly collect personally identifiable information from persons under 18 years of age.

### 4.2 COOKIES TECHNOLOGIES

Cookies are small text files that are sent and stored on the user computer, smartphone or other device for accessing the Internet, whenever you visit a website. They are useful because they allow a website to recognize the user device, log when the user visits a particular page or provide a secure connection to a website, etc. Euronext Securities Milan undertakes to delete Cookies, which it is responsible for, from your computer after a duration of 12 months. At the end of this period, Consent will be obtained from you again.

Euronext websites use cookies for various purposes:

COOKIE TYPE	PURPOSE	DESCRIPTION
NECESSARY	Authentication Single Sign On	<p>Euronext Securities Milan websites use a specific type of cookie which is essential for the software to work properly and for ease of use.</p> <p>This is used to create a session ID for the user, so the system can identify the user as a unique individual, distinct from anyone else surfing on the Euronext Securities Milan websites, and grant him access across Euronext Securities Milan websites. It also allows the user to enter his\her credential only once the user.</p> <p>This information is not used or stored outside Euronext Securities Milan systems, and is held only temporarily while the user is accessing account pages and other pages which require unique and secure access. Without this cookie, such access could not remain secure.</p>



FUNCTIONAL	User Preferences User Settings	Functional cookies record information about choices that you have made. For example we put a cookie to remember your language choice to ensure you do not have to reenter the information each time you visit the page.  This cookie is necessary to offer the basic functionality of the Euronext Securities Milan websites, and to remember your personal settings. By storing your preferences, this cookie enables to browse easily on the Euronext Securities Milan websites.
ANALYTIC	Audience Analytics	Analytics technologies are used to collect information about how people use Euronext Securities Milan websites. These technologies store information about what pages you visit, how long you are on the site, how you got there and what you click on. The information collected aims at improving the Euronext websites to meeting the users' needs.

You can decide if a cookie from Euronext Securities Milan websites can be stored on your device. Euronext Securities Milan recommends that you leave the cookie active. By blocking, turning off or otherwise rejecting the cookie, some web pages may not display properly or the user will not be able to use any website services that require you to sign in. At any moment, you can delete cookies through the configuration of the consent and privacy options available in your browser.

### 4.3 NON-COOKIES TECHNOLOGIES

Euronext Securities Milan also enables the use of technologies that perform functions similar to cookie:

- some are used to determine whether messages have been opened and links clicked on. They do not place information on your device, but may work in conjunction with a cookie to monitor website activity.
- others are used for tracking and reporting aggregate usage patterns on the Euronext websites. No Personal Data is collected by these technologies.

## 5. DISCLOSURE OF YOUR PERSONAL DATA

5.1 We may share your Personal Data within the Euronext Group, both inside and outside the European Economic Area, as mentioned in Section 6, in order to provide our clients with our services. Access to your Personal Data is limited to those employees, agents and contractors of the Euronext Group who need access to it in order to provide you with our

services; to communicate with you (including, with your prior consent, to send you marketing communications); and to carry out legal or regulatory obligations.

5.2 We may also employ the services of third party service providers located both inside and outside the European Economic Area as mentioned in Section 6 to help us in certain areas, such physical security, marketing and market research. Where third party service providers receive your information we will remain responsible for the use of your Personal Data. We take appropriate steps to ensure that such third parties treat your Personal Data with the same consideration that we do.

5.3 We may from time to time be required to disclose your Personal Data to law enforcement bodies, regulators, agencies or third parties under a legal or court order. We act responsibly and take account of your interests when responding to any such requests.

## 6. CROSS-BORDER TRANSFERS OF YOUR PERSONAL DATA

6.1 We are an international organisation, with businesses both inside and outside of the European Economic Area ("**EEA**"), in particular in USA third party service providers who handle data on our behalf may be based in locations around the world, and we may also be subject to scrutiny from courts or regulators in a number of different jurisdictions. For these reasons, your Personal Data may be transferred to other countries both inside and outside of the EU and the EEA. As privacy laws in other countries may not be equivalent to those in your home country, we only make arrangements to transfer data overseas where we are satisfied that adequate levels of protection are in place to protect any information held in that country or that the service provider acts at all times in compliance with applicable privacy laws. Where required under applicable laws we will take measures to ensure that Personal Data handled in other countries will receive at least the same level of protection as it is given in your home country, for instance by entering into contracts incorporating the European Commission approved model contract clauses.

## 7. MODALITIES OF PROCESSING OF YOUR PERSONAL DATA

7.1 Your Personal Data are processed by electronic and non-electronic means for the time strictly necessary to achieve the objectives for which that information has been collected. Euronext Securities Milan implements appropriate technical and organizational measures so as to prevent losses and illegal or incorrect use of data, or non-authorized access.

## 8. RETENTION OF YOUR PERSONAL DATA

8.1 We will retain your Personal Data for as long as is reasonably necessary for the purposes listed in Section 3 above. In particular:

- Personal Data collected for mandatory purposes are retained for the period of time that is necessary to the provision of the required product or service, plus a maximum of 10 years from the termination of the services;
- Personal Data collected for the marketing purposes are retained for the period of time that is necessary to the provision of the required product or service and for the following 2 years;

At the end of the retention period your Personal Data will be either deleted or anonymized and aggregated.

8.2 However, in some circumstances we may retain Personal Data for longer periods of time, for instance where we are required to do so in accordance with legal, tax or accounting obligations. In specific circumstances we may also retain your Personal Data for longer periods of time so that we have an accurate record of your dealings with us in the event of any complaints or challenges.

## 9. PROTECTION OF YOUR PERSONAL DATA

9.1 Your Personal Data are dealt with in confidence and Euronext Securities Milan has taken appropriate technical and organizational security measures to protect your Personal Data against loss, misuse, alteration and/or destruction. These include, but are not limited to:

- Installing a firewall to prevent unauthorized access to our systems;
- Using secure servers;
- Ensuring the Personal Data are stored in physically secure accommodation.

Please be aware that the security measures mentioned above apply to systems under the control of Euronext Securities Milan, but that Euronext Securities Milan cannot ensure the security nor confidentiality of any information during its transmission when transmitted via means not under its control, notably the Internet, and that you are aware that data transmitted via such means may be intercepted by third parties.

If Euronext Securities Milan becomes aware of any security breach which results in unauthorized access of your Personal Data, Euronext Securities Milan will endeavor to inform you.

Euronext Securities Milan websites may provide hyperlinks to websites from other companies or persons. This policy does not apply to the use of such websites and we are not responsible or liable for any processing of your Personal Data via these third party websites.

9.2 In addition, if you share content from the Euronext Securities Milan websites via social media, your Personal Data will be visible to those visiting your personal pages on these social media websites. Euronext is not responsible or liable for any processing of your Personal Data via such media. This policy does not apply to the use of such social media.

## 10. YOUR RIGHTS AND HOW TO EXERCISE THEM

The table below sets out the rights which you have to address any concerns or queries with us about our processing of your Personal Data. Please note that these rights are not absolute and are subject to certain exemptions under applicable data protection law.

RIGHT	FURTHER INFORMATION
RIGHT TO BE INFORMED	You have the right to know your Personal Data is being processed by us, how we use your Personal Data and your rights in relation to your Personal Data.
RIGHT OF ACCESS	You have the right to ascertain what type of Personal Data Euronext Securities Milan holds about you and to a copy of this Personal Data.
RIGHT TO RECTIFICATION	You have the right to have any inaccurate Personal Data which we hold about you updated or corrected.
RIGHT TO ERASURE	In certain circumstances you may request that we delete the Personal Data that we hold on you. You have also the right to give post-mortem instructions regarding your Personal Data.
RIGHT TO RESTRICTION OF PROCESSING	You have the right to request that we stop using your Personal Data in certain circumstances including if you believe that the Personal Data we hold about you is inaccurate or that our use of your Personal Data is unlawful. If you validly exercise this right, we will store your Personal Data and will not carry out any other processing until the issue is resolved.

RIGHT TO OBJECT	Where we rely on our legitimate interests to process your Personal Data, you have a right to object to this use. We will desist from processing your personal information unless we can demonstrate an overriding legitimate interest in the continued processing.
RIGHT TO DATA PORTABILITY	In case the processing is based on your consent or a contract conclude with you, you may request us to provide you with certain Personal Data which you have given us in a structured, commonly used and machine-readable format and you may request us to transmit your Personal Data directly to another controller where this is technically feasible.

You can exercise the rights mentioned above in accordance with the “Data Subject Rights Request Information Procedure” through the modalities set out in Section 13 below or by submitting a request through the following form.

## 11. APPLICANTS

This section only applies to Personal Data which you may provide directly to us or via third parties, in the following cases :

- You participate in a recruitment initiative
- You voluntarily submit your resume to a representative of Euronext Securities Milan on an ad hoc basis
- You apply for an advertised job
- A recruiter provides your resume or details to Euronext Securities Milan
- Euronext Securities Milan finds your CV / details in online searches e.g. LinkedIn
- You are referred to an open position by an employee as part of the Euronext Referral Program.
- This section applies:
- to any and all job applications submitted and recruitment initiatives co-ordinated by Euronext Securities Milan,
- up to the point at which we decide not to continue the recruitment process with you or when you start working for us (if applicable). On this latter case, the way we process your Personal Data will no longer be dealt with under this Privacy Policy, but will instead be governed by our Data Privacy Notice.

**IMPORTANT:** sections 4, 5, 6, 7, 9, 10, 12, 13 and 14 of this Privacy Policy apply to Applicants.

## 11.1 THE PERSONAL DATA WE PROCESS

As part of the recruitment and job application process, we collect the Personal Data that you / your agency / your referrer submit to us, which may include:

PERSONAL DETAILS	This may include general Personal Data such as your name, gender, residential address, email address, contact telephone numbers, nationality, marital status, etc.
DETAILS ABOUT YOUR PREVIOUS EMPLOYMENT	Such as the former company names, length of service, business titles and details on your previous roles.
QUALIFICATIONS	Such as your skills, education, the languages you speak (including your level of proficiency), your eligibility to work in a particular country (e.g. minimum legal age to work, citizenship or visa details), your experience in the job you apply for and other industries, etc.
PREFERENCES	Such as positions you may be interested in, information about when you may be available to interview and/or start date for Euronext Securities Milan or work on ongoing basis (e.g. full or part time or on weekends), whether you are open to relocation or working remotely, whether you are willing to travel for work and whether you have your own transport.
PUBLICLY AVAILABLE INFORMATION	Details about you which we gather from publicly available sources over the internet and your social media accounts where such searches are relevant to the job you have applied for within Euronext Securities Milan.
MEDICAL RESULTS	Where legally applicable (Italy, Portugal, United Kingdom and Ireland), results on aptitude and/or pre-employment medical tests which we may ask you to undergo after accepting our offer of employment.

OTHER INFORMATION	Details you may provide us in response to our queries or questions at interview stage (including information about you which we generate throughout the interview and/or recruitment process), at reference check stage, to complete psychometrics tests (where applicable) or details required where mandatory in the respect of local requirements laws.
-------------------	--

If you apply for a position through the “Apply with LinkedIn” option, we may use the information you have previously provided to LinkedIn to populate your application. You are free to remove some details.

The main mandatory information we need to proceed with your recruitment is your resume. You may remove Personal Data from your resume.

It is necessary for us to process your Personal Data in order to assess your job application and/or include you in a recruitment initiative. Ultimately, it may also be necessary for us to process your Personal Data in order to take steps to offer and enter into a contract of employment with you. In the event that you do not wish to provide us with your Personal Data for the purposes outlined in this Privacy Policy, we will not be able to assess your job application and/or include you in a recruitment initiative and/or offer you a contract of employment.

Please note that should you include information you think is relevant to your job application or the recruitment initiative, including cover letters, references from your previous employers and other documents you see fit. For information containing Personal Data, we will hold and process any such Personal Data in accordance with the terms of this Privacy Policy.

## 11.2 HOW AND WHY WE PROCESS YOUR PERSONAL DATA

The following table details the key context for which ("**Legal Basis**") and why ("**Purposes**") we collect, obtain and process your Personal Data within Euronext Securities Milan. The third parties and those within Euronext with whom we may share your Personal Data ("**Recipients**") are detailed in section 5 and 6 of this Privacy Policy.

LEGAL BASIS	PURPOSE
<p data-bbox="209 342 542 371"><b>LEGITIMATE INTERESTS</b></p> <p data-bbox="209 443 746 613">It is necessary to process your Personal Data where it is necessary for the purpose of initiate and facilitating the recruitment process.</p>	<p data-bbox="782 342 1372 421">We obtain, collect and process your Personal Data:</p> <ul data-bbox="782 443 1372 1921" style="list-style-type: none"> <li data-bbox="782 443 1372 613">• to process your job application, including to contact you in relation to interviews and/or offer you a job after the interview phase ;</li> <li data-bbox="782 636 1372 759">• to assess your Personal Data against vacancies which we think may be suitable for you ;</li> <li data-bbox="782 781 1372 904">• to request information from third parties such as qualifications and references ;</li> <li data-bbox="782 927 1372 1196">• to carry out background checks which aim to verify details you have provided to us, potentially using third party sources in UK &amp; US. You will be notified in advance of the use of third parties for the background check.</li> <li data-bbox="782 1218 1372 1386">• to retain your information in order to contact you in relation to future vacancies within Euronext Securities Milan may be of interest to you;</li> <li data-bbox="782 1408 1372 1487">• to collect feedback on and evaluate the recruitment process ;</li> <li data-bbox="782 1509 1372 1632">• to promote internal and external recruitment events such as job fairs, campus events... ;</li> <li data-bbox="782 1655 1372 1921">• where legally applicable (Italy, Portugal, United Kingdom and Ireland), to assess if you are fit to work or not fit to work (e.g. where you suffer from a health condition which may affect your work capacity).</li> </ul>



<p><b>COMPLIANCE WITH A LEGAL OBLIGATION</b></p> <p>It is necessary to process your Personal Data in order to comply with legal obligations imposed on us as an employer under applicable Irish and European Union law.</p>	<p>We obtain, collect and process your Personal Data in order to comply with legal obligations, which may include:</p> <ul style="list-style-type: none"> <li>• to comply with European Union employment, equality and health &amp; safety law ;</li> <li>• to comply with European Union Tax Law ;</li> <li>• to comply with other applicable European Union laws .</li> </ul>
---	---

**IMPORTANT :**

When we process your Personal Data based on our legitimate interests, we make sure to consider and balance any potential impact on you and your data protection rights. We will not use your Personal Data for activities where our interests are overridden by the impact on you (unless we have your consent or are otherwise required or permitted by law).

We will only use your Personal Data for the purposes for which we collect it (as outlined in this section), unless we reasonably consider that we need to use it for another reason and that reason is compatible with the original purpose. If we need to use your Personal Data for an unrelated purpose, we will notify you in accordance with section 11 of this Privacy Policy and we will explain the legal basis which allows us to do so.

**11.3 DISCLOSURE OF YOUR PERSONAL DATA**

We may disclose some or all of your Personal Data to the following parties :

- Internal business units such as Human Resources, IT, Finance/Payroll, Managers, system administrators, our trusted third party service providers and our IT service providers;
- Your previous employers when you have provided them as a reference third parties that may be contacted to provide additional information related to your previous work experiences;
- Recruitment agencies;
- Regulatory authorities;
- Outsourced service providers who assist Euronext Securities Milan with recruitment initiatives and campaigns such as recruitment agencies, technical test assessment, background check and health assessment companies (where applicable);etc.
- Professional advisors such as legal advisors, consultants and accountants.

## 11.4 RETENTION OF YOUR PERSONAL DATA

Where you are a successful job applicant, the Personal Data generated by us and provided by you over the course of the job application/recruitment process will be retained by us for the purpose of your contract of employment. Such Personal Data will be retained in accordance with our Staff Data Protection Policy and Retention Policy (which will be available to you when you commence employment).

Where you are an unsuccessful job applicant, we will retain your Personal Data for a period of up to 12 months after the time it is determined that your application has been unsuccessful for the purposes of both contacting you in relation to future vacancies within Euronext which we think may be of interest to you and, for the purpose of defending any potential employment equality claims.

Please note that in certain circumstances, we may hold your data for a longer period, for example, if we are processing an ongoing claim or believe in good faith that the law or a relevant regulator may reasonably in our view expect or require us to preserve your Personal Data.

## 12. CHANGES TO THIS POLICY

12.1 Any changes we make to this Privacy Policy will be notified in advance and detailed on this page in order to ensure that you are fully aware of what Personal Data is collected, how it is used and under what circumstances it will be disclosed.

## 13. LINKS

13.1 The Website may contain links to other websites. Please be aware that we are not responsible for the privacy policies of such other sites and we would advise you to read the privacy statements of those sites.

## 14. INFORMATION ABOUT THE DATA CONTROLLER AND CONTACT DETAILS

14.1 Your data controller will be Euronext Securities Milan. In all cases, if you have any complaints or queries relating to the processing of your Personal Data by any member of Euronext Securities Milan, or to exercise any rights in respect of your Personal Data, you should contact us in one of the following ways (you can refer to the following ["Data Subject Rights Request Information Procedure"](#)):

- by sending a request to us at [dpo@euronext.com](mailto:dpo@euronext.com) .

- By sending a letter to the following address:  
Euronext  
Compliance Department  
Data Protection Officer  
14, place des Reflets – CS30064  
92054 Paris la Défense.
- By submitting a request through the [following form](#).

14.2 In relation to the Website, you can update, correct or delete your Personal Data by referring to the "Pagina personale / Personal page " section of the Website. You can also use this area of the Website to prevent us from sending you direct marketing communications.