



PRIVACY NOTICE TO THE DATA SUBJECT REGARDING THE PROCESSING OF PERSONAL DATA IN THE CONTEXT OF WHISTLEBLOWING - MYGO PLATFORM PURSUANT TO ART. 13 OF EU REGULATION 2016/679

The company RGI S.p.A. with registered office in Milan, Via San Gregorio no. 34 ("**Data Controller**"), as data controller, informs you pursuant to Article 13 of EU Regulation 679/16 ("**GDPR**"), that the personal data collected as part of the so-called *whistleblowing* reports made by users who access the My Governance platform ("**Mygo**") of Mygo S.r.l. will be processed by the Data Controller in the following modalities and for the following purposes.

In particular, the Data Controller has appointed the company Mygo S.r.l., with registered office in Rome, Via del Corso no. 92 - 00186, which manages the Mygo platform, as data processor pursuant to Article 28 GDPR.

- 1) The personal data ("**Data**" or "**Personal Data**") provided by you on the online communication platform ("**Platform**") Mygo as a user ("**Data Subject**") of the same Platform when filling in the reporting procedure and forwarded to the competent Evaluating Bodies designated by the Data Controller upon receipt and management of the report and the processing of your Data (Internal Compliance Committee and Supervisory Board). Specifically:
 - **Identification Data**: personal data such as, for example, name, surname, tax code, telephone number, and in case of employee of the Controller, current position and at the time of the reported event, as well as additional personal data (possibly contained in the reports) provided by you when filling in the fields provided by the Platform;
 - **Special categories** of data and data relating criminal convictions and offences that may be contained in the report and in the documents attached thereto, referred to you and provided by you or collected upon request of the competent Evaluating Body of the Data Controller, also following the verification of the accuracy of the report;
 - any **further Data** that may be or become available to the Data Controller, through its Data Processor and sub-processor, also as a result of the activities aimed at verifying the validity of the report itself, always in compliance with the applicable laws.

Data that are clearly not useful for the processing of a specific report are not collected, or if accidentally collected, are deleted immediately.

In accordance with applicable relevant regulations, it will always be possible to send an anonymous report by ticking the relevant box. In this case, the mandatory fields relating the information that makes you identifiable such as name, surname and tax code will be automatically blacked out and cannot be filled in.

- 2) Your Personal Data shall be processed for the following purposes and legal bases.

Sede legale:
Via San Gregorio 34
20124 Milano
t +39 02 22190111
f +39 02 22190100

Capitale Sociale € 2.522.319 i.v.
P.IVA 13251500156
C.F. 06602910017

Società soggetta a direzione e coordinamento di Irene Investments S.à r.l.

Sede amministrativa:
Via Cesare Pavese 6
10015 Ivrea, TO
t +39 0125 935111
f +39 0125 935100

info@rgigroup.com
www.rgigroup.com



- A) Your Personal Data shall be processed without your prior consent,
- (i) pursuant to Art. 6(1) (c) of the GDPR (legal basis of Personal Data: fulfilment of legal obligation) and pursuant to Art. 9(2) (c) and 10 of the GDPR (legal basis of Special Categories of Data and data relating criminal convictions and offences: fulfilment of legal obligation) in particular for the fulfilment of the obligations under art. 4 of D.Lgs. 24/2023 transposing the Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 concerning the protection of persons who report violations of Union law and laying down provisions concerning the protection of persons who report violations of national regulatory provisions, as well as art. 6, c. 2-bis D.Lgs. 231/01, introduced by L. 179/2017;
 - (ii) pursuant to Art. 6(1) (f) of the GDPR (legal basis: pursuit of legitimate interest of the data controller) in particular for preventing and repressing unlawful acts, also under a disciplinary stand-point, as well as protecting the rights and legitimate interests of the Data Controller and/or third parties, also before the court: the interest of the Data Controller corresponds with the constitutionally acknowledged right of action (art. 24 Cost.) and, as such, prevails over the interests of the individual concerned.
- B) Your Personal Data shall be processed with your prior specific consent that will be specifically requested before processing your Data, for the purposes indicated below:
- (i) in the course of disciplinary proceedings against the alleged perpetrator of the alleged conduct, where the identity of the whistleblower is indispensable to the defence of the person to whom the disciplinary charge has been challenged.
 - (ii) where disclosure of the identity of the whistleblower is also indispensable for the defence of the person concerned.
- In this case, you will be notified in writing of the reasons for the disclosure of your Data.
- 3) The processing of your Data is carried out, both via hardcopy (paper) and electronic modalities, according to the logics correlated to the above-mentioned purposes and, in any case, in such a way as to guarantee the security and confidentiality of the data, by means of data collection, registration, organization, consultation, processing, modification, selection, extraction, comparison, use, interconnection, blocking, communication, cancellation and destruction of data. The Data Controller has also adopted technical and organizational security measures to minimize the risk of destruction and loss (even accidental) of the Data, as well as unauthorized access/use or use incompatible with the initial purpose of collection.
- 4) The provision of Data for the purposes mentioned above is free and optional and, failing that, there will be no consequences except for the inability to proceed further with the report. In any case, unless you choose not to provide your data to the Data Controller, you can make the so-called whistleblowing report anonymously.

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- 5) The Data can be accessed for the above mentioned purposes by the personnel of the Data Controller, specifically appointed as person in charge and responsible for the management of the report. In particular, as regards the violations set forth by Legislative Decree no. 231/2001 subsequent amendments and integrations, the persons in charge are identified as no. 3 (three) members of the Supervisory Board, while, as regards to the violations set forth by D.Lgs. 24 of 2023, as well as of the Code of Conduct and the company policies, as no. 3 (three) employees each from the Legal, Compliance, HR & Academy.
- 6) The Data may also be communicated at their request, for the above purposes, to consultants, lawyers, professional firms that provide legal assistance to the Data Controller, as well as to the competent public authorities (e.g. judicial authorities) who will treat them as independent controllers. In accordance with the applicable legislation, the identity of the reporting agent will be disclosed only in the cases referred to in paragraph 2 above. B.
- 7) **Transfer of personal Data:** the Data may be transferred outside the national territory to EU countries, but may also be transferred outside the European Union. Any possible transfer of Data subject's Data to extra-EU countries, may take place only when necessary to pursue the above mentioned purposes, in particular with reference to the transfer of Data to companies of RGI Group. Such transfer will take place on the basis of an adequacy decision pursuant to Article 45 GDPR or, in any case, in compliance with the appropriate safeguards provided by applicable law and Articles 46 and 47 GDPR.
- 8) **Data retention:** The data will be kept for a period of time not exceeding the time necessary to carry out the above-mentioned purposes and the fulfilment of all the procedures related to the report. In particular for a period not exceeding five years from the date of notification of the final outcome of the reporting procedure, and where necessary and applicable, for the duration of any proceedings initiated and until the relevant judgment has become final. Data relating to reports that prove to be unfounded at the outcome of the investigation will be immediately deleted. Data processed with your explicit consent for the purposes referred to in paragraph 2.B of this privacy notice will be retained for the duration of the legal dispute and in any case until your consent is revoked.
- 9) **Data subject's rights:** The Data Controller informs you that you, as Data Subject, where the limitations provided by law are not applicable, have the right to:
 - obtain confirmation over the existence or inexistence of Personal Data relating you, even if not yet registered, and their communication in a comprehensible way;
 - obtain the indication and, if necessary, the copy of the: a) source and category of the Personal Data; b) logic applied in case the processing is performed by means of electronic instruments; c) purposes and modalities of the processing; d) identification references of the Data Controller and the Data Processors; e) subjects or categories of subjects to whom Personal Data may be communicated or who may come to know, in particular if recipients are extra-EU countries or international organizations; e) period for which the Personal Data

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- will be stored, or if that is not possible, the criteria used to determine that period; f) existence of an automated decision-making process and, in this case, information about the logic involved, the significance and consequences for the data subject; g) existence of adequate safeguards in case of transfer of Personal Data to an extra-EU country or international organization;
- obtain, without undue delay, the update, the rectification or, whether you are interested, the integration of incomplete Data;
 - revoke the consents granted at any time, easily, without impediments, using, when possible, the same channels used to provide them;
 - obtain the cancellation, the transformation into anonymous form or blocking of the Data:
 - a) processed in breach of the law; b) no longer necessary in relation to the purposes for which the Data have been collected or subsequently processed; c) if you withdraw consent on which the processing is based and there is no other legal ground for the processing; d) if you object to the processing and there are no overriding legitimate grounds for the processing; e) in compliance with a legal obligation; f) referred to children. The Data Controller may refuse to erase them when the processing is necessary: a) to exercise the right of freedom of expression and information; b) in compliance with a legal obligation, for the performance of a task carried out in the public interest or in the exercise of official authority; c) for reasons of public interest; d) to achieve purposes in the public interest, scientific or historical research purposes or statistical purposes; e) for making legal claims;
 - obtain the restriction of processing when: a) the accuracy of the Personal Data is contested; b) the processing is unlawful and the data subject opposes the erasure of the Personal Data; c) Data are required by you for your exercising of legal claims; d) pending verification whether the legitimate grounds of the controller override those of the data subject;
 - oppose, in whole or in part for lawful grounds to the processing of Personal Data regarding you, even if pertaining the purpose of Data collection;
 - submit a data protection complaint to the competent supervisory authority.

In the cases mentioned above, where necessary, the Data Controller will inform the third parties to whom your Personal Data are communicated of the possible exercise of rights by you, except in specific cases (e.g. when this proves impossible or involves the use of means clearly disproportionate to the protected right).

The rights listed above may not be exercised with reference to whistleblowing reports received by the Data Controller when, by way of example, the exercise of such rights (e.g. by the reported person) may lead to an actual and concrete prejudice to the confidentiality of the identity of the person who reports violations of which he or she has become aware by reason of his or her employment relationship or duties (in accordance with art. 2-undecies of Legislative Decree. 196/2003, as amended - last, by Legislative Decree. 24/2023).

You may exercise these rights at any time by contacting the Data Controller through the channels identified in this privacy notice.

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10) **Data Controller:** Data Controller is RGI S.p.A. with registered office in Milan, Via San Gregorio no. 34, privacy@rgigroup.com.

11) **11) Changes and updates:** This privacy notice is fully applicable. The Data Controller may, however, make changes and/or amendments to this privacy notice, also as a consequence of the full effectiveness of the applicable legislation and any subsequent regulatory changes. The text of the updated privacy notice will be published on the Company's web site and Company's intranet.

12) **Appointment of Data Protection Officer:** We inform you that we have appointed a Data Protection Officer whose contact details are available on the website www.rgigroup.com and who can be contacted at the following email address: dpo@rgigroup.com.

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