

Information pursuant to articles 13 and 14 of Regulation (EU) 2016/679 of 27 April 2016 – General data protection regulation

Dipharma Francis s.r.l., with legal seat in Baranzate (MI), via Bissone 5, tax code and VAT no. 09971080156 (hereinafter, “**Dipharma**”), informs you that the data you provide will be processed in accordance with data protection law (Regulation (EU) 2016/679 of 27 April 2016, hereinafter the “**GDPR**”) and for the purposes and in the manner outlined in the present document.

1. Controller

The data controller is Dipharma Francis s.r.l., with legal seat in Baranzate (MI), via Bissone 5, tax code and VAT no. 09971080156, which may be contacted:

- by e-mail at the address: privacy@dipharma.com
- by post at the address:

Dipharma Francis s.r.l.

Human Resources

via Bissone, 5

20021 Baranzate (MI) - Italy

2. Purposes and legal basis for the processing

Dipharma will process your data upon your request, in order to evaluate your job application for possible vacancies available in Dipharma and for the subsequent selection process, as well as for the assessment, activation, management and administration of PhD programmes, internships, research collaborations and other scientific or training activities carried out in cooperation with universities, research institutions or other organisations.

Dipharma will process the data you spontaneously provided by compiling or transmitting your *curriculum vitae* and the further data (biographical data, contact information or information relating to previous work or training experiences) which may be requested to you during the selection process, or during the establishment and management of a PhD programme, internship or research collaboration.

For such purposes, Dipharma may process identification data, contact details, academic and professional information, information relating to educational background, research activities, qualifications and any additional information necessary for the management of the relevant programme or collaboration.

Personal data may be collected directly from the data subject or may be provided by universities, research institutions, funding bodies or other organisations involved in the relevant programme or collaboration.

The provision of data is not mandatory, but the failure to provide such data may affect the evaluation of your job application or the possibility of establishing and managing the relevant PhD programme, internship or research collaboration.

3. Recipients

Your data may be transferred, for the sole purpose of carrying out interviews and allowing compliance with the controller's obligations relating to the conclusion of an employment or collaboration contract or to the establishment, management and administration of PhD programmes, internships, research collaborations and related activities, to the subjects listed below, who will process them – on the basis of specific agreements – as data processor pursuant to article 28 of GDPR.

- Surveillance company
It will have access only to biographical data for the purpose of controlling accesses to the premises.
- IT consultant: OTS S.p.A.
The transfer will concern only the data which is necessary for the provision of IT consultancy services.
- Labour consultant
The transfer will concern only the data which are necessary for the conclusion of the employment or collaboration contract.
- Doctor

The transfer will concern biographical data and information on the work assignments, for the sole purpose of the pre-hiring examination.

Personal data may also be shared, where necessary, with universities, research institutions, funding bodies and other entities involved in the relevant programme or collaboration.

4. Storage period

The data collected for the examination of your job application will be stored for a period of 2 years since the transmission of the application, for the purpose of comparing your profile with possible vacancies that may open within the company.

For PhD students, interns and research collaborators, personal data will be retained for the duration of the relevant programme or collaboration and thereafter for the period necessary to comply with legal obligations, protect the Company's rights and manage any potential disputes.

5. Data subject's rights

The data subject may request from Dipharma:

- access to, rectification or erasure of personal data, restriction of the processing, or may object to the processing, pursuant to articles 15-18 and 21 GDPR;
- data portability, pursuant to article 20 GDPR.

For the exercise of the rights above, the data subject may contact Dipharma by e-mail at the address: privacy@dipharma.com.

The data subject may also lodge a complaint with a supervisory authority.

Baranzate (MI), 05 August 2026