NOTICE ON THE PROCESSING OF PERSONAL DATA FOR EMPLOYEES/CANDIDATE EMPLOYEES AT CREDIABANK S.A.

CrediaBank S.A., which is based in Chalandri, at 260-262 Kifissias Avenue (phone no. 210 3669000) (hereafter the "Bank"), taking into account the personal data of its employees is of great importance, hereby informs you in accordance with Regulation (EU) 2016/679 and the relevant provisions of the applicable Greek legislation on the protection of personal data, in its capacity as controller of the type of personal data it collects, the reason they are collected and processed, how long they are retained, and your rights as employees of the Bank.

1. Who are meant as employees?

Employees for the purposes hereof are employees with either a contract of employment, a work contract or a contract for the provision of independent services to the Bank, as well as candidates for employment.

2. Which personal data are collected by the Bank?

a) Your identification data: name, surname, father's name and mother's name, ID card number, Tax Identification Number (TIN), AMKA, sex, nationality, date and place of birth.

b) Your contact information: your postal and e-mail address, telephone number, (fixed, mobile).

c) Your professional qualifications: CV, degrees, diplomas or certificate of studies, professional certifications, licenses to practice.

d) Your family status data and your dependent member data to the extent necessary for the fulfillment of the statutory obligations of the Bank.

e) Health data to the extent necessary to assess your ability to work and to the extent that it affects the functioning of the employment contract or is a condition for the fulfillment of the Bank's obligations towards you.

f) Criminal record data.

g) Data on your participation in trade unions.

h) Your access data to the Bank's premises and its systems and records or other related equipment (such as portable storage media, etc.) and image data from the Bank's premises with special marking.

i) Telephone communications data with Bank customers, where applicable and under the terms of the law.

3. From where does the Bank obtain your personal data?

The data under (a) to (g) above are obtained either directly from you or from persons authorized by you.

The data under (h) and (i) above are collected by computer systems, access logs and image data taken of the Bank's premises.

4. Why does the Bank collect your personal data and how are they processed?

The Bank collects and processes your personal data for the following purposes:

a) The evaluation of your application for employment with the Bank.

b) To identify and communicate with you whenever required.

c) The fulfillment of the Bank's obligations arising either from labour law and / or social security and social protection law, or from individual or collective employment agreements (e.g. payment of wages and social security contributions, granting of leaves, allowances, etc.).

d) The exercise of its rights and the defense of its interests where appropriate.

e) Preventing the offense of fraud or any other illegal act against the Bank and / or its customers.

f) The fulfillment of your trade union obligations, either at your command or as imposed by law.

g) The security of the Bank's property, the data of its customers and employees, as well as the physical integrity thereof.

h) The security of the Bank's systems and records.

i) Monitoring the flow of work, employee productivity and better organisation of the Bank's work and reducing labour costs.

5. Who has access to your personal data?

a) The Management of the Bank and / or its authorised employees to the extent required for the fulfillment of the Bank's obligations towards you.

b) Affiliated organisations and data processors acting on behalf of the Bank, including, but not limited to, accountancy service providers, educational service providers, financial institutions, IT

support companies, other consultancy service providers, as well as the companies of the Bank Group, subject to the confidentiality and privacy of your data.

c) Tax authorities, social security organisations and any other agency of the State, where there is a relevant statutory provision.

d) Attorneys-at-law, bailiffs, notaries, judicial authorities and public prosecutors, public services and government organisations and third parties, if necessary for the operation of the contract, the fulfillment of the Bank's statutory or contractual obligations or its rights and the defense of its interests, or where this is required by legislative provisions or judicial decisions or regulatory decisions of the Personal Data Protection Authority or other independent authorities.

6. For how long does the Bank keep your personal data?

In the event that no employment contract is entered into with the Bank, your personal data will be retained for a period of twenty-four (24) months from the rejection of your application for employment.

Where an employment contract is entered into with the Bank, your personal data will, in the event of your departure due to retirement, be retained until the expiry of the statutory general limitation period applicable to the relevant claims, for a period of up to twenty (20) years from the termination of the relevant employment contract.

In the event that you leave the Bank before meeting the requirements for full retirement, your personal data will be retained for a period of up to forty (40) years, in order to enable the Bank to respond effectively to your requests relating to the establishment of your pension rights, unless a shorter or longer retention period is provided for by a specific provision of law or pursuant to a decision or recommendation of a competent Authority.

If, upon expiry of the above retention periods, any judicial proceedings involving you and the Bank or any company affiliated with the Bank, whether directly or indirectly, are pending, the applicable retention period shall be extended until a final and irrevocable court decision has been issued.

Upon expiry of the above retention periods, your personal data will be securely deleted or destroyed in accordance with the applicable legal provisions.

7. What rights do you have to protect your personal data?

You have the following rights:

a) To know what personal data we keep and process, their origin, purposes of their processing, and the time they are retained (right of access).

b) To request the correction and / or completion of your personal data so that it is complete and accurate (right of rectification). You will need to produce any necessary documents that may indicate the need for correction or completion.

c) To request the limitation of your data processing (right of restriction)

d) To refuse and / or oppose any further processing of your personal data we retain (right of appeal).

e) To request the transfer of your personal data to any other processor of your choice (right to data portability).

f) To request the deletion of your personal data from the files we hold (right to erasure).

In relation to the exercise of your rights, note the following:

- ✓ The Bank may in any case have the right to refuse the satisfaction of your request to restrict the processing or deletion of your personal data if the processing or retention of the data is necessary for the operation of the employment contract as well as for the establishment, exercise or support of its legal rights or the fulfillment of its obligations.
- ✓ Exercising the right to portability does not entail the deletion of your data from our records, which is subject to the terms of the immediately preceding paragraph.
- ✓ The exercise of these rights acts for the future and does not concern data processing already carried out.

g) To submit a complaint to the Personal Data Protection Authority (www.dpa.gr) if you believe that your rights are being infringed in any way.

8. How can you exercise your rights under 7 above?

For the exercise of these rights, as well as for any matter concerning your personal data, you may address the Bank in writing to the following address: CrediaBank, Data Protection Office, 260-262 Kifissias Avenue, Chalandri, 15231, or to the e-mail address: dpo@crediabank.com.

The Bank will make every effort to respond to your request (s) within thirty (30) days of submission of the request or requests. This period may be extended for sixty (60) additional days if it is deemed necessary at the absolute discretion of the Bank, taking into account the complexity of the request and the number of requests. The Bank will, in any case, inform you of the extension of the deadline.

9. How does the Bank protect your rights?

The Bank for the security of your data has and applies procedures and systems for the confidentiality of your personal data and processing, as well as for protecting them from accidental or unlawful destruction, accidental loss, alteration, prohibited propagation or access and any other forms of unfair processing, including access controls, physical and reasonable security, data loss prevention and backup outside of the Bank.

The above notice replaces any previous notice concerning the processing of your personal data.