

PRIVACY NOTICE FOR APPLICANTS (the “Privacy Notice”)

Last updated: June 2024

Eurobank Cyprus Ltd (Reg. No. C217050) (the “Bank” or “We”) is committed in protecting the personal data of the applicants applying for a job position and/or vacancy at the Bank and the following information provides an overview as to how the Bank will collect and process your personal data and outlines your rights in accordance with data protection laws, including the EU General Data Protection Regulation 2016/679 (“GDPR”).

The Privacy Notice applies to the personal data that the Bank collects and handles in connection with an application for job position and/or vacancy at the Bank.

Please read this Privacy Notice carefully since it explains who the data controller of your personal data is, the purpose and the legal grounds for processing your personal data, who has access to your personal data, how long your personal data is retained and what are your rights in reference to the processing of your personal data.

1. WHO PROCESSS YOUR PERSONAL DATA

The data controller of your personal data is the Bank.

2. PERSONAL INFORMATION WE COLLECT

We collect personal information in order to assess and evaluate your qualifications and professional experience for potential recruitment purposes. In the case which the Bank decides to proceed with your recruitment, the Bank will use your personal information to draft the employment contract.

In general, the Bank process recruitment personal data in accordance with the provisions of the GDPR and any applicable law on the basis of the below:

- **Article 6, paragraph 1(f) of the GDPR:** for the protection of legitimate interests where necessary, we process your data for the purposes of the legitimate interests pursued by us.

Personal data may include, your name, surname, phone number, email address, data in relation to previous professional experience, language skills, data in relation to your education, any other personal information that you have presented as part of your application.

The Bank does not collect or process information that may fall within the category of sensitive personal data such as information about your race, ethnicity or political views.

3. HOW IS YOUR PERSONAL INFORMATION COLLECTED

We typically collect personal information about applicants through the application process, either by hand or via e-Mail or through the Bank’s website.

4. HOW LONG THE BANK KEEPS YOUR PERSONAL DATA (RETENTION OF DATA)

Your personal data will be held in the Bank’s records for as long as it is necessary for the purposes described above.

Specifically, the Bank will retain your personal data selected during the recruitment process for a maximum one (1) year after you submit your curriculum vitae for the purposes described in paragraph 2.

5. YOUR DATA PROTECTION RIGHTS

Pursuant to data protection laws (Chapter 3 of GDPR), you may request information regarding the processing of your personal data, subject to reasonable limitations and conditions. In addition to the right to be informed (Article 13-14 GDPR), you have the following rights, which may be restricted in certain circumstances as provided under the GDPR (Article 13 - 22 GDPR):

- **Request access to your personal data.** This enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it (**right of access**).
- **Request correction of your personal data.** This enables you to have any incomplete or inaccurate information we hold about you corrected (**right to rectification**).
- **Request erasure of your personal data.** This enables you to ask us to delete or remove your personal data where there is no good reason for the Bank to continue processing it. You also have the right to ask us to delete or remove your personal data where you have exercised your right to object to the processing of your data (**right to erasure**).

- **Object to processing of your personal data.** This enables you to object to the processing of your personal information where we are relying on a legitimate interest basis (and you want to object to processing on certain grounds as provided by law (Article 21 GDPR). You also have the right to object where we are processing your personal data for direct marketing purposes (**right to object**).
- **Request the restriction of processing of your personal data.** This enables you to ask us to suspend the processing of your personal information for reasons such as to establish the accuracy of your data or the reason for processing it (**right to restriction of processing**).

If you want to exercise any of the above rights, please contact the Data Protection Officer of the Bank (dpo@eurobank.com.cy) of the Bank in writing.

6. SECURITY OF YOUR DATA

The Bank deploys reasonable and appropriate technical and organizational measures to ensure your personal data is properly protected against unauthorized or unlawful processing and against accidental loss, unauthorized access, theft, misuse, destruction, or damage. Our measures include ensuring that any data processor we use to process personal data on our behalf is contractually required to keep that personal data equally confidential and secure.

7. HOW BANK MAY SHARE YOUR PERSONAL DATA

The Department of Human Resources and your future hierarchic superior(s) have access to your personal data on a “need-to-know” basis in the context of the purpose as described in paragraph 2 above.

The Bank may disclose your personal data to group companies where such entities need to process that personal data for business purposes and/or for the legitimate interests of the Bank and/or for the fulfillment of legal and/or contractual obligations of the Bank.

The Bank may also disclose your personal data to third party agents or contractors that supply services to the Bank such as assessment companies conducting aptitude tests or any other third party in case that it is relevant for the recruitment process such as recruitment agencies. The Bank will only transfer personal data where the agent or contractor has provided written assurances to the Bank that it will protect any personal data disclosed to it in accordance with the Bank's policies.