

NOTICE TO THE CANDIDATES EMPLOYEES WITH REGARD TO THE PROCESS OF THEIR PERSONAL DATA

1.Introduction & General Terms

The company under the name “Private Clinic Genesis Athens Medical Care Gynecology and Surgery *Société Anonyme*”, and the trade name “PRIVATE CLINIC GENESIS ATHENS S.A.”, having its seat in Chalandri, Attica (14-16 Papanikoli str.) (hereinafter referred to as the “Company”), collects, stores and generally processes the Personal Data (as defined below) of the job applicants / candidates (hereinafter referred to as “Candidates” and each of them “Candidate”) in accordance with the General Data Protection Regulation 2016/679 (“GDPR”) and the national legislation of Personal Data (collectively the “Data Protection Legislation”).

This Notice of the Company to the Candidates in accordance with Articles 13 and 14 of the GDPR (the “Notice”) applies to the Personal Data electronically maintained and also applies to document archiving systems.

This Notice describes how the Company collects, uses and generally processes Personal Data related to the Candidates. The Company is the processor of your Personal Data.

1. Scope of the present Notice

This Notice refers to all the Personal Data (as mentioned below) of Candidates, that the Company collects, uses, discloses or maintains.

2. Definition of Personal Data

For the purposes of the present Notice, Personal Data means any information that pertains to an identified or identifiable natural person, or which could be used in order to identify a natural person (“Personal Data”).

The types of Personal Data that the Company may collect from you or regarding you include as appropriate:

(a) Personal and family information: first name, last name, father's name, mother's name, spouse's name, when applicable, residence details (address and telephone number), date and place of birth, sex, residence and work permit, nationality, fulfillment of military obligations (with the exclusion of any reasons for dismissal due to incapacity or postponement), AMKA, ID number, date of issue and issuing authority, passport number and date of issue / expiry, mobile phone number, e-mail address, Tax id number and Tax office, bank account information and other financial information, details of non-Company business and BoD participations (where this information is employment-related), marital status and details of dependent persons (b) Information related to employers and recommendations, other information related to previous employment, such as

job title and / or position and job description, type of employment (of definite / indefinite term) , working hours and shifts, location, time of service, past employment contact information (phone, address, fax and e-mail address), start and end date (where applicable) of employment, name and contact details of supervisor, manager or team leader, benefits and related to benefits information, remuneration information, training attendance and related recommendations, academic progress and training, vocational training, licenses and certifications, foreign languages, activities and research, information related to complaints and claims and justification of dismissal, when applies; and (c) any other information contained in your resume or provided to us, even if not requested.

3. Why does the Company collect, use, disclose or retain Personal Data?

The Company collects, uses, discloses, and maintains Personal Data for the following purposes: (1) evaluating them to assess whether you are eligible for recruitment from the Company, (2) general management, (3) preparing a human resources financial budget, (4) compliance with legal requirements, (5) defense, preparation, participation and response to possible legal actions as well as investigations of regulatory and other authorities and (6) improvement of recruitment procedures, talent rating and succession planning.

4. Legal Basis for the processing of Personal Data

The legal basis for the collection, use and in general processing of your Personal Data is set out in Article 6 par.1, (a), (b), (c) and (f) of the GDPR. This means that we process your data based on your consent, expressed through the positive action of you sending your resume or taking action, at your request, prior to any contract or in order to be able to comply with our legal obligations or for the legitimate interests pursued by the Company or any third party, unless the interests or fundamental rights and freedoms of the Candidate prevail over those interests.

5. Does the Company disclose or transmit your Personal Data?

The Company may from time to time disclose your Personal Data to third parties for any of the purposes stated above. Examples of third parties to which the Company may disclose Personal Data include government agencies, judicial authorities, and third parties that provide services (including) in relation to the evaluation of candidates.

When we disclose your Personal Data to third parties who perform services on our behalf, we ensure that such service providers use the Personal Data only in accordance with our instructions and authorize them to use or disclose the Personal Data only to the extent necessary to perform these services on our behalf or to comply with any obligations arising out of the law.

The Company may also disclose your Personal Data to third parties:

- when required by law or
- for the purposes of, or in connection with, the legal proceedings in which it participates, or otherwise for the purposes of upholding, exercising or defending its rights, or
- whenever law enforcement or government agencies and who have filed a legal disclosure request, or
- when we consider disclosure necessary in connection with any investigation into suspected or unlawful activity.

6. International Transfer of Personal Data

Provided we disclose your Personal Data to other entities, including entities outside the European Economic Area and with the exception of cases, except for those countries for which the European Commission has judged to provide an adequate level of protection (Andorra, Argentina, Canada, Switzerland, Ferros Islands, Guernsey, Israel, Isle of Man, New Zealand and Uruguay), we request recipients to comply with appropriate measures to protect Personal Data.

7. Personal Data of Third Parties

In case you provide Party Personal Data of Third Parties to the Company (e.g. spouse and / or family member data), you must inform such persons on the processing of their Personal Data by the Company and on their related rights (for example, by presenting this Notice). In addition, if required by law, you should obtain the consent of these persons. By providing Personal Data of third parties, the Company considers that the relevant consent of such third parties has been obtained.

8. Consequences of Not Providing Personal Data

If a Candidate does not wish to disclose the required minimum Personal Data necessary for the evaluation of his / her candidacy, then the Company will consider, in the light of the circumstances, whether such an evaluation will be possible.

9. Rights of Candidates

You have the right to request access to your Personal Data. You may obtain a copy of the Personal Data we hold about you.

You also have the right to:

- request the correction or deletion of your Personal Data, or a restriction of its processing, or
- oppose the processing of your Personal Data or

- get them in a structured format.

If you would like to obtain clarification or exercise any of these rights, please use the contact details of section 13 below.

If you are not satisfied with the way the Company handles your Personal Data, you also have the right to file a complaint before the Hellenic Data Protection Authority (www.dpa.gr).

10.Sources of Personal Data

In principle, your Personal Data is collected by you personally. The Company may also obtain your Personal Data from sources such as:

- Employment or recruiter agencies.
- Public registries containing your Personal Data.
- As part of the pre-recruitment audit, the Company may utilize public resources such as search engines and publicly accessible account units on social media, as long as it is relevant to the job position of the candidate employee.
- Third parties (e.g. persons giving recommendations to you).

11.Data retention time

The term for keeping your Personal Data (also for the case of Data retention if you are recruited) is the time allowed or enforced by the applicable laws / regulations, as in force.

12.Contact us

If you have any questions or concerns about this Notice, or if you would like to exercise any of your rights, please contact our Data Protection Officer at dpo@genesisathens.gr.

13.Updates

The Company may from time to time issue updates to this Notice as a result of changes in the legal and regulatory framework, in the internal procedures and systems, and will update this information through its website. All changes are effective from the date of publication unless otherwise specified.