

**INFORMATION CLAUSE FOR CANDIDATES WILLING TO WORK AT NORDEA BANK Abp S.A. branch in
Poland**

In accordance with art. 13 par. 1 and par. 2 of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) hereinafter 'GDPR' I inform that:

1. The Administrator of your personal data is Nordea Bank Abp operating in Poland through its Branch, address: Aleja Edwarda Rydza Śmigłego 20, 93-281 Łódź, hereinafter referred to as the company
2. Data Protection Officer in the company is Esa Kainulainen, e-mail: dataprotectionoffice@nordea.com
3. Applications for specific positions are kept for two years after the recruitment process has ended. Open applications to our candidate database are kept for six months, after which they will automatically be deleted, unless you choose to renew your application. We will send you an e-mail reminder before the six months have passed and ask if you would like to renew your application. You may request an open application to be deleted at any time.
4. For e-mail notifications of new positions via our Job Agent, the personal data you submit is kept until you choose to unsubscribe from the service..
5. Your personal data will not be shared with other recipients.
6. Your personal data will not be shared with third countries.
7. You have a right to access your personal data and the right to rectify, delete, limit processing, the right to object, the right to withdraw consent at any time without affecting the legality of processing, which was made based on consent before its withdrawal.
8. You have a right to lodge a complaint with the supervisory body when you feel that the processing of personal data violates the provisions of the general regulation on the protection of personal data of April 27, 2016.
9. Providing your personal data is voluntary, but necessary to conduct the recruitment process. Failure to provide personal data necessary to conduct the recruitment process, in particular personal data specified in the art. 22¹ § 1 of the Labor Code from June 26, 1974 (Journal of Laws 2019.1040 i.e. from June 6, 2019) will cause the application to be left without recognition by the Administrator.

10. Your personal data will not be processed in an automated way, including the form of profiling.

These rights mentioned in the point 6 and 7 can be executed at any time by submitting a written declaration, in person or by sending correspondence to the address of Nordea Bank Abp operating in Poland through its Branch, address: Aleja Edwarda Rydza Śmigłego 20, 93-281 or by e-mail: dataprotectionoffice@nordea.com