

## Recruitment Privacy Notice

Last Updated: 27 May 2026

### NBK France as Data Controller

National Bank of Kuwait France SA (hereinafter referred to as "we", "us", and "ours" or "NBKFR") registered with the Paris Trade and Companies Register under number 840 233 266 and with its registered office at 90, avenue des Champs-Élysées, 75008 Paris. NBKFR acts as the data controller in the context of the recruitment process, determining the purposes and means of the processing carried out.

### Purposes of processing and personal data

The personal data collected in the context of recruitment are processed for the purposes set out below:

Purpose	Main categories of personal data
Receipt and registration of applications submitted to NBKFR	Identification information (name, surname, contact details), CV, degrees, work experience, cover letter, Identity documents that may be provided, Exchanges/communications with the applicant
Providing responses to applicants	Applicant's contact details, History of communications, Information necessary for the response (acceptance, rejection, request for additional information)
Creation of a CV database (talent pool)	CV, degrees, work experience, Skills, Contact history, Any elements provided by the applicant and retained with their consent
Creation of an intermediate database for evidential purposes	Elements demonstrating the steps of the recruitment process, Communications, decisions, evaluation elements, Documents showing the chronology of the process
Handling complaints and litigation	Information necessary to establish, exercise, or defend legal claims, Communication history, Factual elements relating to the application
Statistics and activity reporting	Data necessary to produce statistics, Aggregated information on applications and the recruitment process, (without identifying data whenever possible)
Mandatory or position-required checks	Identity, right to work, diplomas, references, Banking-sector required checks, Only data strictly necessary for compliance (internal controls, risk prevention)

### Legal Basis for Processing Your Personal Data

NBKFR processes your personal data for recruitment purposes on the basis of its legitimate interest in selecting qualified candidates and managing the recruitment process. Where required by law, certain information may be processed on the basis of your consent, which you may withdraw at any time. In some cases, processing may also be necessary for compliance with legal obligations, such as verifying your right to work.

### Data Retention Periods

If your application is successful, NBKFR retain your personal data for the time necessary to create and maintain your employee file, in accordance with applicable legal and regulatory requirements.

For applications not selected, personal data is retained for up to two (2) years from the date of the last contact with you. This retention is carried out solely for recruitment management and compliance purposes, in line with General Data Protection Regulation (GDPR) requirements.

### Who can access your data?

- **Internally:** Personal data may be accessed by recruitment teams, relevant line managers, as well as support functions.
- **Service providers (data processor):** Personal data may be processed by service providers acting on behalf of NBKFR, such as recruitment agencies, providers of assessment or testing tools, etc. Such service providers are contractually bound by strict confidentiality and data security obligations.

- **NBK Group:** Personal Data may be shared with other entities within the NBK Group, including those located outside the European Union, in particular to meet requirements related to the position, the Group's governance rules, compliance obligations, etc. Such sharing is carried out in accordance with applicable data protection regulations.

### Transfers outside the European Union

If a transfer to a non-EU/EEA country is necessary (e.g. to Kuwait), NBKFR applies the guarantees of the GDPR: Standard Contractual Clauses, Transfer Risk Assessment (TIA), and, if necessary, additional measures (encryption, minimization, access controls, etc).

### How do we protect your data?

- Access controls are implemented in accordance with the principle of least privilege.
- Cybersecurity measures (firewall, intrusion detection, encryption, backups, monitoring).
- Confidentiality commitments and data processing activities governed by appropriate Data Processing Agreements (DPAs).

### Your rights

In accordance with the GDPR, you have the following rights: access, rectification, erasure, opposition, limitation, portability, withdrawal of consent.

To exercise your rights:

#### Contact DPO

National Bank of Kuwait France SA

Data Protection Officer

90 avenue des Champs-Élysées 75008 Paris - France

Or at the e-mail address: [nbkf.dpo@nbkfr.com](mailto:nbkf.dpo@nbkfr.com).

### Automated Decision-Making

Automated decisions are decisions concerning you which are made automatically on the basis of a computer determination (using software algorithms), without human review. We do not use automated decision-making at NBKFR.

### Commission Nationale de l'Informatique et des Libertés – CNIL

You can refer the matter to the French supervisory authority:

CNIL – Commission Nationale de l'Informatique et des Libertés

[www.cnil.fr](http://www.cnil.fr) – 3 Place de Fontenoy, TSA 80715, 75334 PARIS CEDEX 07