Specific provisions on employee data protection pursuant to Art. 88 (1) GDPR:

Austria: As of May 25 2018 the GDPR is applicable, supplemented by § 10 Austrian Law amending the labour contract law (Arbeitsvertragsrechts-Anpassungsgesetz [AVRAG]) and §§ 89 et seq. Labour Constitution Act (ArbVG) and the group operating agreement in the current version (note: this agreement does not apply to executives).

Belgium: As of May 25 2018 the GDPR is applicable, supplemented by the Belgian Data Protection Act entered into force on July 30 2018.

Croatia: As of May 25 2018 the GDPR is applicable, supplemented by Article 29 of the Labor Act which includes specific provisions on employee data protection.

Denmark: As of May 25 2018 the GDPR is applicable, supplemented by the Danish Act on Data Protection (Databeskyttelsesloven [DBL]. The GDPR takes precedence over the DBL. Specific provisions on employee data protection apply pursuant to Art. 88 (1) GDPR: §12 in the Danish Data Protection Act.

Estonia: As of May 25 2018 the GDPR is applicable, supplemented by the Personal Data Protection Act. Specific provisions on employee data protection apply pursuant to Art. 88 (1) GDPR: § 11 Employment Contracts Act (töölepingu seadus, TLS).

Finland: As of May 25 2018 the GDPR is applicable, supplemented by Data Protection Act (Fi: *tietosuojalaki*), which entered into force on January 1 2019. Specific provisions on employee data protection apply pursuant to Art. 88 (1) GDPR: Act on the Protection of Privacy in Working Life (Fi: *laki yksityisyyden suojasta työelämässä*) Sections 3 and 4.

France: As of May 25 2018 the GDPR is applicable, supplemented by the law n°78-17 "*Informatique et Libertés*" of January 6,1978 modified by the law n°2018-493 "*Informatique et Libertés*" of June 20, 2018, the decree n°2018-687 of August 1, 2018 and the Ordinance n°2018-1125 of December 12, 2018.

Germany: As of May 25 2018 the GDPR is applicable, supplemented by § 26 Para. 1 Sentence 1 BDSG and the group operating agreement in the respectively valid version according to § 26 Para. 4 BDSG (note: for executive employees this agreement does not apply).

Greece: As of May 25 2018 the GDPR is applicable.

Ireland: As of May 25 2018 the GDPR is applicable, supplemented by the Data Protection Act, 2018.

Italy: As of May 25 2018 the GDPR is applicable, supplemented by specific provisions on employee data protection apply pursuant to Art. 88 (1) GDPR: Art. 111 to 113 of the Legislative.

Decree 196/2003 (so called Privacy Code) as amended by Legislative decree 101/2018, Art. 9.

Poland: As of May 25, 2018 GDPR is applicable in addition to the Polish Data Protection law ("New Data Protection Act") of May 10, 2018 that came into force on May 25, 2018.

Portugal: As of May 25 2018 the GDPR is applicable.

Spain: As of May 25 2018 the GDPR is applicable, supplemented by the Spanish Data Protection Act 2018 (Organic Law for the Protection of Personal Data and guarantee of digital rights) entered into force on December 5 2018.

Sweden: As of May 25 2018 the GDPR is applicable, supplemented by specific local provisions on employee data protection pursuant to Art. 88 (1) of the GDPR: Section 3 § 2 the Data Protection Act (Lag (2018:218) med kompletterande bestämmelser till EU:s dataskyddsförordning [Dataskyddslagen].

United Kingdom: As of May 25 2018 the same day the GDPR took effect, the UK's Data Protection Act 2018 (DPA 2018) is also applicable.

Specific provisions on employee data protection from non-EU countries:

Australia: Since 1988 The Privacy Act and the Australian Privacy Principles apply.

China: Personal Data are protected under Personal Information Security Specification in China.

Hong Kong: Personal Data are protected under Personal Data (Privacy) Ordinance (Cap. 486).

Japan: Personal Data are protected under Personal Information Protection Law.

Philippines: Data Privacy Act of 2012, in particular Section 12, 13 and 16.governs data processing in the Philippines.

Russia: Personal data issues are governed by Federal law dated July 27, 2006 No 152-FZ "On personal data". Specific provisions on employee data protection include subclause 7 of clause 1 of article 6 of the Federal law "On personal data".

Singapore: The Singapore Personal Data Protection Act governs data processing in Singapore.

Switzerland: Any processing of personal data must be compliant with Art. 328b Swiss Code of Obligations and the Swiss Data Protection Act.

South Africa: In terms of South African law, the right to privacy is protected in terms of the common law and section 14 of the Constitution of South Africa 1996.

Turkey: The Data Protection Law numbered 6698 is the primary source of law, in particular Article 10.

Ukraine: Processing and protection of personal data in Ukraine is governed by the Law of Ukraine on Personal Data Protection No. 2297-VI dated 1 June 2010, as amended