

## APPLICANT AND PROSPECTIVE APPLICANT PRIVACY NOTICE

In this notice, “**we**”, “**us**”, “**our**” and “**PIMCO**” means PIMCO Investment Management (Shanghai) Limited, being the entity that you are applying to for employment.

We are registered in the People's Republic of China (**PRC**) and our registered address is at Room 7204, 72/F, No. 479, Lujiazui Ring Road, China (Shanghai) Free Trade Pilot Zone.

### About this privacy notice

We are responsible for ensuring that we use your personal information in compliance with the Personal Information Protection Law of the People’s Republic of China (《中华人民共和国个人信息保护法》).

This privacy notice sets out the basis on which any personal information about you will be processed by us. We should be grateful if you would read the information set out below and confirm that you understand and consent to the processing activities, where applicable, before submitting your CV and/or application form.

### Personal information that we collect about you

We will collect and process the following personal information about you:

- **Information that you provide to us or one of our affiliates.** We will process information that you give us by submitting any applications or by indicating to us your interest for prospective roles. This information is likely to include:
  - your full name, date of birth, nationality, identification card / passport number, citizenship, immigration status, education and qualification details, marital status, home address and home telephone number, mobile telephone number, employment history, other application details, your resume / CV, work eligibility, results of online tests, assessments and interview information; and

- **Information we obtain from other sources.** This is likely to include information about you, such as:
  - personal information we collect from professional networks where you have set up a publicly available profile (e.g. LinkedIn) or from recruitment consultants to whom you have provided your CV for application purposes; and
  - details of your suitability to work with us, your past performance at work, your character, verification of the information that you provide to us as part of your application, and if legally permitted, any history concerning criminal convictions, from third party references that you provide to us, from your previous and / or current employers, opinions expressed by others about you and from third party background checking services or a previous employer or other referee.

### Uses of your personal information

Your personal information may be stored and processed by us in the following ways and for the following purposes:

- to consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name);
- if your application is unsuccessful or if you have indicated your interest for prospective roles, we will keep your information on record to notify you of relevant job vacancies with PIMCO that you may be interested in, in the future;
- compliance with any legal or regulatory obligation to which PIMCO is subject (including compliance with any request from regulatory authorities or other relevant public authorities);
- we will process personal information related to your use of our IT systems in order to comply with legal obligations;
- the prevention and detection of crime or fraud, subject to local law; and
- in order to carry out diversity monitoring and activities if required by law and / or permitted by law including to help us improve how we market our recruitment events and job roles.

We are entitled to use your personal information in these ways because:

- we need to in order to consider you for a position at PIMCO and potentially enter into an employment contract with you; or
- we have legal and regulatory obligations that we have to discharge;
- we are processing the personal information that you have made publicly available or is publicised by other lawful channels within a reasonable scope; or
- we obtained your specific consent.

In addition to the above, we reserve the right to collate, process and disseminate any statistics based on an aggregation of data held by us provided that any individual is not identified from the resulting analysis and the collation, processing and dissemination of such information is permitted by law.

In certain circumstances, not providing the requested data to us may affect our ability to meet the above purposes.

### **Processing of your sensitive personal information**

Sensitive personal information means any personal information that once leaked or illegally used, is likely to cause harm to the personal dignity of the relevant natural person or potentially endangers the physical and property safety of the individual, including biometric data, religious belief, special identity, medical/health data, financial account information and location tracking data, etc and personal information of minors under the age of 14.

We may need to process certain sensitive personal information about you, including your identification / passport number, marital status and history of criminal convictions. We need to process such sensitive personal information in order to evaluate your suitability and perform specific legal or regulatory obligations including vetting, etc.

Where we rely on your consent to process your personal information, we will obtain your separate consent to processing your sensitive personal information as described above. Please note that if you do not consent to our processing of such sensitive personal information, we may not be able to efficiently perform our internal management and controls, or it may affect the rights and interests of yourself or other individuals. PIMCO will take appropriate security measures to safeguard your sensitive personal information according to applicable laws and regulations.

## Transfer of your information to third parties

We may transfer your personal information to third parties in the circumstances below.

- Your personal information may be transferred to any PIMCO group entity and Allianz group entity located in or outside PRC, which may also use your personal information in connection with the purposes listed above.

We will take steps to ensure that the personal information is accessed only by employees of our affiliates that have a need to do so for the purposes described in this notice.

- We may transfer your personal information to various entrusted parties outside of the PIMCO group and Allianz group, which are located in or outside PRC and process your personal information on our behalf:
  - for the purposes of assessing your application and verifying the information you have provided; or
  - to the extent required by law, for example if we are under a duty to disclose your personal information in order to comply with any legal obligation or to establish, exercise or defend our legal rights; or
  - to our service providers (for example, the providers of our electronic data storage services and applicant or prospective applicant relationship management tool) for the purposes of providing services to us.

These entrusted parties will be subject to confidentiality requirements and they will only use your personal information as described in this privacy notice.

## Transfers of personal information outside PRC

The personal information that we collect from you may be transferred to, and stored at, a destination outside PRC. It may also be processed by individuals operating outside PRC who work for our affiliates (including PIMCO / Allianz group companies) or for one of our suppliers.

Where we transfer your personal information outside PRC, we will obtain your separate consent or rely on other applicable legal grounds such as performance of contracts with you or our legal duties, and will ensure that it is protected in a manner that is consistent with how your personal information will be protected by us in PRC.

You may find the foreign recipients' names, contact details, purposes and manners of processing, and types of personal information to be transferred in the below table.

Recipient name	Contact Details	Purpose of processing	Manner of processing	Types of personal information to be shared
PIMCO / Allianz group entities				
PIMCO Asia Pte Ltd.	<a href="mailto:apac_privacy@pimco.com">apac_privacy@pimco.com</a>	Provision of human resources and related business services, including (without limitation) recruitment, verification of pre-employment application information, and onboarding services	Processing of the personal information shared to assess the applications and perform other human resources management services  Storage of the personal information in accordance with PIMCO record keeping policies	Full name Date of birth Home address Mobile phone number Personal email address Business phone number Business email address Signature Education and qualification details Work experience CV Languages spoken or written and proficiency Marital status Identification card / passport number Citizenship Nationality Immigration status
PIMCO Asia	<a href="mailto:apac_privacy@pimco.com">apac_privacy@pimco.com</a>	Provision of	Processing of the	Same as

Limited		human resources and related business services, including (without limitation) recruitment, verification of pre-employment application information, and onboarding services	personal information shared to assess the applications and perform other human resources management services  Storage of the personal information in accordance with PIMCO record keeping policies	above
PIMCO Japan Limited	<a href="mailto:apac_privacy@pimco.com">apac_privacy@pimco.com</a>	Same as above	Same as above	Same as above
Pacific Investment Management Company LLC	<a href="mailto:apac_privacy@pimco.com">apac_privacy@pimco.com</a>	Same as above	Same as above	Same as above
PIMCO Europe Limited	<a href="mailto:apac_privacy@pimco.com">apac_privacy@pimco.com</a>	Same as above	Same as above	Same as above
<b>Our entrusted parties</b>				
Workday Recruiting	<a href="mailto:legal@workday.com">legal@workday.com</a>	Provision of cloud based end-to-end talent acquisition application to help manage the recruiting lifecycle	Processing of personal information to set up, operate, maintain and support the enterprise cloud applications  Storage of personal information in secure data centers	Name Home and work address Home and work telephone numbers Mobile telephone numbers Instant messenger ID Home and work email address Marital status

				Citizenship information Visa information National and governmental identification information Passport information Date of birth and birth place Gender Education, language(s) Special competencies Certification information Employment history Work experience
Beamery Inc.	<a href="mailto:privacy@beamery.com">privacy@beamery.com</a>	Provision of candidate relationship management and marketing applications, tools and platform	Processing of personal information, including collection, accessing, retrieval, recording, and data entry (for Enrichment Data)  Holding data, including storage, organisation and structuring  Using data, including analysing,	Name Business contact information Personal contact information Title Position Employer Educational history Employment history Personal life data (in the form of

			<p>consultation, testing, automated decision making and profiling</p> <p>Updating data, including correcting, adaptation, alteration, alignment and combination (for Enrichment Data)</p> <p>Protecting data, including restricting, encrypting, and security testing</p> <p>Sharing data, including disclosure, dissemination, allowing access or otherwise making available</p> <p>Returning data to the data exporter or data subject</p> <p>Erasing data, including destruction and deletion</p>	security questions and answers)
Hirevue	<a href="mailto:privacy@hirevue.com">privacy@hirevue.com</a>	Provision of cloud based video interviewing, assessments, and scheduling software.	Emailing invitations to complete video interviews, scheduling video interviews, capturing, storing and providing web	Name Email address Video interview recording CV



			access to video interviews, creating analytical data and assessments from video interviews	
Risk Management Intelligence	<a href="mailto:dpo@rmi.com.sg">dpo@rmi.com.sg</a>	Provision of background screening services	Processing includes collection, storage, use, transmission, provision, disclosure, and deletion of personal information	Name Home address Email address Telephone number CV

In all cases, we will ensure that any transfer of your personal information is compliant with data protection law.

If you wish to exercise your legal rights listed under “Your rights” section below with PIMCO / Allianz group entities, or our entrusted parties, you may contact us using the details set out in the “Contacting us” section below. If you wish to exercise your rights with the entrusted parties, you may also contact them directly using the details set out above.

### How long we keep your personal information

How long we hold your personal information for will vary. We will retain your personal information on the basis of the following criteria, including:

- the purpose for which we are using it – we will need to keep the data for as long as is necessary for that purpose;
- legal obligations – laws or regulation may set a minimum period for which we have to keep your personal information.

In some instances, we may retain your information to consider you for other roles and future opportunities at PIMCO which may be of interest to you. If you do not want us to retain your information, or want us to update it at any stage, please contact us in accordance with the “**Contacting us**” section.

## Your rights

You have a number of legal rights in relation to the personal information that we hold about you. These rights include:

- the right to be informed – PIMCO is publishing this privacy notice to keep you informed as to what we do with your personal information;
- the right to access personal information which we hold about you and to obtain a copy of such information;
- the right to request that we rectify or supplement your personal information if it is inaccurate or incomplete;
- the right to request that we erase your personal information in certain circumstances. Please note that there may be circumstances where you ask us to erase your personal information but we are legally entitled to retain it;
- the right to request that we stop or restrict processing your personal information in certain circumstances;
- to the extent permitted by law, the right to request that we transfer your personal information to a designated personal information processor;
- the right to request that we explain our rules of personal information processing;
- the right to withdraw your consent at any time;
- the right to not to be subject to a decision based solely on automated processing, including profiling; and
- the right to lodge a complaint with the competent supervisory authority.

You can exercise your rights by contacting us using the details set out in the “Contacting us” section below.

## Contacting us

If you would like further information on the collection, use, disclosure, transfer or processing of your personal information or the exercise of any of the rights listed above, please submit questions, comments and requests by email to [apac\\_privacy@pimco.com](mailto:apac_privacy@pimco.com).

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[Consent language]

I have received, read and fully understood the PIMCO APPLICANT AND PROSPECTIVE APPLICANT PRIVACY NOTICE, and I give my explicit consent to the processing of my personal information by PIMCO as set out under such notice. In particular,

**I consent to the processing of my sensitive personal information by PIMCO as set out in this notice;**

**I consent to the provision of my personal information to overseas recipients (including PIMCO / Allianz group entities and third party entrusted parties) by PIMCO as set out in this notice.**

Signature: \_\_\_\_\_

Date: