

APPLICANT AND PROSPECTIVE APPLICANT PRIVACY NOTICE

In this notice, “we”, “us”, “our” and “PIMCO” means PIMCO Canada Corp., being the entity employing or proposing to employ you on the date that you receive this document.

About this privacy notice

This privacy notice sets out the categories of your personal information we collect and the purposes for which we use it.

By **personal information** we mean information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual. Personal information does not include information that is deidentified or aggregate information. By individual, we mean a natural person, however identified, including by any unique identifier.

Please read the information set out below before submitting your information to us.

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 and in connection with an offer of employment. This information is likely to include your full name, date of birth, social insurance number, driver's license number or other government-issued ID card, nationality, education and qualification details, marital status, home address and home telephone number, mobile telephone number, personal email address, employment history, other application details, your resume / CV, work eligibility, results of online tests, assessments and interview information.
- **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 resume / 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, driving record, 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 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);
- the prevention and detection of crime or fraud, subject to local law;
- in order to carry out diversity monitoring, including but not limited to the operation and implementation of programs designed to better distribute the talent and skills of candidates;
- to assess your eligibility for certain opportunities and programs;
- for legitimate business purposes;
- to help us improve how we market our recruitment events and job roles; and
- to conduct activities that are required or permitted by applicable law.

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.

Use of AI and automated decision-making

Please note that we may use artificial intelligence to assist us in the recruitment process, including to help us to:

- match applicants or prospective applicants to open vacancies; and
- enable more effective review of applicants' or prospective applicants' profiles,

to the extent permitted by applicable law.

Due to the high volume of applications we receive for certain roles, we may use automated decision-making in our hiring processes (e.g., to efficiently identify candidates with skills that best align with the applied roles). Automated decision-making occurs when an electronic system uses personal data to make a decision about an individual without human involvement.

Disclosure of your information to third parties

We may disclose your personal information to third parties in the circumstances below:

- your personal information may be transferred to any Allianz group entity, who may be located outside Canada and who may also use your personal information in connection with the purposes listed above; and
- we may also share your personal information with third parties outside of the Allianz group, who may be located outside Canada:
 - for the purposes of assessing your application and verifying the information you have provided;
 - 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 third parties will be subject to confidentiality requirements and they will only use your personal information as described in this Statement.

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 information 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.

Contacting us

If you would like further information on the collection or use of your personal information, please submit questions, comments and requests by contacting us at CanadaPrivacy@pimco.com.