PIMCO

APPLICANT AND PROSPECTIVE APPLICANT PRIVACY NOTICE

In this notice, "**we**", "**us**", "**our**" and "**PIMCO**" means PIMCO Europe GmbH French Branch, being the entity employing or proposing to employ you on the date that you receive this document.

We are registered in France and our registered address is at 50–52 Boulevard Haussmann, 75009 Paris, France.

About this privacy notice

For the purposes of data protection law, we are a data controller in respect of your personal data. We are responsible for ensuring that we use your personal data in compliance with data protection law.

The privacy notice sets out the basis on which any personal data 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 agree to the terms before submitting your CV and/or application form.

Personal data that we collect about you

We will collect and process the following personal data 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, gender data (male/female/prefer not to answer), 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

PIMCO

- **Information we obtain from other sources.** This is likely to include information about you, such as:
    - personal data 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 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, as long as these records are necessary for the hiring decision and after hiring if necessary to carry out the employment contract.

Uses of your personal data

Your personal data may be stored and processed by us in the following ways and for legitimate business purposes as required or permitted by applicable law, in particular the following:

- to consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name) ;
- to assess your eligibility for certain opportunities and programs;
- to help us to improve how we market our recruitment events and job roles;
- 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, if you have agreed to it; and
- 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);
- in order to carry out diversity monitoring and activities where required by law.

PIMCO

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

- we need to in order to perform appropriate pre-contractual measures at your request in preparation for you recruitment at PIMCO*;* or
- we have legal and regulatory obligations that we have to discharge; or
- it is necessary for our legitimate business interests such as ensuring that we have made appropriate checks on the qualifications, education and experience that applicants or prospective applicants tell us they have or for the purpose of diversity monitoring, providing that our legitimate interest does not override your rights and freedoms and is in compliance with mandatory local law; or
- we obtained your specific consent.

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 ("**AI**") 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

if 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. We will not make any significant decision affecting an individual based solely on automated processing unless we have ensured the protection of that individual's legitimate interests.

PIMCO

We can only conduct automated decision-making that may have a significant impact on individuals if it is:

- required for a contract between PIMCO and you
- legally authorised, or
- based on your explicit consent.

If we use automated decision-making with legal or similarly significant effects, we will provide you with information about the automated decision-making, its logic, and its potential impact on you and also implement suitable safeguards to protect your rights.

The suitable safeguards PIMCO implements to protect your rights include the ability for you to:

- seek human intervention in the decision
- voice your opinion; and
- challenge the decision.

To exercise your rights regarding decisions made by PIMCO using solely automated means, please contact us at EMEA_Privacy@pimco.com.

Disclosure of your information to third parties

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

- your personal data may be transferred to any Allianz group entity, who may also use your personal data in connection with the purposes listed above; and

- we may also share your personal data with third parties outside of the Allianz group:
    - 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 data in order to comply with any legal obligation or to establish, exercise or defend our legal rights;

    - to our service providers (for example, the providers of our electronic data storage services and applicant or prospective applicant relationship management tool, lawyers) for the purposes of providing services to us. These third parties will be

subject to confidentiality requirements and they will only use your personal data under our instruction and for no other purpose than as described in this Statement;

- if we sell any of our business or assets, in which case we may disclose your personal data to the prospective buyer for due diligence purposes;

- if we are acquired by a third party, in which case personal data held by us about you will be disclosed to the third party buyer; or

- we may also disclose your personal data to judicial, tax or regulatory authorities acting in the performance of their duties and the exercise of their powers to establish, exercise or defend our legal rights.

Transfers of personal data outside the European Economic Area

The personal data that we collect from you may be transferred to, and stored at, a destination outside the European Economic Area ("**EEA**"). It may also be processed by individuals operating outside of the EEA who work for our affiliates (including PIMCO group companies) or for one of our suppliers. A list of the locations where your personal data may be transferred to within PIMCO Group is available here https://www.pimco.com/gbl/en/about-us/offices.

Where we transfer your personal data outside the EEA, we will ensure that it is protected in a manner that is consistent with how your personal data will be protected by us in the EEA. This can be done in a number of ways, for example:

- the country that we send the data to might be approved by the European Commission as offering a sufficient level of protection;

- the recipient might have signed up to a contract based on "model contractual clauses" approved by the European Commission, obliging them to protect your personal data; or

- the recipient may be party to binding corporate rules (relevant to intra-group transfers only).

In other circumstances the law may permit us to otherwise transfer your personal data outside the EEA. In all cases, however, we will ensure that any transfer of your personal data is compliant with data protection law.

You can obtain more details about the protection given to your personal data when it is transferred outside the EEA (including a copy of the standard data protection clauses which we

have entered into with recipients of your personal data) by contacting us in accordance with the "Contacting us" section below.

How long we keep your personal data

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

- in case your application is successful:
  - as long as necessary in relation to your employment with PIMCO; and
  - after your employment has ended, as long as PIMCO is subject to respective legal obligations – laws or regulation may set a minimum period for which we have to store your personal data; and

- where we do not establish an employment relationship, for a maximum period of two years from the date of rejection or end of recruitment process if you have agreed to the storage of your data so that we could inform you of future vacancies. You data will be then archived for as long as it is required by applicable regulations.

Your rights

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

- the right to obtain information regarding the processing of your personal data and access to the personal data which we hold about you;

- where you have actively provided your consent for us to process your personal data, the right to withdraw your consent at any time. Please note, however, that we may still be entitled to process your personal data if we have another legitimate reason (other than consent) for doing so;

- in some circumstances, the right to receive some personal data in a structured, commonly used and machine-readable format and/or request that we transmit those data to a third party where this is technically feasible. Please note that this right only applies to personal data which you have provided to us;

- the right to request that we rectify your personal data if it is inaccurate or incomplete;

- the right to request that we erase your personal data in certain circumstances. Please note that there may be circumstances where you ask us to erase your personal data but we are legally entitled to retain it;

- the right to request that we restrict our processing of your personal data in certain circumstances. Again, there may be circumstances where you ask us to restrict our processing of your personal data but we are legally entitled to not follow that request;

- in certain circumstances you can also object to our other processing of your personal data on the grounds relating to your particular situation;

- the right to provide instructions regarding the processing of your personal data after your death; and

- the right to lodge a complaint with the data protection regulator (details of which are provided below) if you think that any of your rights have been infringed by us.

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 data or the exercise of any of the rights listed above, please submit questions, comments and requests by email to EMEA_Privacy@pimco.com.

You can find out more information about your rights by contacting the data protection regulator in your jurisdiction, Commission Nationale de l'Informatique et des Libertés, 3 Place de Fontenoy - TSA 80715 - 75334 PARIS CEDEX 07, or by searching their website at https://www.cnil.fr/en/home.