

# CALIFORNIA RESIDENT APPLICANT AND PROSPECTIVE APPLICANT PRIVACY NOTICE

Last revised: August 2024

This Applicant and Prospective Applicant Privacy Notice for California Residents (“California Privacy Notice”) is only applicable to California residents. It is delivered on behalf of Pacific Investment Management Company LLC (“PIMCO”, “we”, “us”, and “our”), being the entity to which you are applying to work and governs certain personal information we collect from you.

We have adopted this California Privacy Notice to comply with the California Consumer Privacy Act, Cal. Civ. Code §§ 1798.100 et seq. (“CCPA”). Please take the time to read and understand this California Privacy Notice before submitting your information to us.

## Scope

This California Privacy Notice covers personal information we collect from and about California residents in their capacity as current, former or prospective job applicants to PIMCO. There is other personal information that this California Privacy Notice does not cover. In some cases, that personal information may not be subject to the CCPA. In other cases, a different privacy notice may apply. Accordingly, this California Privacy Notice and/or the California privacy rights set out herein may not apply to you or to all of your personal information.

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 or household, which includes “personal information” and “sensitive personal information” as those terms are defined in the CCPA. The following is not personal information for purposes of the CCPA: (i) “publicly available information”; (ii) lawfully obtained, truthful information that is a matter of public concern; (iii) “deidentified” consumer information about California residents; and (iv) “aggregate” consumer information about California residents (in each case, as those terms are used in the CCPA). This California Privacy Notice does not apply to such information.

## Notice at Collection

The following table sets forth the categories of personal information we may collect from you as a business; the purposes for which we use it; and whether we “sell” or “share” it for purposes of the CCPA (as those terms are used in the CCPA). Our collection, use and disclosure of personal information depends on your relationship with us and your interaction with us. For information on our receipt of personal information as a third party, please see Third Party Processing below.

| Category of Personal Information                                                                                                            | Purpose for Collecting the Personal Information                                                                                                                                                                                                                                               | Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising | Whether we “Sell” the Category of Personal Information |
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| <b>Identifiers and Categories in Cal. Civ. Code 1798.80(e)</b> , such as name, unique personal identifier, online identifier, account name, | <ul style="list-style-type: none"><li>To consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name)</li><li>If your application is unsuccessful or if you have indicated your interest for</li></ul> | No                                                                                               | No                                                     |

| Category of Personal Information                                                                                                                                                                        | Purpose for Collecting the Personal Information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising | Whether we “Sell” the Category of Personal Information |
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| phone number or signature                                                                                                                                                                               | <p>prospective roles, we will keep your information on record to notify you in the future of relevant job vacancies with PIMCO that you may be interested in</p> <ul style="list-style-type: none"> <li>• 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)</li> <li>• The prevention and detection of crime or fraud, subject to local law</li> <li>• 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</li> <li>• To assess your eligibility for certain opportunities and programs</li> <li>• For legitimate business purposes</li> <li>• To help us improve how we market our recruitment events and job roles</li> <li>• To conduct activities that are required or permitted by applicable law.</li> </ul> |                                                                                                  |                                                        |
| <b>Characteristics of Protected Classifications Under California or federal law</b> , such as nationality, veteran status, gender, age, gender identity, race, or ethnic origin, religion or disability | <ul style="list-style-type: none"> <li>• 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)</li> <li>• 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</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | No                                                                                               | No                                                     |

| Category of Personal Information                                                                        | Purpose for Collecting the Personal Information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising | Whether we “Sell” the Category of Personal Information |
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|                                                                                                         | <ul style="list-style-type: none"> <li>• To assess your eligibility for certain opportunities and programs</li> <li>• For legitimate business purposes</li> <li>• To help us improve how we market our recruitment events and job roles</li> <li>• To conduct activities that are required or permitted by applicable law.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                  |                                                        |
| <b>Geolocation data</b> , such as the state or country associated with your IP address, or home address | <ul style="list-style-type: none"> <li>• To consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name)</li> <li>• 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 in the future of relevant job vacancies with PIMCO that you may be interested in</li> <li>• 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)</li> <li>• We will process personal information related to your use of our IT systems in order to comply with legal obligations</li> <li>• The prevention and detection of crime or fraud, subject to local law</li> <li>• 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</li> </ul> | No                                                                                               | No                                                     |

| Category of Personal Information                                                                                                             | Purpose for Collecting the Personal Information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising | Whether we “Sell” the Category of Personal Information |
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|                                                                                                                                              | <ul style="list-style-type: none"> <li>To assess your eligibility for certain opportunities and programs</li> <li>For legitimate business purposes</li> <li>To help us improve how we market our recruitment events and job roles</li> <li>To conduct activities that are required or permitted by applicable law</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                  |                                                        |
| <b>Audio, electronic, visual, thermal, olfactory or similar information</b> , such as a recording of your voice or photo or video of you     | <ul style="list-style-type: none"> <li>To consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name)</li> <li>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 in the future of relevant job vacancies with PIMCO that you may be interested in</li> <li>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)</li> <li></li> <li>for legitimate business purposes</li> <li>To conduct activities that are required or permitted by applicable law.</li> </ul> | No                                                                                               | No                                                     |
| <b>Professional or employment information</b> , such as your job title or employer, employment history, education and qualification details, | <ul style="list-style-type: none"> <li>To consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name)</li> <li>If your application is unsuccessful or if you have indicated your interest for prospective roles, we will</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | No                                                                                               | No                                                     |

| Category of Personal Information                                                                                                                                                    | Purpose for Collecting the Personal Information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising | Whether we “Sell” the Category of Personal Information |
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|                                                                                                                                                                                     | <p>keep your information on record to notify you in the future of relevant job vacancies with PIMCO that you may be interested in</p> <ul style="list-style-type: none"> <li>• 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)</li> <li>• The prevention and detection of crime or fraud, subject to local law</li> <li>• to assess your eligibility for certain opportunities and programs</li> <li>• for legitimate business purposes</li> <li>• to help us improve how we market our recruitment events and job roles</li> <li>• to conduct activities that are required or permitted by applicable law.</li> </ul> |                                                                                                  |                                                        |
| <p><b>Inferences drawn from the information listed above</b> to create a profile about a California resident reflecting their preferences, characteristics and other attributes</p> | <ul style="list-style-type: none"> <li>• To consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name)</li> <li>• 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 in the future of relevant job vacancies with PIMCO that you may be interested in</li> <li>• 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)</li> </ul>                                                                                              | No                                                                                               | No                                                     |

| Category of Personal Information                                                                                                                                       | Purpose for Collecting the Personal Information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising | Whether we “Sell” the Category of Personal Information |
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|                                                                                                                                                                        | <ul style="list-style-type: none"> <li>• The prevention and detection of crime or fraud, subject to local law</li> <li>• 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</li> <li>• To assess your eligibility for certain opportunities and programs</li> <li>• For legitimate business purposes</li> <li>• To help us improve how we market our recruitment events and job roles</li> <li>• To conduct activities that are required or permitted by applicable law.</li> </ul>                                                                                                                                                                                                     |                                                                                                  |                                                        |
| <b>Sensitive personal information, such as Social Security Number, driver’s license, state identification card, passport number, citizenship or immigration status</b> | <ul style="list-style-type: none"> <li>• To consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name)</li> <li>• 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 in the future of relevant job vacancies with PIMCO that you may be interested in</li> <li>• 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)</li> <li>• The prevention and detection of crime or fraud, subject to local law</li> <li>• To assess your eligibility for certain opportunities and programs</li> </ul> | No                                                                                               | No                                                     |

| Category of Personal Information                                                                                                                                                                                                                                                                                                                                | Purpose for Collecting the Personal Information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Whether We “Share” the Category of Personal Information for Cross-Context Behavioral Advertising | Whether we “Sell” the Category of Personal Information |
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|                                                                                                                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>For legitimate business purposes</li> <li>To conduct activities that are required or permitted by applicable law.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                  |                                                        |
| <p><b>Sensitive personal information, such as racial or ethnic origin, religious or philosophical beliefs, or union membership,</b> such as your race or nationality</p> <p><b>Sensitive personal information, such as personal information collected and analyzed concerning your sexual orientation,</b> such as your self-identification status as LGBTQ</p> | <p>Should you choose to provide this information, with your consent, we would process it:</p> <ul style="list-style-type: none"> <li></li> <li>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 in the future of relevant job vacancies with PIMCO that you may be interested in</li> <li>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)</li> <li>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</li> <li>To assess your eligibility for certain opportunities and programs</li> <li>for legitimate business purposes</li> <li>To help us improve how we market our recruitment events and job roles</li> <li>To conduct activities that are required or permitted by applicable law.</li> </ul> | No                                                                                               | No                                                     |

### Third Party Processing:

We may also receive personal information from you from other sources, including a third party, 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 for application purposes, which may include: (i) **Identifiers and Categories in Cal. Civ Code 1798.80(e)**, such as name, unique personal identifier, online identifier, phone number and/or signature; (ii) **Characteristics of Protected Classifications Under California or federal law**, such as nationality, veteran status, gender, age, gender identity, race, or ethnic origin, religion or disability; (iii) **Geolocation data**, such as your home address; (iv) **Audio, electronic, visual, thermal, olfactory or similar information**, such as a your photo; (v) **Professional or employment information**, such as your job title or employer, employment history, education and qualification details; and (vi) **Inferences drawn from the information listed above** to create a profile about a California resident reflecting their preferences, characteristics and other attributes.
- 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, and drug screening results 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, which may include: (i) **Identifiers and Categories in Cal. Civ Code 1798.80(e)**, such as name, unique personal identifier, online identifier, phone number and/or signature; (ii) **Characteristics of Protected Classifications Under California or federal law**, such as nationality, veteran status, gender, age, gender identity, race, or ethnic origin, religion or disability; (iii) **Geolocation data**, such as your home address; (iv) **Professional or employment information**, such as your job title or employer, employment history, education and qualification details; (v) **Inferences drawn from the information listed above** to create a profile about a California resident reflecting their preferences, characteristics and other attributes; and (vi) **Sensitive personal information**, such as Social Security Number, driver's license, state identification card or passport number.

This 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 in the future of relevant job vacancies with PIMCO that you may be interested in;
- 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;
- 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.

We do not “sell” or “share” such personal information for purposes of the CCPA.

**Data Retention:** We will retain your personal information for as long as necessary to fulfil the purposes for which it was collected and processed, including for the purposes of satisfying any legal, regulatory, accounting or reporting requirements. To determine the appropriate retention period for your personal information and sensitive personal information, we will consider the amount, nature and sensitivity of the personal information, the potential risk from unauthorized use or disclosure, the purposes for which we process it and whether we can achieve those purposes through other means, and applicable legal requirements.

Whether acting as a business or third party, 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.

### **Prior Collection, Use and Disclosure of Personal Information**

The CCPA requires us to give you specific information about the categories of personal information and sensitive personal information we collect about you, the sources from which we have obtained that information, the purposes for which we collect it and the categories of entities to whom we disclose it. Our relevant practices over the last twelve months are described below.

| Category of Personal Information                                                                                                                                      | Categories of Sources From Which Collected                                                                                                                                   | Business or Commercial Purpose for Collecting PI                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Categories of Third Parties and Other Entities To Whom We May Disclose                                                                                                                                                                                                                                                                                                                            |
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| <b>Identifiers and Categories in Cal. Civ. Code 1798.80(e)</b> , such as name, unique personal identifier, online identifier, account name, phone number or signature | <ul style="list-style-type: none"> <li>• Directly from you</li> <li>• Via business partners and other providers</li> <li>• Via our recruitment management systems</li> </ul> | <ul style="list-style-type: none"> <li>• to consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name)</li> <li>• 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 in the future of relevant job vacancies with PIMCO that you may be interested in</li> <li>• 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)</li> <li>• the prevention and detection of crime or fraud, subject to local law</li> <li>• 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</li> <li>• to assess your eligibility for certain opportunities and programs</li> <li>• for legitimate business purposes</li> <li>• to help us improve how we market our recruitment events and job roles</li> <li>• to conduct activities that are required or permitted by applicable law.</li> </ul> | <ul style="list-style-type: none"> <li>• Service providers and business partners, for example those that help us with recruiting efforts</li> <li>• Legal authorities as required by law or to protect our rights</li> <li>• Affiliated and nonaffiliated third party as may be permitted by law (such as in connection with the sale or restructuring of all or part of our business)</li> </ul> |

| Category of Personal Information                                                                                                                                                                       | Categories of Sources From Which Collected                            | Business or Commercial Purpose for Collecting PI                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Categories of Third Parties and Other Entities To Whom We May Disclose                                                                                                                                                                                                                                                                                                                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Characteristics of Protected Classifications Under California or federal law,</b> such as nationality, veteran status, gender, age, gender identity, race, or ethnic origin, religion or disability | <ul style="list-style-type: none"> <li>• Directly from you</li> </ul> | <ul style="list-style-type: none"> <li>• 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)</li> <li>• 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</li> <li>• to assess your eligibility for certain opportunities and programs</li> <li>• for legitimate business purposes</li> <li>• to help us improve how we market our recruitment events and job roles</li> <li>• to conduct activities that are required or permitted by applicable law.</li> </ul> | <ul style="list-style-type: none"> <li>• Service providers and business partners, for example those that help us with recruiting efforts</li> <li>• Legal authorities as required by law or to protect our rights</li> <li>• Affiliated and nonaffiliated third party as may be permitted by law (such as in connection with the Sale or restructuring of all or part of our business)</li> </ul> |

| Category of Personal Information                                                                        | Categories of Sources From Which Collected                                                                                                                                   | Business or Commercial Purpose for Collecting PI                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Categories of Third Parties and Other Entities To Whom We May Disclose                                                                                                                                                                                                                                                                                                                            |
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| <b>Geolocation data</b> , such as the state or country associated with your IP address, or home address | <ul style="list-style-type: none"> <li>• Directly from you</li> <li>• Via business partners and other providers</li> <li>• Via our recruitment management systems</li> </ul> | <ul style="list-style-type: none"> <li>• to consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name)</li> <li>• 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 in the future of relevant job vacancies with PIMCO that you may be interested in</li> <li>• 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)</li> <li>• we will process personal information related to your use of our IT systems in order to comply with legal obligations</li> <li>• the prevention and detection of crime or fraud, subject to local law</li> <li>• 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</li> <li>• to assess your eligibility for certain opportunities and programs</li> <li>• for legitimate business purposes</li> <li>• to help us improve how we market our recruitment events and job roles</li> <li>• to conduct activities that are required or permitted by applicable law</li> </ul> | <ul style="list-style-type: none"> <li>• Service providers and business partners, for example those that help us with recruiting efforts</li> <li>• Legal authorities as required by law or to protect our rights</li> <li>• Affiliated and nonaffiliated third party as may be permitted by law (such as in connection with the Sale or restructuring of all or part of our business)</li> </ul> |

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| <b>Audio, electronic, visual, thermal, olfactory or similar information,</b><br>such as a recording of your voice or photo or video of you | <ul style="list-style-type: none"> <li>• Directly from you</li> <li>• Via business partners and other providers</li> <li>• Via our recruitment management systems</li> </ul> | <ul style="list-style-type: none"> <li>• to consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name)</li> <li>• 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 in the future of relevant job vacancies with PIMCO that you may be interested in</li> <li>• 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)</li> <li>• for legitimate business purposes</li> <li>• to conduct activities that are required or permitted by applicable law.</li> </ul> | <ul style="list-style-type: none"> <li>• Service providers and business partners, for example those that help us with recruiting efforts</li> <li>• Legal authorities as required by law or to protect our rights</li> <li>• Affiliated and nonaffiliated third party as may be permitted by law (such as in connection with the Sale or restructuring of all or part of our business)</li> </ul> |

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| <b>Professional or employment information,</b> such as your job title or employer, employment history, education and qualification details, | <ul style="list-style-type: none"> <li>• Directly from you</li> <li>• Via business partners and other providers</li> <li>• Via our recruitment management systems</li> </ul> | <ul style="list-style-type: none"> <li>• to consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name)</li> <li>• 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 in the future of relevant job vacancies with PIMCO that you may be interested in</li> <li>• 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)</li> <li>• the prevention and detection of crime or fraud, subject to local law</li> <li>• to assess your eligibility for certain opportunities and programs</li> <li>• for legitimate business purposes</li> <li>• to help us improve how we market our recruitment events and job roles</li> <li>• to conduct activities that are required or permitted by applicable law.</li> </ul> | <ul style="list-style-type: none"> <li>• Service providers and business partners, for example those that help us with recruiting efforts</li> <li>• Legal authorities as required by law or to protect our rights</li> <li>• Affiliated and nonaffiliated third party as may be permitted by law (such as in connection with the Sale or restructuring of all or part of our business)</li> </ul> |

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| <p><b>Inferences drawn from the information listed above</b> to create a profile about a California resident reflecting their preferences, characteristics and other attributes</p> | <ul style="list-style-type: none"> <li>• Directly from you</li> <li>• Via business partners and other providers</li> <li>• Via our recruitment management systems</li> </ul> | <ul style="list-style-type: none"> <li>• to consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name)</li> <li>• 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 in the future of relevant job vacancies with PIMCO that you may be interested in</li> <li>• 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)</li> <li>• the prevention and detection of crime or fraud, subject to local law</li> <li>• 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</li> <li>• to assess your eligibility for certain opportunities and programs</li> <li>• for legitimate business purposes</li> <li>• to help us improve how we market our recruitment events and job roles</li> <li>• to conduct activities that are required or permitted by applicable law.</li> </ul> | <ul style="list-style-type: none"> <li>• Service providers and business partners, for example those that help us with recruiting efforts</li> <li>• Legal authorities as required by law or to protect our rights</li> <li>• Affiliated and nonaffiliated third party as may be permitted by law (such as in connection with the Sale or restructuring of all or part of our business)</li> </ul> |

| Category of Personal Information                                                                                                                                       | Categories of Sources From Which Collected | Business or Commercial Purpose for Collecting PI                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Categories of Third Parties and Other Entities To Whom We May Disclose                                                                                                                                                                                                                                                                                                                            |
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| <b>Sensitive personal information, such as Social Security Number, driver's license, state identification card, passport number, citizenship or immigration status</b> | Directly from you                          | <ul style="list-style-type: none"> <li>• to consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name)</li> <li>• 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 in the future of relevant job vacancies with PIMCO that you may be interested in</li> <li>• 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)</li> <li>• the prevention and detection of crime or fraud, subject to local law</li> <li>• to assess your eligibility for certain opportunities and programs</li> <li>• for legitimate business purposes</li> <li>• to conduct activities that are required or permitted by applicable law.</li> </ul> | <ul style="list-style-type: none"> <li>• Service providers and business partners, for example those that help us with recruiting efforts</li> <li>• Legal authorities as required by law or to protect our rights</li> <li>• Affiliated and nonaffiliated third party as may be permitted by law (such as in connection with the Sale or restructuring of all or part of our business)</li> </ul> |

| Category of Personal Information                                                                                                                                                                                                                                                                                                                                | Categories of Sources From Which Collected | Business or Commercial Purpose for Collecting PI                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Categories of Third Parties and Other Entities To Whom We May Disclose                                                                                                                                                                                                                                                                                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Sensitive personal information, such as racial or ethnic origin, religious or philosophical beliefs, or union membership, such as your race or nationality</b></p> <p><b>Sensitive personal information, such as personal information collected and analyzed concerning your sexual orientation, such as your self-identification status as LGBTQ</b></p> | Directly from you                          | <p>Should you choose to provide this information, with your consent, we would process it:</p> <ul style="list-style-type: none"> <li>• 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 in the future of relevant job vacancies with PIMCO that you may be interested in</li> <li>• 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)</li> <li>• 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</li> <li>• to assess your eligibility for certain opportunities and programs</li> <li>• for legitimate business purposes</li> <li>• to help us improve how we market our recruitment events and job roles</li> <li>• to conduct activities that are required or permitted by applicable law.</li> </ul> | <ul style="list-style-type: none"> <li>• Service providers and business partners, for example those that help us with recruiting efforts</li> <li>• Legal authorities as required by law or to protect our rights</li> <li>• Affiliated and nonaffiliated third party as may be permitted by law (such as in connection with the Sale or restructuring of all or part of our business)</li> </ul> |

### How We Disclose Personal Information

In the past twelve months, we have disclosed the following categories of personal information for business purposes as set out above:

- Identifiers
- Categories of Personal Information described in Cal. Civ. Code Section 1798.80(e)
- Characteristics of Protected Classifications Under California or Federal Law
- Internet or other electronic network activity information
- Geolocation data
- Audio, electronic, visual, thermal, olfactory or similar information
- Professional or employment information
- Inferences drawn from other personal information
- Sensitive personal information, such as social security number, driver's license, state identification card or passport number, citizenship or immigration status; racial or ethnic origin, religious or philosophical beliefs or union membership; and personal information collected and analyzed concerning your sexual orientation

## **We Do Not Sell or “Share” Your Personal Information for Purposes of the CCPA**

We do not “sell” your personal information for purposes of the CCPA or “share” it for purposes of cross-context behavioral advertising (as those terms are defined in the CCPA) and have not done so in the past twelve months.

### **Minors Under the Age of 16**

We do not have actual knowledge that we sell or share the personal information of minors under the age of 16.

### **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: (i) match applicants or prospective applicants to open vacancies; and (ii) 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 may best align with the applied roles). Automated decision-making occurs when an electronic system uses personal information to make a decision about an individual without human involvement. We take steps to reduce bias and discrimination in the AI and automated decision making tools we use.

### **Your Rights as a California Resident**

As a California resident, you may have certain rights in relation to your personal information.

#### **Right to Know**

You may have the **right to know** how we have collected, used and disclosed your personal information. Specifically, you may have the right to know:

- The categories of personal information we have collected about you.
- The categories of sources from which we have collected your personal information.
- The business or commercial purpose for which we collect, sell or share your personal information.
- The categories of third parties to whom we have disclosed your personal information.
- The categories of personal information that we have sold or shared about you and the categories of third parties to whom it was sold or shared.
- The categories of personal information we have disclosed about you for a business purpose and the categories of persons to whom we have disclosed it.

In addition, you may have the **right to know the specific pieces of personal information** we have collected about you. Subject to certain limitations, you may request that we provide this information dating back to January 1, 2022.

#### **Right to Make a Deletion Request**

You may have the right to request that we delete your personal information that we have collected or received. Subject to certain exceptions, we must delete your personal information and direct our service providers and contractors to delete your personal information.

#### **Right to Correct Inaccurate Personal Information**

You may have the right to request that we correct inaccurate personal information about you, taking into account the nature of the personal information and the purposes of the processing of the personal information.

#### **Right to Opt-Out of Sales of Personal Information**

If we were to sell your personal information for purposes of the CCPA, you may have the right to opt-out of the sale of your personal information.

## Right to Opt-Out of Sharing of Personal Information

If we were to share your personal information for cross-context behavioral advertising purposes for purposes of the CCPA, you may have the right to opt-out of that sharing.

## Right to Limit Use and Disclosure of Sensitive Personal Information

Subject to certain exceptions, you may have the right to limit our use and disclosure of your sensitive personal information.

## Right to Non-Discrimination

You have the right not to be discriminated against by us for choosing to exercise your rights under the CCPA.

## How to Exercise Your California Privacy Rights

If you wish to **exercise your right to know, delete or correct inaccuracies in your personal information, or your right to limit our use and disclosure of your sensitive personal information**, please submit a request to us by clicking [here](#), calling us at 866-746-2615 or contacting us at [AmericasPrivacy@pimco.com](mailto:AmericasPrivacy@pimco.com). If you maintain an account with us, we may require you to submit a request through that account.

You can authorize a person (“Authorized Agent”) registered with the California Secretary of State to exercise your California privacy rights on your behalf. An Authorized Agent can also include a person who has power of attorney or is acting as a conservator. To submit a request to PIMCO on behalf of another person as an Authorized Agent, please submit a request to us by clicking [here](#), call us at 866-746-2615 or contact us at [AmericasPrivacy@pimco.com](mailto:AmericasPrivacy@pimco.com).

## Verifying Your Requests

We only respond to your requests to know how we have collected, used and disclosed your personal information, access the specific pieces of personal information we have about you, delete your personal information or correct inaccurate personal information when we can verify that you are a California resident exercising your rights regarding your personal information.

We may need to ask you for personal information to verify your request so we can match it to the personal information we already have about you. We may also need to obtain additional information about you that we do not already have. If you provide us with new personal information that we do not already have about you, we will use it solely for the purpose of verifying your request. We will let you know via email if we need more information from you to verify your request. Please reply to our requests promptly.

We will communicate with you about your requests via email. We will use the email address you provided when submitting your request.

If we cannot verify your identity, we will let you know.

## Responding To Your Requests

We aim to promptly verify and respond to your requests within 45 days of receipt but may require a total of up to 90 days to respond to your requests. If we require additional time beyond the initial 45 days after we receive your request, we will let you know within the first 45 days.

We do not ordinarily charge a fee for our response to your requests. However, we may do so to the extent your request(s) are excessive, repetitive, or manifestly unfounded. If we determine that charging a fee is warranted, we will let you know and will provide you with an estimate of the associated costs of responding to your request(s).

If we determine that we cannot or will not take the action that you requested, we will let you know. We will inform you of our reasons for not taking action and any rights you may have to appeal the decision.

Unless you tell us that you would like to receive a response via postal mail, we will respond to you via email regarding your requests to know and to access the specific pieces of personal information we have about you. We will contact you at the email address you provided when submitting your request(s). If you would like to receive responses to a request to know or access personal information via postal mail rather than email, please let us know when submitting your request(s).

### **Limitations**

The CCPA does not apply in full to all personal information we collect from California residents. Therefore, even if you are a California resident and submit a verifiable request, we may not be required to comply with your request.

We are only required to respond to certain requests twice in any twelve-month period. We are not required to provide you access to specific pieces of personal information more than twice in any twelve-month period. Similarly, we are not required to comply with your “requests to know” more than twice in any twelve-month period.

### **Changes to Our California Privacy Notice**

From time to time, PIMCO may update or revise this California Privacy Notice. If there are changes to the terms of this California Privacy Notice, documents containing the revised policy on the relevant website(s) will be updated.

### **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 [AmericasPrivacy@pimco.com](mailto:AmericasPrivacy@pimco.com).