APPLICANT AND PROSPECTIVE APPLICANT PRIVACY NOTICE

In this notice, "**we**", "**us**", "**our**" and "**PIMCO**" means Pacific Investment Management Company LLC, being the entity to which you are applying to work.

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 or household. Personal information does not include consumer 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:

    o your full name, date of birth, social security number, driver's license number or other government-issued ID card, nationality, citizenship, immigration status, 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; and

    o diversity monitoring information (including race, ethnic origin, nationality, gender, gender identity, sexual orientation, disability, and veteran status).

- **Information we obtain from other sources.** This is likely to include information about you, such as:

    o 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; and

    o 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.

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 ("**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.

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*.