

As of Sep 2026

Prudential Group

Personal Information Collection Statement

We are committed to safeguarding the privacy of our candidates (hereinafter referred to as “candidate”, “you”, or “yours”) at all times during the recruitment process and continuously adhere to our privacy policies and data privacy legislation in place in each jurisdiction that **Prudential** (including the affiliates of Prudential plc in Asia, Africa and Europe and Eastspring entities) operates in (collectively referred to as “Prudential”).

Through this website we collect and use personal data from you regarding your job application to Prudential and potential future employment opportunities with Prudential. Prudential will collect or has collected personal data from you. Supply of personal data is voluntary. However, failure to provide some or all of this information or misrepresentation of this information may limit, or even prevent, Prudential’s ability to progress consideration of you for employment opportunities with the organisation. Prudential reserves its rights to reverse the decision on your employment or terminate your employment if the decision was based on misrepresentation and omission of the information provided.

We may collect and process the following categories of personal data:

Information you provide directly

- Name, Identity information (identity card or passport information), contact details (email, phone, address)
- CV/resume, employment history, education, qualifications, certifications, skills
- Cover letters, interview responses, assessments
- Family status, e.g. marriage status and information about family members (if applicable)
- References and referee contact information

Information from third parties

- Recruitment agencies, head hunters
- Background check providers (where applicable and permitted by law)
- Your former employer
- Reference person you provided
- Publicly available sources (including but not limited to professional networking sites, social media platforms, online portfolios or personal websites, publications, media coverage, industry directories, public registers, and information made publicly available by employers, academic institutions or professional bodies)

Sensitive (special category) data

Where required by law or voluntarily provided, and where required under applicable laws with your explicit consent, we may process:

- Diversity and inclusion information (e.g. ethnicity, gender, religious)
- Health or disability information (for reasonable adjustments (modifications/adaptations to the environment to reduce/remove barriers for disabilities))
- Criminal record declaration (if permitted by applicable law)
- Financial information (e.g. credit assessment)

This data has specific additional safeguards.

In order to protect your personal information against unauthorised access, loss or misuse, we implement appropriate technical and organisational measures.

By ticking the checkbox, you confirm that you understand, agree and authorise Prudential, to the extent necessary for the purposes set out below, to use, provide, disclose and transfer any and all of your personal data collected by Prudential (whether provided by you or any other person and whether provided before or after the date of this notification) to all business units within Prudential (whether locally and overseas) and third parties including any agent, contractor or any third party who provides administrative or other services to Prudential to assist with the process of identifying and tracking of candidates, marketplace talent, recruiting and/or planning (such as legal advisors, recruiting agencies, system platforms that used for recruitment activities, background screening vendors, IT service providers, HR consulting firms, HR services providers, applicable regulators and others), for the following purposes:-

- a. to assess your suitability for employment opportunities with Prudential;
- b. all matters relating to or in connection with (future) employment opportunities with Prudential;
- c. all matters relating to or in connection with the recruitment activities of Prudential; and
- d. any purpose relating to or in connection with compliance with any law, regulation, court order or order of any governmental or regulatory body.

Where data is transferred internationally, we ensure appropriate safeguards are in place and align with local law requirements.

We may deploy non-automated or automated means (including Artificial Intelligence (AI)) in processing your personal information. Such means may include automated screening and/or decision making. The automated processing shall only be related to fulfil the purpose of the processing as described earlier and we shall not use your personal data for the training of AI.

We keep personal data from employment discussions for 12-24 months, depending on location. Candidates may request deletion if they do not want their information kept for future opportunities. The data may be retained for a longer period if there is a legal or legitimate business purpose. After this period, your data will be securely deleted or anonymised.

Any request for access, correction or deletion of your personal data, request for the explanation of automated decision-making, request to refuse the decision made solely by the automated decision-making process, or any request that your personal data should not be used for future processes of



recruitment, should be addressed to Privacy@prudential.com.hk. You also have the right to lodge a complaint with a relevant data protection authority.

This document should be read together with the privacy notice applicable to the country and/or local business unit for which you are applying (the **“Local Privacy Notice”**) as provided separately.

In the event of any conflict, inconsistency or discrepancy between this document and the applicable Local Privacy Notice, the Local Privacy Notice shall prevail to the extent of such conflict, inconsistency or discrepancy.

By providing consent to this Personal Information Collection Statement, you acknowledge that you have read and understood this Personal Information Collection Statement together with the applicable Local Privacy Notice, and that the relevant Local Privacy Notice forms an integral part of this document.