As of Sep 2026

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Prudential

Indonesia

PT Prudential Life Assurance

Bahasa Indonesia Version	English Version
Saya menyatakan bahwa saya memberikan informasi pada Formulir E-Aplikasi ini dengan jujur.	Certify that I give the information on the E – Application Form truthfully.
Dengan ini saya menyampaikan data pribadi saya kepada PT Prudential Life Assurance ("Prudential Indonesia") dan memberikan persetujuan kepada Prudential Indonesia untuk memproses, termasuk dalam hal ini mengumpulkan, menyimpan, memproses, mempergunakan, dan membagikan semua informasi/data pribadi yang saya berikan dalam Formulir Aplikasi/Lamaran Kerja ini dan/atau daftar riwayat hidup (curriculum vitae) (beserta informasi tambahan yang diberikan baik secara fisik maupun elektronik) tunduk pada peraturan yang berlaku.	I hereby submit to PT Prudential Life Assurance ("Prudential Indonesia") my personal data and authorize Prudential Indonesia to process, including in this case collecting, storing, processing, using, and sharing all of the personal information / data provided by me in this Application Form/Job Application and/or curriculum vitae (along with its additional information either provided physically or electronically) subject to the prevailing regulations.
Dengan ini saya menyatakan tidak keberatan dan dengan sukarela memberikan persetujuan untuk pemrosesan data pribadi yang diperlukan yang dilakukan oleh Prudential Indonesia atau oleh penyedia pihak ketiga yang ditunjuk oleh Prudential Indonesia. Saya telah membaca, menyetujui, dan mengakui bahwa pemrosesan data pribadi tersebut dapat mencakup, termasuk namun tidak terbatas pada, data kontak pribadi saya, nama, NIK/nomor Paspor, alamat KTP, alamat e-mail, nomor telepon rumah, nomor telepon seluler, riwayat pendidikan dan pekerjaan, interaksi dengan lembaga peradilan pidana, serta pemeriksaan latar belakang kesehatan dan keuangan, serta data dan sumber informasi lainnya.	I hereby express no objection and willingly consent to necessary personal data processing conducted by Prudential Indonesia or by third-party providers appointed by Prudential Indonesia. I have read, agreed and acknowledged that such personal data processing may encompass, including but not limited to, my personal contact data and activities, name, national identification number/passport number, residential address, email address, phone number, handphone number, educational and employment history, interactions with criminal justice agencies, as well as health and financial background checks, among other data and sources of information.
Saya menyetujui penggunaan data pribadi tersebut termasuk untuk pemrosesan aplikasi/lamaran pekerjaan saya untuk menjadi karyawan, untuk dokumentasi, dan untuk prosedur administratif yang dilaksanakan oleh Prudential Indonesia atas nama saya untuk kepentingan terkait manfaat karyawan. Saya juga mengakui dan menyetujui potensi keterlibatan perusahaan dan/atau pihak afiliasi, seperti Grup Prudential. Hal ini dapat mencakup	I authorize the use of such personal data including for the processing of my job application to become an employee, for documentation and for administrative procedures executed by Prudential Indonesia on my behalf for the interest of employee benefits. I also acknowledge and consent to the potential involvement of the company and/or affiliated parties, such as the Prudential Group. This may include support services from or between Prudential Group entities utilizing these data.

layanan dukungan dari atau antara entitas Grup Prudential yang menggunakan data ini.	
Saya membebaskan PT Prudential Life Assurance dari semua klaim, tuntutan, dan kerugian yang timbul di masa depan dalam bentuk apa pun, sehubungan dengan penggunaan, pemberian dan/atau pemrosesan data pribadi dan/atau informasi selama hal tersebut telah dilakukan sesuai dengan kebutuhan yang disebutkan di atas.	I will release PT Prudential Life Assurance from all claims, demands and losses arising in the future in any form, in connection with the use, provision and / or processing of personal data and / or information as long as it has been carried out in accordance with the needs mentioned above.
Persetujuan ini berlaku selama periode saya bekerja di Prudential Indonesia. Data tersebut akan disimpan sesuai dengan ketentuan perundang-undangan yang berlaku setelah berakhirnya hubungan/kerja sama (dalam hal ini, berakhirnya proses rekrutmen atau berakhirnya periode kerja), atau untuk jangka waktu yang lebih lama selama dokumentasi tersebut diperlukan berdasarkan kebijakan internal Prudential Indonesia atau yang diwajibkan oleh peraturan yang berlaku (Periode Retensi).	This authorization shall remain valid during the period of my employment at Prudential Indonesia. Such data will be stored in accordance with the applicable laws and regulations after the end of relationship / cooperation (in this case, the end of recruitment process or the end of employment period) or for a longer period as long as such documentation is required based on Prudential Indonesia's internal policies or required by prevailing regulations (Retention Period).
Rincian lebih lanjut mengenai pihak ketiga penyedia layanan yang ditunjuk oleh Prudential Indonesia dapat dilihat di https://www.prudential.co.id/id/about-us/kepatuhan-pemerintah/daftar-pihak-ketiga/	Further detail regarding appointed third-party providers of Prudential Indonesia refers to https://www.prudential.co.id/id/about-us/kepatuhan-pemerintah/daftar-pihak-ketiga/
Rincian lebih lanjut mengenai Pemberitahuan Privasi Prudential Indonesia dapat dilihat di https://www.prudential.co.id/id/about-us/kepatuhan-pemerintah/daftar-pihak-ketiga/	Further detail regarding Privacy Notice of Prudential Indonesia refers to https://www.prudential.co.id/id/about-us/kepatuhan-pemerintah/daftar-pihak-ketiga/
Saya menyadari konsekuensi dan hak-hak saya yang timbul dari surat persetujuan ini. Saya memahami bahwa sebagai bagian dari proses rekrutmen dan/atau kekaryawanan, Prudential Indonesia akan meminta saya untuk mengirimkan salinan surat referensi dari pekerjaan saat ini dan sebelumnya, salinan sertifikat yang relevan, slip gaji terakhir, dan memeriksa referensi saya.	I am aware of the consequences and my rights arising out of this authorization letter. I understand that as part of recruitment and/or employment process, Prudential Indonesia will ask me to submit copies of reference letter of my current and previous employers, copies of relevant certificates, last salary statement and check my references.
Dengan ini saya menyatakan bahwa informasi/data yang disampaikan kepada Prudential Indonesia adalah valid, sesuai, akurat, dan tidak menyesatkan. Saya juga memahami bahwa jika kemudian hari diketahui bahwa informasi/data tersebut tidak akurat, palsu, atau menyesatkan, hal itu dapat mengakibatkan penolakan aplikasi/lamaran	I hereby declare that the information/data submitted to Prudential Indonesia are valid, appropriate, accurate and not misleading. I also understand that if later it is discovered that the information/data is inaccurate, false, or misleading, it may render for refusal of my job application / disqualification /

pekerjaan saya / diskualifikasi / pembatalan, atau pemutusan hubungan kerja dengan segera.	cancellation or immediate termination of employment.
Surat Kuasa ini dibuat dalam format dwibahasa, versi Bahasa Inggris dan Bahasa Indonesia. dalam hal terdapat ketidaksesuaian dan ketidakkonsistenan antara kedua versi, maka versi Bahasa Indonesia yang akan berlaku.	This Authorization Letter is executed in billingual format, English and Bahasa Indonesia version. In the event of conflict or inconsistency between the two versions, the Indonesia language version shall prevail.
Demikian, surat persetujuan ini dibuat untuk dapat digunakan dengan semestinya.	Thus this authorization letter is made to be used properly.

Prudential Sharia Life Assurance

Bahasa Indonesia Version	English Version
Saya menyatakan bahwa saya memberikan informasi pada Formulir E-Aplikasi ini dengan jujur.	Certify that I give the information on the E – Application Form truthfully.
Dengan ini saya menyampaikan data pribadi saya kepada PT Prudential Sharia Life Assurance ("Prudential Syariah") dan memberikan persetujuan kepada Prudential Syariah untuk memproses, termasuk dalam hal ini mengumpulkan, menyimpan, memproses, mempergunakan, dan membagikan semua informasi/data pribadi yang saya berikan dalam Formulir Aplikasi/Lamaran Kerja ini dan/atau daftar riwayat hidup (*curriculum vitae*) (beserta informasi tambahan yang diberikan baik secara fisik maupun elektronik) tunduk pada peraturan yang berlaku.	I hereby submit to PT Prudential Sharia Life Assurance ("Prudential Syariah") my personal data and authorize Prudential Syariah to process, including in this case collecting, storing, processing, using, and sharing all of the personal information / data provided by me in this Application Form/Job Application and/or curriculum vitae (along with its additional information either provided physically or electronically) subject to the prevailing regulations.
Dengan ini saya menyatakan tidak keberatan dan dengan sukarela memberikan persetujuan untuk pemrosesan data pribadi yang diperlukan yang dilakukan oleh Prudential Syariah atau oleh penyedia pihak ketiga yang ditunjuk oleh Prudential Syariah. Saya telah membaca, menyetujui, dan mengakui bahwa pemrosesan data pribadi tersebut dapat mencakup, termasuk namun tidak terbatas pada, data kontak pribadi saya, nama, NIK/nomor Paspor, alamat KTP, alamat e-mail, nomor telepon rumah, nomor telepon seluler, riwayat pendidikan dan pekerjaan, interaksi dengan lembaga peradilan pidana, serta pemeriksaan latar belakang kesehatan dan keuangan, serta data dan sumber informasi lainnya.	I hereby express no objection and willingly consent to necessary personal data processing conducted by Prudential syariah or by third-party providers appointed by Prudential Syariah. I have read, agreed and acknowledged that such personal data processing may encompass, including but not limited to, my personal contact data and activities, name, national identification number/passport number, residential address, email address, phone number, handphone number, educational and employment history, interactions with criminal justice agencies, as well as health and financial background checks, among other data and sources of information.
Saya menyetujui penggunaan data pribadi tersebut termasuk untuk pemrosesan aplikasi/lamaran pekerjaan saya untuk menjadi karyawan, untuk dokumentasi, dan untuk prosedur administratif yang dilaksanakan oleh Prudential Syariah atas nama saya untuk kepentingan terkait manfaat karyawan. Saya juga mengakui dan menyetujui potensi keterlibatan perusahaan dan/atau pihak afiliasi, seperti PT Prudential Sharia Life Assurance dan/atau Grup Prudential. Hal ini dapat mencakup layanan dukungan dari atau antara entitas Grup Prudential yang menggunakan data ini.	I authorize the use of such personal data including for the processing of my job application to become an employee, for documentation and for administrative procedures executed by Prudential Syariah on my behalf for the interest of employee benefits. I also acknowledge and consent to the potential involvement of the company and/or affiliated parties, such as PT Prudential Sharia Life Assurance and/or Prudential Group. This may include support services from or between Prudential Group entities utilizing these data.

Saya menyetujui bahwa dalam hal Saya berpartisipasi dalam kegiatan yang diselenggarakan oleh Prudential Syariah, pihak afiliasinya sebagaimana disebutkan diatas dan/atau pihak ketiga yang ditunjuk oleh Prudential Syariah dan pihak afiliasinya, maka Saya memahami dan menyetujui bahwa Prudential Syariah dan/atau pihak afiliasinya dapat melakukan pemrosesan data dan informasi pribadi terkait Saya termasuk namun tidak terbatas pada foto, video, testimoni sebagai dokumentasi dan publikasi kegiatan Prudential Syariah dan/atau pihak afiliasinya tanpa kompensasi apapun.	I authorize if I participate in the event organized by Prudential Syariah, affiliated parties as mentioned above and/or third party appointed by Prudential Syariah and its affiliated parties, I acknowledge and agree that Prudential Syariah and/or its affiliated parties can proceed the personal data and information related to myself including but not limited to pictures, video and testimonials as an event documentation and publications from Prudential Syariah and/or its affiliated parties without any compensation.
Saya membebaskan PT Prudential Sharia Life Assurance dari semua klaim, tuntutan, dan kerugian yang timbul di masa depan dalam bentuk apa pun, sehubungan dengan penggunaan, pemberian dan/atau pemrosesan data pribadi dan/atau informasi selama hal tersebut telah dilakukan sesuai dengan kebutuhan yang disebutkan di atas.	I will release PT Prudential Sharia Life Assurance from all claims, demands and losses arising in the future in any form, in connection with the use, provision and / or processing of personal data and / or information as long as it has been carried out in accordance with the needs mentioned above.
Persetujuan ini berlaku selama periode saya bekerja di Prudential Syariah. Data tersebut akan disimpan selama 10 (sepuluh) tahun setelah berakhirnya hubungan/kerja sama (dalam hal ini, berakhirnya proses rekrutmen atau berakhirnya periode kerja), atau untuk jangka waktu yang lebih lama selama dokumentasi tersebut diperlukan berdasarkan kebijakan internal Prudential Syariah atau yang diwajibkan oleh peraturan yang berlaku (Periode Retensi).	This authorization shall remain valid during the period of my employment at Prudential Syariah. Such data will be stored for a period of 10 (ten) years after the end of relationship / cooperation (in this case, the end of recruitment process or the end of employment period) or for a longer period as long as such documentation is required based on Prudential Syariah's internal policies or required by prevailing regulations (Retention Period).
Rincian lebih lanjut mengenai pihak ketiga penyedia layanan yang ditunjuk oleh Prudential Syariah dapat dilihat di https://www.prudentialsyariah.co.id/id/perusahaan-kami/kepatuhan-pemerintah/daftar-pihak-ketiga/	Further detail regarding appointed third-party providers of Prudential Syariah refers to https://www.prudentialsyariah.co.id/id/perusahaan-kami/kepatuhan-pemerintah/daftar-pihak-ketiga/
Rincian lebih lanjut mengenai Pemberitahuan Privasi Prudential Syariah dapat dilihat di https://www.prudentialsyariah.co.id/id/perusahaan-kami/kepatuhan-pemerintah/pemberitahuan-privasi/	Further detail regarding Privacy Notice of Prudential Syariah refers to https://www.prudentialsyariah.co.id/id/perusahaan-kami/kepatuhan-pemerintah/pemberitahuan-privasi/

Saya menyadari konsekuensi dan hak-hak saya yang timbul dari surat persetujuan ini. Saya memahami bahwa sebagai bagian dari proses rekrutmen dan/atau kekaryawanan, Prudential Syariah akan meminta saya untuk mengirimkan salinan surat referensi dari pekerjaan saat ini dan sebelumnya, salinan sertifikat yang relevan, slip gaji terakhir, dan memeriksa referensi saya.	I am aware of the consequences and my rights arising out of this authorization letter. I understand that as part of recruitment and/or employment process, Prudential Syariah will ask me to submit copies of reference letter of my current and previous employers, copies of relevant certificates, last salary statement and check my references.
Dengan ini saya menyatakan bahwa informasi/data yang disampaikan kepada Prudential Syariah adalah valid, sesuai, akurat, dan tidak menyesatkan. Saya juga memahami bahwa jika kemudian hari diketahui bahwa informasi/data tersebut tidak akurat, palsu, atau menyesatkan, hal itu dapat mengakibatkan penolakan aplikasi/lamaran pekerjaan saya / diskualifikasi / pembatalan, atau pemutusan hubungan kerja dengan segera.	I hereby declare that the information/data submitted to Prudential Syariah are valid, appropriate, accurate and not misleading. I also understand that if later it is discovered that the information/data is inaccurate, false, or misleading, it may render for refusal of my job application / disqualification / cancellation or immediate termination of employment.
Surat Kuasa ini dibuat dalam format dwibahasa, versi Bahasa Inggris dan Bahasa Indonesia. dalam hal terdapat ketidaksesuaian dan ketidakkonsistenan antara kedua versi, maka versi **Bahasa Indonesia** yang akan berlaku.	This Authorization Letter is executed in bilingual format, English and Bahasa Indonesia version. In the event of conflict or inconsistency between the two versions, the **Indonesia language version** shall prevail.
Demikian, surat persetujuan ini dibuat untuk dapat digunakan dengan semestinya.	Thus this authorization letter is made to be used properly.

Malaysia

Prudential Assurance Malaysia Berhad

Bahasa Melayu Version	English Version
Pengakuan Data Peribadi 1. Anda memahami, bersetuju dan membenarkan Prudential Assurance Malaysia Berhad ("PAMB") untuk mengumpul, menyimpan, menggunakan, mendedahkan dan/atau memproses data peribadi anda, termasuk tanpa had, nama penuh, tarikh lahir, butiran-butiran hubungan anda dan maklumat berkaitan lain, yang: (i) anda telah berikan melalui myHR; (ii) telah diperoleh oleh PAMB daripada mana-mana saluran yang disediakan oleh PAMB, atau kumpulan syarikat Prudential, termasuk laman sesawang, aplikasi mudah alih atau platform lain; dan/atau (iii) telah diperoleh melalui komunikasi anda dengan PAMB, sama ada secara lisan, bertulis dan/atau elektronik. 2. Data peribadi anda dikumpul dan diproses untuk mana-mana atau semua tujuan berikut ("Tujuan"): a) memproses permohonan pekerjaan; b) mengurus aktiviti berkaitan pekerjaan seperti senarai gaji, faedah pekerja, semakan prestasi, dan latihan; c) menjalankan proses pengambilan pekerjaan secara keseluruhan; d) menjalankan proses usaha wajar dan semakan pengesahan latar belakang (termasuk, tetapi tidak terhad kepada semakan ke atas rujukan pekerjaan, rekod perubatan, jenayah dan kebankrapan, pengesahan pendidikan dan lesen, semakan kredit, semakan konflik kepentingan, rekod integriti, kes sivil dan tapisan terhadap sekatan); e) menganjur dan mengurus program korporat; f) litigasi, membela atau membalas tuntutan undang-undang atau	Data Privacy Declaration 1. You understand, agree and authorise Prudential Assurance Malaysia Berhad ("PAMB") to collect, store, use, disclose, and/or process your personal data, including without limitation, your full name, date of birth, contact details and other relevant information, which: (i) you have provided through myHR; (ii) has been obtained by PAMB from any channels made available by PAMB, including PAMB's or Prudential group of companies' websites, mobile applications, or other platforms; and/or (iii) has been obtained through your verbal, written and/or electronic communications with PAMB. 2. Your personal data is collected and processed for any or all of the following purposes ("Purposes"): a) processing the employment application; b) managing employment-related activities such as payroll, employee benefits, performance reviews, and trainings; c) conducting the end-to-end recruitment process; d) conducting due diligence process and background verification checks (inclusive of, but not limited to checks on employment references, medical, criminal and bankruptcy records, education and license verifications, credit checks, conflict of interests checks, integrity records, civil cases and screenings against sanctions); e) organising and managing corporate events; f) for litigating, defending, or responding to an actual or potential lawsuit or queries involving regulatory and non-regulatory bodies;

pertanyaan yang melibatkan badan kawal selia dan badan-badan lain; g) membalas permintaan juruaudit, penasihat profesional, badan berkanun, pihak berkuasa tempatan, pengawal selia atau mana-mana pihak berkuasa lain; h) mematuhi sebarang keperluan undang-undang dan peraturan; i) membalas atau memenuhi keperluan dan permintaan pembeli, dalam kes penggabungan dan pengambilalihan syarikat dan tawaran awam; j) menjalankan atau menyokong sebarang aktiviti yang diperlukan bagi menjalankan operasi jabatan sumber manusia; k) untuk audit, penyiasatan dalaman dan pengurusan risiko; dan/atau l) menguatkuasakan dan mempertahankan hak PAMB di bawah undang-undang yang terpakai, dan mendapatkan wakil guaman atau pendapat undang-undang, jika perlu. 3. Anda memahami bahawa PAMB mungkin mendedahkan data peribadi anda (termasuk data peribadi sensitif) kepada pihak ketiga, termasuk tanpa had kepada pengawal selia, juruaudit profesional, penasihat profesional, peguam, penyedia perkhidmatan dan individu atau organisasi dalam kumpulan syarikat Prudential, sama ada berada di dalam atau di luar Malaysia, jika perlu. Pendedahan ini akan dibuat untuk Tujuan yang dinyatakan di atas, tertakluk kepada pematuhan semua undang-undang dan peraturan yang berkenaan. 4. Anda selanjutnya bersetuju untuk PAMB mengumpul, menyimpan, menggunakan, mendedahkan dan/atau memproses data peribadi sensitif anda seperti yang ditakrifkan di bawah Akta Perlindungan Data Peribadi 2010, termasuk tanpa had, agama, kesihatan fizikal atau mental, atau keadaan perubatan anda, jika perlu dan berkaitan secara langsung dengan Tujuan di atas. 5. Dengan memberikan data peribadi individu lain (cth., ahli keluarga, individu untuk dihubungi semasa kecemasan atau pihak rujukan	g) responding to requests by auditors, professional advisors, statutory bodies, local authorities, regulators or any other authorities; h) complying with any legal and regulatory requirements; i) responding to the requirements or requests by a proposed purchaser, in the event of a merger, acquisition or other public offerings; j) conducting or facilitating any activities necessary for the functioning of a human resource department; k) for audits, internal investigations and risk management; and/or l) enforcing and defending PAMB's rights under the applicable laws, and obtaining external legal representations or opinions, where necessary. 3. You understand that PAMB may disclose your personal data (including sensitive personal data) to third parties, including without limitation to regulators, professional auditors, professional advisers, lawyers, service providers and individuals or organisations within Prudential's group of companies, whether located in or outside Malaysia, where necessary. This disclosure will be made for the Purposes stated above, subject to compliance with all applicable laws and regulations. 4. You further consent to PAMB collecting, storing, using, disclosing, and/or processing your sensitive personal data as defined under the Personal Data Protection Act 2010, including without limitation, your religion, physical or mental health, or medical conditions, where necessary and directly related to the Purposes above. 5. By providing the personal data of other individuals (e.g., family members, emergency contact persons or employment referees), you represent and warrant that you have:- a) informed these individuals of the terms of this Data Privacy Declaration Form;

pekerjaan), anda menyatakan dan menjamin bahawa anda telah:-

a) memaklumkan kepada individu-individu tersebut tentang terma-terma Borang Pengisytiharan Privasi Data ini;
b) mendapatkan persetujuan mereka untuk PAMB mengumpul, menyimpan, menggunakan, mendedahkan dan/atau memproses data peribadi mereka untuk Tujuan yang dinyatakan di atas; dan
c) di mana data peribadi sensitif terlibat, mendapat kebenaran yang jelas untuk pemprosesannya.

Anda mengesahkan bahawa data peribadi (termasuk data peribadi sensitif, jika berkenaan) yang anda berikan kepada PAMB bagi pihak individu-individu tersebut adalah tepat dan lengkap.

6. Anda mengakui bahawa anda mempunyai hak untuk mengakses dan membetulkan data peribadi anda (termasuk data peribadi sensitif, jika berkenaan) dan anda mempunyai hak untuk mengehadkan atau menarik balik mana-mana bahagian persetujuan anda pada bila-bila masa. Permintaan sedemikian mesti dikemukakan secara bertulis kepada PAMB di butiran hubungan di bawah:-

Prudential Assurance Malaysia Berhad
mys.pamb.hr.myhr@prudential.com.my.

Sekiranya anda menarik balik kebenaran yang telah diberikan, ia boleh menghalang PAMB daripada memenuhi kewajipannya kepada anda atau memproses apa-apa permohonan anda.

7. Anda memahami bahawa PAMB mungkin menyimpan data peribadi anda (termasuk data peribadi sensitif, jika berkenaan) selagi perlu untuk memenuhi Tujuan yang dinyatakan di atas atau seperti yang diperlukan di bawah undang-undang yang berkenaan. Sila hubungi PAMB melalui e-mel yang dinyatakan di atas jika anda mempunyai sebarang soalan berkenaan dengan Borang Pengisytiharan Privasi Data ini atau amalan pengekalan data PAMB.

b) obtained their consent for PAMB to collect, store, use, disclose and/or process their personal data for Purposes stated above; and
c) where sensitive personal data is involved, obtained explicit consent for its processing.

You confirm that the personal data (including sensitive personal data, where applicable) provided by you to PAMB on behalf of these individuals is accurate and complete.

6. You acknowledge that you have the right to access and correct your personal data (including sensitive personal data, where applicable) and you have the right to limit or withdraw any part of your consent at any time. Such requests must be submitted in writing to PAMB at the contact details below:-

Prudential Assurance Malaysia Berhad
mys.pamb.hr.myhr@prudential.com.my.

Please note that withdrawing your consent may prevent PAMB from fulfilling its obligations to you or processing your application.

7. You understand that PAMB may retain your personal data (including sensitive personal data, where applicable) as long as necessary to fulfil the Purposes stated above or as required under applicable laws. Please contact PAMB via the email stated above if you have any questions in respect of this Data Privacy Declaration Form or PAMB's data retention practices.

8. In the event of any inconsistencies between the English version and the Bahasa Malaysia version of this Data Privacy Declaration Form, the English version shall prevail.

9. By accepting this Data Privacy Declaration Form, you confirm that you have read and understood the terms and conditions stated herein, agree to comply and be bound by the terms and conditions stated above and confirm that all personal data (including sensitive

8. Sekiranya terdapat sebarang percanggahan antara versi Bahasa Inggeris dan versi Bahasa Malaysia Borang Perisytiharan Privasi Data ini, versi Bahasa Inggeris akan diutamakan. 9. Dengan menerima Borang Pengisytiharan Privasi Data ini, anda mengesahkan bahawa anda telah membaca dan memahami, dan bersetuju untuk mematuhi dan terikat dengan terma dan syarat yang dinyatakan di atas dan mengesahkan bahawa semua data peribadi (termasuk data peribadi sensitif, jika berkenaan) yang anda berikan adalah tepat.	personal data, where applicable) provided by you is accurate.

Prudential BSN Takaful Berhad

Bahasa Melayu Version	English Version
Prudential BSN Takaful Berhad ("PruBSN", "kami", "kita" atau "pihak kami") komited untuk melindungi data peribadi anda selaras dengan Akta Perlindungan Data Peribadi 2010 ("PDPA") serta mana-mana peraturan atau garis panduan terpakai yang dikeluarkan oleh Jabatan Perlindungan Data Peribadi ("JPDP"). Dalam proses permohonan pekerjaan anda, kami boleh mengumpul, menggunakan dan memproses data peribadi anda, termasuk data peribadi sensitif sekiranya berkaitan. Pemberian data tersebut adalah secara sukarela; walau bagaimanapun, kegagalan untuk memberikan maklumat yang lengkap dan tepat boleh menjejaskan keupayaan kami untuk menilai atau memproses permohonan anda. Data peribadi anda akan diproses bagi tujuan berkaitan pengambilan pekerja dan penilaian bakat, termasuk menilai kesesuaian anda untuk peluang pekerjaan, mentadbir proses pengambilan dan pemilihan, menjalankan pengesahan latar belakang dan semakan rujukan sekiranya sesuai, mematuhi keperluan undang-undang dan kawal selia, serta menyimpan rekod bagi peluang pekerjaan pada masa hadapan di PruBSN. Dalam memenuhi tujuan-tujuan tersebut, data peribadi anda boleh didedahkan kepada entiti dalam kumpulan Prudential, sama ada di dalam atau di luar Malaysia, serta kepada pihak ketiga yang diberi kuasa seperti agensi pengambilan pekerja, penyedia perkhidmatan saringan latar belakang dan penyedia perkhidmatan teknologi maklumat yang berkaitan. Kami juga boleh mendedahkan data peribadi anda kepada pihak berkuasa kawal selia, agensi penguatkuasaan undang-undang atau pihak lain sekiranya dikehendaki oleh undang-undang. Sekiranya data peribadi anda dipindahkan ke luar Malaysia, kami akan mengambil langkah munasabah untuk memastikan pemindahan tersebut dilindungi oleh perlindungan yang sewajarnya selaras dengan PDPA.	Prudential BSN Takaful Berhad ("PruBSN", "we", "our", or "us") is committed to safeguarding your personal data in accordance with the Personal Data Protection Act 2010 ("PDPA") and any applicable regulations or guidelines issued by the Jabatan Perlindungan Data Peribadi ("JPDP"). In the course of your application for employment, we may collect, use, and process your personal data, including sensitive personal data where relevant. The provision of such data is voluntary; however, failure to provide complete and accurate information may affect our ability to assess or process your application. Your personal data will be processed for purposes related to recruitment and talent management, including assessing your suitability for employment opportunities, administering recruitment and selection processes, conducting background verification and reference checks where appropriate, complying with legal and regulatory obligations, and maintaining records for future employment opportunities within PruBSN. In fulfilling these purposes, your personal data may be disclosed to entities within the Prudential group (both within and outside Malaysia), as well as to authorised third parties such as recruitment agencies, background screening providers, and the relevant information technology service providers. We may also disclose your personal data to regulatory authorities, law enforcement agencies, or other parties where required by law. Where your personal data is transferred outside Malaysia, we will take reasonable steps to ensure that such transfers are protected by appropriate safeguards consistent with the PDPA. Your personal data will be retained for a period of up to 12 months from the date of your application, unless a longer retention period is required or permitted by law, or where necessary for legitimate purposes. Thereafter, your personal

Data peribadi anda akan disimpan untuk tempoh sehingga 12 bulan dari tarikh permohonan anda, melainkan tempoh penyimpanan yang lebih panjang dikehendaki atau dibenarkan oleh undang-undang, atau sekiranya perlu bagi tujuan yang sah. Selepas itu, data peribadi anda akan dipadamkan dengan selamat atau dinyahnamakan. Anda berhak untuk meminta akses untuk pembetulan data peribadi anda, serta menarik balik atau mengehadkan persetujuan anda terhadap pemprosesan data peribada anda, tertakluk kepada sebarang sekatan undang-undang atau sekatan kontraktual. Permintaan sedemikian boleh dikemukakan kepada Pegawai Perlindungan Data di dpo@prubsn.com.my. Sila ambil perhatian bahawa sekiranya anda menarik balik atau mengehadkan persetujuan anda, kami mungkin tidak dapat meneruskan pemprosesan permohonan anda dan boleh menghentikan sebarang pertimbangan lanjut dengan sewajarnya. Dengan mengemukakan permohonan anda, anda mengesahkan bahawa semua maklumat yang diberikan adalah benar, lengkap dan tepat, dan anda bersetuju dengan pengumpulan, penggunaan, pemprosesan serta pendedahan data peribadi anda seperti yang dinyatakan dalam Notis ini. Anda juga mengakui bahawa PruBSN boleh menjalankan semakan latar belakang sekiranya perlu sebagai sebahagian daripada proses pengambilan pekerjaan.	data will be securely deleted or anonymised. You have the right to request access to and correction of your personal data, as well as to withdraw or limit your consent to its processing, subject to any legal or contractual restrictions. Such requests may be directed to the Data Protection Officer at dpo@prubsn.com.my. Please note that if you withdraw or restrict your consent, we may be unable to continue processing your application and may discontinue further consideration accordingly. By submitting your application, you confirm that all information provided is true, complete, and accurate, and you consent to the collection, use, processing, and disclosure of your personal data as described in this Notice. You also acknowledge that PruBSN may conduct background checks where necessary as part of the recruitment process.

Philippines

Pru Life Insurance Corporation of U.K.

For purposes of this Section:

a. "Prudential" shall refer to Prudential plc, its Asian affiliates and subsidiaries including Pru Life Insurance Corporation of U.K., its directors, officers, employees, insurance agents, insurance brokers, other agents and representatives, reinsurers, contractors, legal advisers.
b. "Data Subject" shall mean the candidate or applicant, character references, and all other individuals whose personal information or sensitive personal information is or will be disclosed to Prudential.

We are committed to safeguarding the privacy of our candidates at all times and continuously adhere to our privacy policies and data privacy legislation in place in each jurisdiction that Prudential operates in.

Description of personal data
Through this website and in the course of your employment application, we collect and use personal data from you regarding potential future employment opportunities with Prudential. 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 within the organization. Prudential will process personal data including your name, address, gender, religion, civil status, birthplace, birth date, contact details, educational background, licenses, certifications, citizenship, employment history, character references, family background, COI, residence map, health information, and other related information.

Purpose, scope, and method of processing
The information that you provide will be used to assist with the process of identifying and tracking of candidates, marketplace talent, recruiting and/or planning; assessing your suitability for employment opportunities with Prudential; all matters relating to or in connection with (future) employment opportunities with Prudential; all matters relating to or in connection with the recruitment activities with Prudential; all matters relating to or in connection with compliance with any law, regulation, court order or order of any government or regulatory body; background investigation; employment administration; performance management; grievance handling and execution of disciplinary action; internal and external communications; emergency contacts; travel; employee record keeping; and related purposes.

The information you provide will also be used for general data processing to be done by Prudential for the provision of any service, data analytics, any legitimate interest of Prudential, or any purpose permitted or required by applicable law. Your personal data may be used for the development and deployment of artificial intelligence (AI) systems, including training and testing. AI systems may be used to source/evaluate your curriculum vitae. Prudential's processing may be either manual or automated, which may be the sole basis of Prudential's approval or denial of your application, and may be done within or outside of the Philippines. To enable Prudential to effectively address insurance requirements and provide better service, your personal information may also be used for profiling.

Recipients
During processing, we may share the information you provided to our authorized data processors to whom we outsource the processing of your information for your application, including couriers, contractors for background checks and financial crime risk management, for anti-money laundering

systems, risk assessment, auditing, and other services. We may share your information with governmental and other regulatory authorities, or self-regulatory bodies in various jurisdictions as required or allowed by applicable laws and regulations.

Basis of processing. Our collection and processing of your personal data, including any sensitive personal information, is based on your consent, our legitimate interests, and any requirement under applicable law.

Retention period

Any information collected may be retained by Prudential and our authorized data processors until ten (10) years from the termination of your application or employment, whichever comes earlier. However, the data may be retained for a longer period if there is a subsisting reason that obliges us to retain the data for a longer period.

Rights of a data subject

You are entitled to the following rights: Inform, rectify, object, access, erasure or blocking, damages and complaints. For more information about your rights as a data subject and how we protect your information, you may access our privacy policy through our website at https://www.prulifeuk.com.ph/en/footer/privacy-policy/

Contact information. Should you have any questions or requests in relation to the processing of your personal or sensitive personal information, or your rights as a data subject you may get in touch with our Data Protection Officer through the following:

- Postal address: 9F Uptown Place Tower 1, 1 East 11th Drive, Uptown Bonifacio, 1634 Taguig City, Metro Manila
- Telephone: (632) 8887 5433 for Metro Manila, 1 800 10 7785465 via PLDT landline for domestic toll-free
- Email: dpo@prulifeuk.com.ph

Thailand

Prudential Life Assurance Public Company Ltd

Thai Version	English Version
เรามุ่งมั่นในการคุ้มครองความเป็นส่วนตัวของผู้สมัครทุกท่านตลอดเวลา และปฏิบัติตามนโยบายความเป็นส่วนตัว รวมถึงกฎหมายคุ้มครองข้อมูลส่วนบุคคลในแต่ละประเทศที่พรูเด็นเชียล (รวมถึงบริษัทในกลุ่มพรูเด็นเชียลในภูมิภาคเอเชีย) ดำเนินธุรกิจอยู่ (ต่อไปนี้รวมเรียกว่า "พรูเด็นเชียล") อย่างเคร่งครัด ผ่านเว็บไซต์นี้ เราจะทำการเก็บรวบรวมและใช้ข้อมูลส่วนบุคคลของท่านที่เกี่ยวข้องกับโอกาสในการจ้างงานในอนาคตกับพรูเด็นเชียล การให้ข้อมูลส่วนบุคคลเป็นไปโดยความสมัครใจ อย่างไรก็ตาม หากท่านไม่ให้ข้อมูลบางส่วนหรือทั้งหมด หรือให้ข้อมูลที่ไม่ถูกต้อง อาจส่งผลกระทบหรือทำให้พรูเด็นเชียลไม่สามารถพิจารณาการสมัครงานของท่านต่อไปได้ การเข้าถึงเว็บไซต์นี้ถือว่าท่านยืนยันว่าได้รับทราบและเข้าใจให้พรูเด็นเชียล ใช้ เปิดเผย เปิดให้เข้าถึง และโอนข้อมูลส่วนบุคคลของท่านทั้งหมดที่พรูเด็นเชียลได้เก็บรวบรวม (ไม่ว่าจะได้รับจากตัวท่านหรือบุคคลอื่น และไม่ว่าจะก่อนหรือหลังวันที่มีประกาศนี้) ไปยังหน่วยงานต่าง ๆ ภายในพรูเด็นเชียล (ทั้งในประเทศและต่างประเทศ) และบุคคลที่สาม รวมถึงตัวแทน ผู้รับจ้าง หรือผู้ให้บริการที่สนับสนุนด้านการบริหารหรือบริการอื่น ๆ เพื่อช่วยในกระบวนการสรรหาบุคลากร ติดตามผู้สมัคร วิเคราะห์ตลาดแรงงาน และการวางแผนทรัพยากรบุคคล โดยมีวัตถุประสงค์ดังต่อไปนี้ • เพื่อประเมินความเหมาะสมของท่านสำหรับโอกาสในการจ้างงานกับพรูเด็นเชียล • เพื่อดำเนินการในทุกเรื่องที่เกี่ยวข้องกับโอกาสในการจ้างงาน (ในปัจจุบันหรืออนาคต) กับพรูเด็นเชียล • เพื่อดำเนินกิจกรรมที่เกี่ยวข้องกับการสรรหาบุคลากรของพรูเด็นเชียล • เพื่อวัตถุประสงค์ที่เกี่ยวข้องกับการปฏิบัติตามกฎหมาย กฎระเบียบ คำสั่งศาล หรือคำสั่งของหน่วยงานภาครัฐหรือหน่วยงานกำกับดูแล	We, Prudential Life Assurance (Thailand) Public Company Limited, 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 Notice (https://www.prudential.co.th/en/general/privacy-notice-staff/) 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"), including Personal Data Protection Act B.E. 2562 and relevant data protection laws in Thailand. 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

โดยทั่วไป เราจะเก็บรักษาข้อมูลส่วนบุคคลของผู้ที่มีการติดต่อสื่อสารเกี่ยวกับโอกาสในการจ้างงานในอนาคตไว้เป็นระยะเวลา 12 เดือน อย่างไรก็ตาม อาจมีการเก็บรักษานานกว่านั้น หากมีเหตุผลที่จำเป็นตามกฎหมายหรือข้อกำหนดที่เกี่ยวข้อง เพื่อให้สอดคล้องกับนโยบายความเป็นส่วนตัวของพนักงานของกลุ่มพรูเด็นเชียล ผู้สมัครรับทราบและเข้าใจให้บริษัท พรูเด็นเชียล ประกันชีวิต (ประเทศไทย) จำกัด (มหาชน) และผู้ให้บริการภายนอกของพรูเด็นเชียล ใช้และจัดเก็บข้อมูลส่วนบุคคลของผู้สมัครเพื่อวัตถุประสงค์ด้านการสรรหาบุคลากร รายละเอียดเพิ่มเติมสามารถดูได้ที่ นโยบายความเป็นส่วนตัวสำหรับพนักงาน https://www.prudential.co.th/corp/prudential-th/en/privacy-notice-staff/ ทั้งนี้ อ้างอิงตามนโยบายความเป็นส่วนตัวด้านการสรรหาของบริษัท พรูเด็นเชียล ประกันชีวิต (ประเทศไทย) จำกัด (มหาชน) ที่ https://www.prudential.co.th/corp/prudential-th/th/privacy-notice-staff/, และบริษัทขอแจ้งให้ทราบว่ามีการตรวจสอบประวัติอาชญากรรมสำหรับทุกตำแหน่งงานในระหว่างกระบวนการสรรหาว่าจ้าง	• 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: • 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 below, 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 1 year, 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 dpo@prudential.co.th. 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.

Taiwan

PCA Life Assurance Co Ltd

Traditional Chinese Version	English Version
在完成此個人基本資料表及簽名前，本人已充分了解，若有遺漏或誤填及故意欺瞞之資料，於將視為失去申請職務資格，若已服 務於保誠人壽股份有限公司，將願接受懲戒處分，甚至包括終止聘僱關係。 此表由本人親筆完成，其內容及資料提供皆為真確，乃依本人充分了解其真義完成。 本人充分了解，上述本人過去資料將可由本人過去雇主或其他來源徵信(洗錢防制/經濟制裁)得證。本人並同意授權調查以上表格 內所填寫之各項內容。 本人同意依 貴公司需要，提供必要之相關個人證明文件，如：畢業證書、證照、薪資所得證明資料等。 本人已閱讀瞭解《應徵者個人資料蒐集告知書》之內容。 本人同意 貴公司及保誠集團得蒐集、處理及利用本人相關之健康檢查、醫療、病歷、犯罪紀錄、信用紀錄(財團法人金融聯合徵信中心查 詢紀錄)、背景/誠信調查紀錄、壽險公會懲處查詢紀錄等個人資料，並同意經聘用最晚於到職起 10 日內提供上述資料。 本人同意 貴公司及保誠集團得依《個人資料保護法》之相關規定，於蒐集目的內對本人之個人資料，有為蒐集、處理及利用之 權利。保誠人壽保險股份有限公司得在一年內保留本人所提供之個人資料，作為日後招募使用。	In completing and signing this Personal Information Form, I understand that misrepresentations, false statements or omission of facts is cause for disqualification of the appointment or if I am in the service of PCA Life Assurance Co. Ltd (herein referred to as “the Company”), disciplinary action, which may include dismissal. This certifies that this application was completed by me and that all entries on it and information provided are true and complete to the best of my knowledge. I understand further that information concerning my past record will be sought from my pervious employers and other sources (Sanctions/Anti-Money Laundering). I authorize investigation of all statements contained in this form. I consent to provide necessary personal information as may be required by the Company, such as Academic Certificate(s), Professional Certificate(s), salary slip(s) and etc. I have read and understand the contents of “Candidate Personal Information Collection Consent”. I hereby give my consent to the Company and Prudential Group to collect, process, and use my personal information such as my health check-up report(s), medical history, criminal record(s), personal credit report (JCIC), background screening/integrity check report and disciplinary record(s) from Life Insurance Association of The ROC, if any. I understand that it’s my responsibility to provide all related documents within 10 days upon reporting to work. I hereby consent and authorize the Company and Prudential Group to collect, process and use my personal information in accordance with the “Personal Information Protection Act” and within

	the purpose specified in the "Candidate Personal Information Collection Notification".

Vietnam

Prudential Vietnam Assurance Private Ltd

Vietnamese Version	English Version
Chúng tôi cam kết bảo vệ quyền riêng tư của các ứng viên (sau đây gọi là "ứng viên", "bạn" hay "của bạn") mọi lúc và liên tục tuân thủ các chính sách quyền riêng tư và luật bảo mật dữ liệu tại mỗi khu vực có thẩm quyền của Prudential Corporation Châu Á (bao gồm các chi nhánh của Prudential plc Châu Á) hoạt động (sau đây gọi chung là "Prudential"). Thông qua trang web việc làm này, chúng tôi xử lý, bao gồm cả thu thập và sử dụng dữ liệu cá nhân của bạn về các cơ hội việc làm tiềm năng trong tương lai với Prudential. Prudential sẽ thu thập hoặc đã thu thập dữ liệu cá nhân từ bạn. Việc cung cấp dữ liệu cá nhân là tự nguyện. Tuy nhiên, việc không cung cấp một số hoặc tất cả thông tin này hoặc trình bày sai thông tin này có thể hạn chế, hoặc thậm chí ngăn cản, khả năng Prudential tiến hành xem xét bạn cho các cơ hội việc làm với tổ chức. Khi bạn truy cập và cung cấp thông tin tại trang web việc làm này, bạn xác nhận rằng bạn đọc, hiểu và đồng ý với Chính Sách Bảo Mật Thông Tin tương ứng để ủy quyền cho Prudential sử dụng, cung cấp, tiết lộ và chuyển giao bất kỳ và tất cả dữ liệu cá nhân của bạn do Prudential thu thập (dù do bạn hay bất kỳ người nào khác cung cấp và được cung cấp trước hay sau ngày thông báo này) cho tất cả các đơn vị kinh doanh trong Prudential (dù trong nước và nước ngoài) và các bên thứ ba bao gồm bất kỳ đại lý, nhà thầu hoặc bất kỳ bên thứ ba nào cung cấp dịch vụ hành chính hoặc dịch vụ khác cho Prudential để hỗ trợ quá trình xác định và theo dõi ứng viên, tìm kiếm tài năng thị trường, tuyển dụng và/hoặc lập kế hoạch, cho các mục đích sau: a) để đánh giá sự phù hợp của bạn với các cơ hội việc làm với Prudential;	We are committed to always safeguarding the privacy of our candidates (collectively hereinafter referred to as "candidate", "you" or "yours") and continuously adhere to our privacy policies and data privacy legislation in place in each jurisdiction that Prudential Corporation Asia (including the Asian affiliates of Prudential plc) operates in (collectively hereinafter referred to as "Prudential"). Through this website we process, including collecting and using personal data from you regarding 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 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. Access to and giving information on this website is confirmation that you have read, understood, agree with respective Privacy policy to authorize Prudential 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, for the following purposes: a) to assess your suitability for employment opportunities with Prudential;

b) tất cả các vấn đề liên quan đến hoặc liên quan đến các cơ hội việc làm (trong tương lai) với Prudential; c) tất cả các vấn đề liên quan đến hoặc liên quan đến các hoạt động tuyển dụng của Prudential; và d) bất kỳ mục đích nào liên quan đến hoặc liên quan đến việc tuân thủ bất kỳ luật, quy định, lệnh của tòa án hoặc lệnh của bất kỳ cơ quan chính phủ hoặc cơ quan quản lý nào.	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.
Chính sách chung của chúng tôi lưu trữ dữ liệu cá nhân của những cá nhân mà chúng tôi cần để liên hệ về các cơ hội việc làm tiềm năng trong tương lai trong khoảng thời gian 24 tháng. Tuy nhiên, dữ liệu cá nhân có thể được lưu trữ trong thời gian dài hơn phù hợp với quy định của pháp luật . Mọi yêu cầu truy cập và/hoặc chỉnh sửa dữ liệu cá nhân của bạn hoặc bất kỳ yêu cầu nào về việc dữ liệu cá nhân của bạn không được sử dụng cho các quy trình tuyển dụng trong tương lai, phải được gửi tới Privacy@prudential.com.hk. Nếu bạn là ứng viên người Việt Nam hoặc ứng tuyển cho các vị trí tại Việt Nam, việc thực hiện quyền của chủ thể dữ liệu cần được gửi tới pva.hr.sharedservices@prudential.com.vn. Toàn bộ Chính Sách Bảo Mật Thông Tin tương ứng dành cho Việt Nam có thể được truy cập tại https://www.prudential.com.vn/vi/chinh-sach-bao-mat/.	It is our general policy to retain the personal data of individuals with whom we have communications regarding potential future employment opportunities for a period of 24 months. However, the personal data may be retained for a longer period if required under applicable laws and regulations which obliges us to retain the data for a longer period. Any request for access to and/or correction of your personal data, or any request that your personal data should not be used for future processes of recruitment, should be addressed to Privacy@prudential.com.hk. If you are Vietnamese candidates or applying jobs in Vietnam, any request to exercise your rights as data subjects, should be addressed to pva.hr.sharedservices@prudential.com.vn. The full respective privacy notice for Vietnam can be accessed at https://www.prudential.com.vn/vi/chinh-sach-bao-mat/

United Kingdom

Prudential Services Ltd

Prudential Applicant Privacy Notice

Prudential Services Limited ("**Prudential**") has prepared this Applicant Privacy Notice ("Notice") for applicants to roles with Prudential. We need to process your personal data as part of your application. The purpose of this Notice is to give you information about how Prudential collects, processes, stores and otherwise uses information about you, and your rights in relation to that information.

Prudential needs to process your personal data in order to process your application for employment. There are also statutory requirements we have to comply with in relation to your application. If we are not able to carry out the processing activities we describe in this Notice we may not be able to continue with your application. Of course, we hope it would never come to that, and this is simply information we are obliged to provide to you as part of this Notice.

Although we are seeking your consent in relation to conducting certain background checks, you should note that in most cases we will process your personal data for the reasons set out in this Notice and it won't be appropriate or necessary for you to provide consent as the legal basis for processing your personal data.

When we say "Prudential", "we" or "us" in this document, we mean the Prudential entity that you're applying to work for. In addition, you will see a number of references to the "Prudential Group", which includes all other Prudential entities globally. (Details of these can be requested by contacting us as stated below (Who can I contact about this?)). We may update this document from time to time, for example if we implement new systems or processes that involve the use of personal data.
In this Notice you will see reference to "GDPR" - that refers to the UK General Data Protection Regulation which is the UK's data protection law governing your rights in relation to your personal data, and how organisations should protect it.

What categories of personal data does Prudential collect about me and why does Prudential use it?

"Personal data" means any information relating to you. Prudential will collect, process and use the following categories and types of personal data about you:

- **identification data**, such as your name, citizenship, passport / visa data, drivers' licence information, national insurance number;
- **personal information**, such as your date and place of birth, emergency contact details and gender;
- **contact details,** such as your home address, telephone number and email address;
- **education and work experience**, such as contact details for your current / former employer, information about your educational background, your work experience and other experience;
- **other application data**, such as the information included in your application form / CV;
- **information collected as part of the interview process**, such as notes taken from your interview or information provided from recruitment agencies;
- **background check data**, such as information obtained through reference checks, criminal record checks, credit checks, right to work checks, public safety verification checks, directorship

searches, confirmation about your work / educational background and checks against the FCA register.

We may deploy non-automated or automated means (including Artificial Intelligence (AI)) in processing your personal information. 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 collect and use this Applicant Data for a variety of reasons linked to processing your application for a role with us. To help clarify these we have set out below a list of reasons why we collect and use this data (the "**Processing Purposes**") along with examples of some of the Applicant Data used for each of the Processing Purposes:

- **administering and processing your application**, (and processing a job offer should you be successful) including identification data, contact details, information about your qualifications and employment history, and information obtained during your interview and information contained in your CV;
- **to determine your eligibility for the role you applied for**, including identification data, contact details, information about your work and education experience, information obtained during your interview and information contained in your CV;
- **conducting background checks as part of your application**, including identification data, contact details, information about your qualification and employment history;
- **complying with applicable laws (including FCA and PRA requirements) and employment-related requirements** along with the administration of those requirements, such as income tax, national insurance deductions, employment and immigration laws, and laws relating to sanctions, which involves the processing of identification data, education and work experience, and contact details;
- **monitoring and ensuring compliance with applicable policies and procedures and laws**, which involves the processing of your identification data and contact details;
- **communicating with you, other Prudential employees and third partie**s, (such as existing or potential business partners, suppliers, customers, end-customers or government officials), both about the current application and communicating future employment opportunities which involves the processing of identification data, education and work experience, and your contact details;
- **responding to and complying with requests and legal demands from regulators or other authorities**, in or outside of your home country which involves the processing of identification data and contact details;
- **complying with corporate financial responsibilities**, including audit requirements (both internal and external) and cost / budgeting analysis and control which involves the processing of identification data, contact details, information about the role you have applied for, including the role's reward package.

In addition to the collection, processing and use of the Applicant Data, Prudential collects, processes and uses the following special categories of personal information about you which we describe as "**Sensitive Applicant Data**":

- **health and medical data**, such as information on disability for purposes of accommodating your application and interview and compliance with legal obligations;
- **criminal records data**, in the event that Prudential has conducted or received the results of criminal records background checks in relation to you in the process of your application, where relevant and appropriate to the role that you are applying for;

- **race or ethnicity data**, such as information contained in your passport or other citizenship and right to work documentation, and information which you have voluntarily provided to Prudential for the purposes of our equal opportunities and diversity monitoring and initiatives;

Why does Prudential need to collect, process and use my Applicant Data and Sensitive Applicant Data?

Both Applicant Data and Sensitive Applicant Data are needed by Prudential to carry out a variety of activities that are linked to your application for a role with us and Prudential's compliance with its obligations as part of the recruitment process and as a business.

We are required to explain to you the legal bases for our collecting, processing and use of your Applicant Data and Sensitive Applicant Data. We have a number of these listed below:

For Applicant Data, our legal bases are:

- compliance with legal obligations, in particular in the area of labour and employment law, social security and protection law, data protection law, tax law, and corporate compliance laws; the legitimate interests of Prudential, Prudential affiliates or other third parties (such as existing or potential business partners, suppliers, customers, end-customers or governmental bodies or courts); your consent, where that is appropriate, meets the requirements of data protection law and has been separately obtained; protection of vital interests of you or of another individual; performance of a task carried out in the public interest or in the exercise of official authority vested in Prudential.

For Sensitive Applicant Data, our legal bases are:

- explicit consent as allowed by local data protection law; to carry out the obligations and to exercise the specific rights of Prudential or you in the field of employment and social security and social protection law as permitted by local data protection law and / or a collective agreement; to protect the vital interests of you or of another individual where you are physically or legally incapable of giving consent; public data as made public manifestly by you; to establish, exercise or defend a legal claims or whenever courts are acting in their judicial capacity; for substantial public interest as permitted by local data protection law; for assessment of the working capacity of the employee as permitted by local data protection law.

We appreciate that there is a lot of information there, and we want to be as clear with you as possible over what this means. Where we talk about legitimate interests of Prudential or third parties, this can include:

- Assessing your suitability for employment / engagement with Prudential;
- Implementation and operation of a Group-wide organisational structure and Group-wide information sharing;
- Customer Relationship Management and other forms of marketing;
- Prevention of fraud, misuse of company IT systems, or money laundering;
- Operation of a whistleblowing scheme;
- Physical security, IT and network security;
- Internal Investigations;
- Proposed mergers and acquisitions.

When relying on the legitimate interests basis for processing your personal data, we will balance the legitimate interest pursued by us and any relevant third party with your interest and fundamental rights

and freedoms in relation to the protection of your personal data to ensure it is appropriate for us to rely on legitimate interests and to identify any additional steps we need to take to achieve the right balance.

Who might Prudential share your personal information with?
As you know, we are part of the global Prudential Group, and several entities in this Group are involved in the Processing Purposes. To ensure that the Processing Purposes can be completed, your information may be shared with any of the entities within the Prudential network. Where we do share data in this way, it is our policy to limit the categories of individual who have access to that personal information.

Prudential may transfer personal data to third parties, including to entities within and outside the Prudential Group located in any jurisdictions where Prudential Group entities are located, for the Processing Purposes as follows:

- **Within the Prudential Group.** As Prudential Services Limited is part of a wider Group headquartered in the UK with offices located across the globe, Prudential may transfer Employee Data and Sensitive Employee Data to, or otherwise allow access to such data by other entities within the Prudential Group, which may use, transfer, and process the data for the following purposes: to maintain and improve effective administration of the workforce; to communicate information about the Prudential Group; to maintain a corporate directory; to maintain IT systems; to monitor and assure compliance with applicable policies and procedures, and applicable laws; and to respond to requests and legal demands from regulators and other authorities.

- **Regulators, authorities, and other third parties.** As necessary for the Processing Purposes described above, personal information may be transferred to regulators (including the FCA and PRA), courts, and other authorities (e.g. tax and law enforcement authorities), independent external advisors (e.g. auditors), Directors within the Prudential Group, insurance providers, pensions and benefits providers, internal compliance and investigation teams (including external advisers appointed to conduct internal investigations).

- **Data processors.** As necessary for the Processing Purposes described above, personal data may be shared with one or more third parties, whether affiliated or unaffiliated to Prudential, to process personal information under appropriate instructions ("Data Processors"). The Data Processors may carry out instructions related to recruitment, workforce administration, IT system support, payroll and compensation, training, compliance, and other activities, and will be subject to contractual obligations to implement appropriate technical and organisational security measures to safeguard the personal information, and to process the personal information only as instructed.

For a full list of the Prudential Group entities and third parties that we may share your data with, please contact us as set out below to request the Record of Processing.

Some of the recipients we may share Applicant Data and Sensitive Applicant Data with may be located in countries outside of Europe. In some cases, this may include countries located outside the European Union and / or European Economic Area ("EEA").

If recipients are located in other countries without adequate protections for personal data, Prudential will take all necessary measures to ensure that transfers out of the EU and EEA are adequately protected as

required by applicable data protection law. This will include using appropriate safeguards such as the Internation Data Transfer Agreements issued by the UK regulator, the Information Commissioners Office (ICO). You can ask for a copy of the such appropriate safeguards by contacting us as set out below ("Who can I contact about this?").

How long will Prudential keep my personal information for?

It is our policy not to keep personal information for longer than is necessary. We may, for example, keep your personal information for a reasonable time after your application process is completed, in case we have future job opportunities that we consider you are suitable for. For recruitment, personal information will be held no longer than 6 months from the date the decision was made. For further information, please contact us as set out below ("Who can I contact about this?").

What rights do I have in respect of my personal information?

You have a number of rights in relation to your Applicant Data and Sensitive Applicant Data. These can differ by country, but can be summarised in broad terms as follows (but please note that certain exceptions and limitations apply in relation to them):

(i) Right of access
You have the right to confirm with us whether your personal data is processed, and if it is, to request access to that personal data including the categories of personal data processed, the purpose of the processing and the recipients or categories of recipients. We do have to take into account the interests of others though, so this is not an absolute right, and if you want to request more than one copy we may charge a fee.

(ii) Right to rectification
You may have the right to rectify inaccurate or incomplete personal data concerning you.

(iii) Right to erasure (right to be forgotten)
You may have the right to ask us to erase personal data concerning you.

(iv) Right to restriction of processing
In limited circumstances, you may have the right to request that we restrict processing of your personal data, however where we process Applicant Data and Sensitive Applicant Data for the Processing Purposes we think that we have a legitimate interest in processing that day which may override a request that you make.

(v) Right to data portability
You may have the right to receive personal data concerning you, which you have provided to us, in a structured, commonly used and machine-readable format and you may have the right to transmit that data to another entity.

(vi) Right to object and rights relating to automated decision-making
Under certain circumstances you may have the right to object, on grounds relating to your particular situation, at any time to the processing of your personal data, including profiling, by us and we can be

required to no longer process your personal data. This may include requesting human intervention in relation to an automated decision so that you can express your view and to contest the decision.

To exercise any of these rights, please contact us as stated below (Who can I contact about this?). You also have the right to lodge a complaint with the competent data protection supervisory authority, which in the UK is the Information Commissioner's Office (the 'ICO').

Who can I contact about this?

If you have concerns or questions regarding this Notice or if you would like to exercise your rights as a data subject, you can contact:

Prudential Services Limited, 10 Old Bailey, London, EC4M 7NG

The contact details of our Privacy Manager is: Privacy Manager, Prudential Plc, 10 Old Bailey, London, EC4M 7NG; or GHO.dataprotection@prudentialplc.com

Eastspring

Eastspring Investments Berhad

We Eastspring Investments Berhad and Eastspring Al-Wara' Investments Berhad ("Eastspring Malaysia"), 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 Malaysia.

Through this website we collect and use personal data from you regarding potential future employment opportunities with Eastspring Malaysia. Eastspring Malaysiawill 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, Eastspring Malaysia's ability to progress consideration of you for employment opportunities with the organisation. Eastspring Malaysia 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)
- Financial information (e.g. credit assessment)

Sensitive (special category) data

Where required by law or voluntarily provided, we may process:

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

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.

Access to this website and/or submission of your application confirms that you understand, agree and authorise Eastspring Malaysia to use, provide, disclose and transfer any and all of your personal data collected by Eastspring Malaysia (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 and/or Eastspring group (whether Malaysia or overseas) and third parties including any agent, contractor or any third party who provides administrative or other services to Prudential and/or Eastspring group to assist with the process of identifying and tracking of candidates, marketplace talent, recruiting and/or workforce planning, for the following purposes:-

b) to assess your suitability for employment opportunities with Prudential and/or Eastspring group;
c. all matters relating to or in connection with (future) employment opportunities with Prudential and/or Eastspring group;
d. all matters relating to or in connection with the recruitment activities of Prudential and/or Eastspring group; and
e. 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.

Candidates may request deletion if they do not want their information kept for future opportunities.
Your personal data will be retained only for as long as necessary to fulfil the purposes for which it was collected, or as otherwise required or permitted under applicable laws, including the Malaysian Personal Data Protection Act 2010. After this period, your data will be securely deleted or anonymised.

Any request for access, correction or deletion of your personal data, or any request that your personal data should not be used for future recruitment processes, should be addressed to eastspring.data.privacy@eastspring.com. You also have the right to lodge a complaint with a relevant data protection authority.

Eastspring Asset Management (Thailand) Co., Ltd.

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 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. In addition, this may affect the compliance with any laws that Prudential or you are obligated to comply with. 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
- Financial information (e.g. credit assessment)

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)

This data has specific additional safeguards.

With respect to sensitive personal data contained on national identification cards (if any) and/ or other personal documents you provide (e.g. your resume), we do not wish to collect any sensitive personal data on your national identification card and/or other provided personal documents. However, in practice, we may inevitably receive sensitive personal data from your national identification card or your personal documents (e.g., when copies or scans of your identification card are made for application purposes, or when you upload personal documents to our system). In such case, we will secure the sensitive personal

data. This may include removing or redacting such personal data as necessary by and does not violate law.
In order to protect your personal information against unauthorised access, loss or misuse, we implement appropriate technical and organisational measures.

We collect, use, and/or disclose your personal data on the legal basis of (1) contractual basis, for our initiation or fulfilment of a contractual performance with you or requested by you prior to engaging into a contractual performance with us; (2) legal obligation, for fulfilment of our legal obligations; (3) legitimate interest, for the purpose of our legitimate interests and those of third parties, proportionate to your interest and fundamental rights and freedoms to the protection of your personal data; (4) vital interest, for the prevention or suppression of danger to a person's life, body, or health; (5) public interest, for the performance of task carried out in the public interest or for exercising of official authorities or duties; (6) other legal basis as permitted by the applicable data protection laws; and/or (7) consent, where applicable.

Access to this website is confirmation that you understand, agree and authorise Prudential 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, 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.

We may deploy non-automated or automated means (including Artificial Intelligence (AI)) in processing your personal information. 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. Where data is transferred internationally, we ensure appropriate safeguards are in place and align with local law requirements.

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.

Subject to applicable law and statutory exceptions, you may make a request regarding the collection, use, disclosure, and/or transfer of your personal data. This include any request for access, correction or deletion of your personal data, or any request that your personal data should not be used for future processes of recruitment, or any request to exercise your right to objection, right to data portability, right to restrict the use of personal data, and right to withdraw consent.

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

The withdrawal of consent will not affect the lawfulness of the collection, use, and/or disclosure of your personal data based on your consent before it was withdrawn. If you do not provide consent or withdraw your consent, we may not be able to perform certain activities that rely on your consent.

You can also complain to a data protection authority or the competent authority where you believe our collection, use, and/or disclosure of your personal data is unlawful or noncompliant with applicable data protection law where applicable. We would, however, appreciate the chance to deal with your concerns before you approach the authority, so please contact us in the first instance.

Contact us

If you want to exercise your rights or if you require any other information about any other part of this notice, you can contact us in one of the following channel by writing a mail or sending an email to us per the addresses below.

Eastspring Asset Management (Thailand) Co., Ltd.
9th Floor Mitrtown Office Tower 944 Rama 4 Road Wang Mai Subdistrict, Pathum Wan, Bangkok 10330, Thailand
Email: dpo.th@eastspring.com

Eastspring Europe (Lux)

Eastspring Applicant Privacy Notice

Eastspring Investments (Luxembourg) S.A. ("**Eastspring Lux**") has prepared this Applicant Privacy Notice ("**Notice**") for applicants to roles with Eastspring Lux. We need to process your personal data as part of your application. The purpose of this Notice is to give you information about how Eastspring Lux collects, processes, stores and otherwise uses information about you, and your rights in relation to that information. Eastspring Lux needs to process your personal data in order to process your application for employment. There are also statutory requirements we have to comply with in relation to your application. If we are not able to carry out the processing activities we describe in this Notice we may not be able to continue with your application. Of course, we hope it would never come to that, and this is simply information we are obliged to provide to you as part of this Notice.

Although we are seeking your consent in relation to conducting certain background checks, you should note that in most cases we will process your personal data for the reasons set out in this Notice and it won't be appropriate or necessary for you to provide consent as the legal basis for processing your personal data. When we say "**Eastspring Lux**", "**we**" or "**us**" in this document, we mean the Eastspring entity that you're applying to work for; Eastspring is an ultimately wholly owned subsidiary of Prudential plc ("Prudential"). Prudential plc, is incorporated and registered in England and Wales. In addition, you will see a number of references to the "Prudential Group" or "Group", which includes all other Prudential entities globally. (Details of these can be requested by contacting us as stated below (Who can I contact about this?)). We may update this document from time to time, for example if we implement new systems or processes that involve the use of personal data.

In this Notice you will see reference to "**GDPR**" - that refers to the European Union ("EU") General Data Protection Regulation which is the Luxembourg's data protection law governing your rights in relation to your personal data, and how organisations should protect it.

What categories of personal data does Eastspring Lux collect about me and why does Eastspring Lux use it?

"Personal data" means any information relating to you. Eastspring Lux will collect, process and use the following categories and types of personal data about you:

- **identification data**, such as your name, citizenship, passport / visa data, drivers' licence information, national insurance number;
- **personal information**, such as your date and place of birth, emergency contact details and gender;
- **contact details**, such as your home address, telephone number and email address;
- **education and work experience,** such as contact details for your current / former employer, information about your educational background, your work experience and other experience;
- **other application data,** such as the information included in your application form / CV;
- **information collected as part of the interview process,** such as notes taken from your interview or information provided from recruitment agencies;
- **background check data,** such as information obtained through reference checks, criminal record checks, credit checks, right to work checks, public safety verification checks, directorship

searches, confirmation about your work / educational background and checks against the corresponding authority's register.

We may deploy non-automated or automated means (including Artificial Intelligence (AI)) in processing your personal information. 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 collect and use this Applicant Data for a variety of reasons linked to processing your application for a role with us. To help clarify these we have set out below a list of reasons why we collect and use this data (the "**Processing Purposes**") along with examples of some of the Applicant Data used for each of the Processing Purposes:

- **administering and processing your application,** (and processing a job offer should you be successful) including identification data, contact details, information about your qualifications and employment history, and information obtained during your interview and information contained in your CV;
- **to determine your eligibility for the role you applied for,** including identification data, contact details, information about your work and education experience, information obtained during your interview and information contained in your CV;
- **conducting background checks as part of your application**, including identification data, contact details, information about your qualification and employment history;
- **complying with applicable laws and employment-related requirements** along with the administration of those requirements, such as income tax, social security deductions, employment and immigration laws, and laws relating to sanctions, which involves the processing of identification data, education and work experience, and contact details;
- **monitoring and ensuring compliance with applicable policies and procedures and laws**, which involves the processing of your identification data and contact details;
- **communicating with you, other Eastspring/Prudential employees and third parties,** (such as existing or potential business partners, suppliers, customers, end-customers or government officials), both about the current application and communicating future employment opportunities which involves the processing of identification data, education and work experience, and your contact details;
- **responding to and complying with requests and legal demands from regulators or other authorities,** in or outside of your home country which involves the processing of identification data and contact details;
- **complying with corporate financial responsibilities**, including audit requirements (both internal and external) and cost / budgeting analysis and control which involves the processing of identification data, contact details, information about the role you have applied for, including the role's reward package.

In addition to the collection, processing and use of the Applicant Data, Eastspring Lux collects, processes and uses the following special categories of personal information about you which we describe as "**Sensitive Applicant Data**":

- **health and medical data**, such as information on disability for purposes of accommodating your application and interview and compliance with legal obligations;
- **criminal records data**, in the event that Eastspring Lux has conducted or received the results of criminal records background checks in relation to you in the process of your application, where relevant and appropriate to the role that you are applying for;

- **race or ethnicity data**, such as information contained in your passport or other citizenship and right to work documentation, and information which you have voluntarily provided to Eastspring Lux for the purposes of our equal opportunities and diversity monitoring and initiatives;

Why does Eastspring Lux need to collect, process and use my Applicant Data and Sensitive Applicant Data?

Both Applicant Data and Sensitive Applicant Data are needed by Eastspring Lux to carry out a variety of activities that are linked to your application for a role with us and Eastspring Lux's compliance with its obligations as part of the recruitment process and as a business.

We are required to explain to you the legal bases for our collecting, processing and use of your Applicant Data and Sensitive Applicant Data. We have a number of these listed below:

For Applicant Data, our legal bases are:

- compliance with legal obligations, in particular in the area of labour and employment law, social security and protection law, data protection law, tax law, and corporate compliance laws; the legitimate interests of Eastspring Lux, Eastspring/Prudential affiliates or other third parties (such as existing or potential business partners, suppliers, customers, end-customers or governmental bodies or courts); your consent, where that is appropriate, meets the requirements of data protection law and has been separately obtained; protection of vital interests of you or of another individual; performance of a task carried out in the public interest or in the exercise of official authority vested in Eastspring Lux.

For Sensitive Applicant Data, our legal bases are:

- explicit consent as allowed by local data protection law; to carry out the obligations and to exercise the specific rights of Eastspring Lux or you in the field of employment and social security and social protection law as permitted by local data protection law and / or a collective agreement; to protect the vital interests of you or of another individual where you are physically or legally incapable of giving consent; public data as made public manifestly by you; to establish, exercise or defend a legal claims or whenever courts are acting in their judicial capacity; for substantial public interest as permitted by local data protection law; for assessment of the working capacity of the employee as permitted by local data protection law.

We appreciate that there is a lot of information there, and we want to be as clear with you as possible over what this means. Where we talk about legitimate interests of Eastspring Lux or third parties, this can include:

- Assessing your suitability for employment / engagement with Eastspring Lux;
- Implementation and operation of a Group-wide organisational structure and Group-wide information sharing;
- Customer Relationship Management and other forms of marketing;
- Prevention of fraud, misuse of company IT systems, or money laundering;
- Operation of a whistleblowing scheme;
- Physical security, IT and network security;
- Internal Investigations;
- Proposed mergers and acquisitions.

When relying on the legitimate interests basis for processing your personal data, we will balance the legitimate interest pursued by us and any relevant third party with your interest and fundamental rights and freedoms in relation to the protection of your personal data to ensure it is appropriate for us to rely on legitimate interests and to identify any additional steps we need to take to achieve the right balance.

Who might Eastspring Lux share your personal information with?

As you know, we are part of the global Prudential Group, and several entities in this Group are involved in the Processing Purposes. To ensure that the Processing Purposes can be completed, your information may be shared with any of the entities within the Prudential Group network. Where we do share data in this way, it is our policy to limit the categories of individual who have access to that personal information.

Eastspring Lux may transfer personal data to third parties, including to entities within and outside the Prudential Group located in any jurisdictions where Prudential Group entities are located, for the Processing Purposes as follows:

- **Within the Prudential Group.** As Eastspring Lux is part of a wider Prudential Group headquartered in the UK with offices located across the globe, Eastspring Lux may transfer Employee Data and Sensitive Employee Data to, or otherwise allow access to such data by other entities within the Prudential Group, which may use, transfer, and process the data for the following purposes: to maintain and improve effective administration of the workforce; to communicate information about the Prudential Group; to maintain a corporate directory; to maintain IT systems; to monitor and assure compliance with applicable policies and procedures, and applicable laws; and to respond to requests and legal demands from regulators and other authorities.

- **Regulators, authorities, and other third parties.** As necessary for the Processing Purposes described above, personal information may be transferred to regulators, courts, and other authorities (e.g. tax and law enforcement authorities), independent external advisors (e.g. auditors), Directors within the Prudential Group, insurance providers, pensions and benefits providers, internal compliance and investigation teams (including external advisers appointed to conduct internal investigations).

- **Data processors.** As necessary for the Processing Purposes described above, personal data may be shared with one or more third parties, whether affiliated or unaffiliated to Eastspring Lux, to process personal information under appropriate instructions ("**Data Processors**"). The Data Processors may carry out instructions related to recruitment, workforce administration, IT system support, payroll and compensation, training, compliance, and other activities, and will be subject to contractual obligations to implement appropriate technical and organisational security measures to safeguard the personal information, and to process the personal information only as instructed.

For a full list of the Prudential Group entities and third parties that we may share your data with, please contact us as set out below to request the Record of Processing.

Some of the recipients we may share Applicant Data and Sensitive Applicant Data with may be located in countries outside of Europe. In some cases, this may include countries located outside the European Union and / or European Economic Area ("EEA").

If recipients are located in other countries without adequate protections for personal data, Eastspring Lux will take all necessary measures to ensure that transfers out of the EU and EEA are adequately protected as required by applicable data protection law. This will include using appropriate safeguards such as the Standard Contractual Clauses issued by the European Commission. You can ask for a copy of the such appropriate safeguards by contacting us as set out below ("**Who can I contact about this?**").

How long will Eastspring Lux keep my personal information for?

It is our policy not to keep personal information for longer than is necessary. We may, for example, keep your personal information for a reasonable time after your application process is completed, in case we have future job opportunities that we consider you are suitable for. Where personal information is kept, that period will be determined based on the applicable local law. For further information, please contact us as set out below ("**Who can I contact about this?**").

What rights do I have in respect of my personal information?

You have a number of rights in relation to your Applicant Data and Sensitive Applicant Data. These can differ by country, but can be summarised in broad terms as follows (but please note that certain exceptions and limitations apply in relation to them):

(i) Right of access

You have the right to confirm with us whether your personal data is processed, and if it is, to request access to that personal data including the categories of personal data processed, the purpose of the processing and the recipients or categories of recipients. We do have to take into account the interests of others though, so this is not an absolute right, and if you want to request more than one copy we may charge a fee.

(ii) Right to rectification

You may have the right to rectify inaccurate or incomplete personal data concerning you.

(iii) Right to erasure (right to be forgotten)

You may have the right to ask us to erase personal data concerning you.

(iv) Right to restriction of processing

In limited circumstances, you may have the right to request that we restrict processing of your personal data, however where we process Applicant Data and Sensitive Applicant Data for the Processing Purposes we think that we have a legitimate interest in processing that day which may override a request that you make.

(v) Right to data portability

You may have the right to receive personal data concerning you, which you have provided to us, in a structured, commonly used and machine-readable format and you may have the right to transmit that data to another entity.

(vi) Right to object and rights relating to automated decision-making

Under certain circumstances you may have the right to object, on grounds relating to your particular situation, at any time to the processing of your personal data, including profiling, by us and we can be required to no longer process your personal data. This may include requesting human intervention in relation to an automated decision so that you can express your view and to contest the decision.

To exercise any of these rights, please contact us as stated below (**Who can I contact about this?**).
You also have the right to lodge a complaint with the competent data protection supervisory authority, which in Luxembourg is National Commission for Data Protection, Grand-Duchy of Luxembourg.

Who can I contact about this?
If you have concerns or questions regarding this Notice or if you would like to exercise your rights as a data subject, you can contact:

Eastspring Investments (Luxembourg) S.A., 26 Boulevard Royal, L-2449 Luxembourg, Grand Duchy of Luxembourg

The contact details of our personnel responsible for privacy is:
Director - Conducting Officer Governance, Compliance and AML, Eastspring Investments (Luxembourg) S.A., 26 Boulevard Royal, L-2449 Luxembourg, Grand Duchy of Luxembourg; or contact@eastspring.lu

Eastspring US

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 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 necessary to identify actual or potential conflicts or interest, comply with legal obligations or administer benefits when employment commences (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) (if permitted by applicable law and, where required, only after separate notice and authorization)
- Providing diversity and inclusion information is voluntary and, where collected, is not used in employment selection decisions except where permitted or required by law.

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 below, 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 (such as Legal advisors, recruiting agencies, background screening vendors, IT service providers, HR consulting firms and others) to assist with the process of identifying and tracking of candidates, marketplace talent, recruiting and/or planning, 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.

We do not sell personal information or share it for behavioural advertising and/or targeted advertising. 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. Where data is transferred internationally, we ensure appropriate safeguards are in place and align with local law requirements.

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, obtain a copy of, 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.