

Job Applicant Data Privacy Statement

Introduction

Temasek International Pte. Ltd. (UEN: 201021165C), with registered address at 60B Orchard Road, #06-18, Tower 2, The Atrium@Orchard, Singapore 238891 and its various affiliated companies worldwide ("**Temasek**", "**Temasek Group**" "**We**", "**Us**", "**Our**") is committed to protect the privacy of individuals whose personal data it processes, including job applicants ("**Applicants**", "**You**", "**Your**"). Temasek is the data controller of all personal data used in its business.

This privacy statement explains how We collect and process personal data of Applicants and the Applicants' rights in relation to these processing operations (the "**Privacy Statement**").

Sources of personal data

Temasek collects personal data about Applicants in the course of the recruitment process. Some of this personal data is collected directly from the Applicants (for example, in CV's, resumes or in forms completed by Applicants).

Other personal data is collected indirectly when:

- an Applicant uses, or otherwise interacts with Temasek's systems (for example, when logging in to Our network or sending an email which is retained in Our systems);
- created by Temasek staff (for example, in the interview and assessment process);
- provided to Us by third parties (for example, recruitment agencies, when a former employer provides a reference or educational institutions when We conduct background checks);
- obtained from publicly accessible sources such as publicly available directors and online resources including social networks.

Categories of personal data

Where permissible under applicable laws, We collect and process the following categories of personal data about Applicants:

- Identification data and personal information such as Your name, date of birth / age, gender, marital status, business and personal contact (including emergency contact) details, photograph and passport or identity card number and other information collected as part of the application or interview process;
- citizenship and, where relevant, residency and work permit status and other immigration-related details;
- education and work experience such as content of references obtained, employment history, education history and qualifications;
- background check information such as information obtained through reference checks and results of any professional background checks;
- health and medical data, such as information on disability;
- race or ethnicity data such as information contained in Your passport or other citizenship and right to work documentation;
- sexual orientation and gender identity data;
- details regarding current salary, pensions, insurance and other benefits; and
- details relating to social media footprint.

Some of the personal data that We collect above may be considered sensitive personal data under applicable laws.

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Where required under applicable laws, We will tell You, when We ask You to provide personal data about Yourself, if provision of the requested personal data is mandatory (for example, if We need to collect personal data to comply with a legal obligation or if it is necessary to enter into a contract with You), or on the other hand, if it is purely voluntary and You can, if You wish, decline to provide the personal data. Refusal to provide personal data requested could result in Temasek being unable to progress the recruitment procedure any further.

Use of Personal Data

We may as appropriate and to the extent permitted under applicable law use the personal data of Applicants for:

- legitimate business, human resource management and compliance purposes and to perform Our legal obligations, including to manage the recruitment process;
- to assess an Applicant's suitability for employment and to whom to offer a job, or suitability for other relevant employment opportunities or appointments with Us;
- equal opportunity monitoring;
- for recruitment statistics;
- to respond to and defend legal claims;
- to carry out human resource and legal / regulatory compliance functions;
- to carry out professional background checks ;
- to ensure our and the Applicants' compliance with law and regulation (e.g. eligibility to work in a particular country).

Temasek is entitled to use, disclose and otherwise process the personal data of Applicants described in this paragraph because We need to do so for the purposes set out above. Some of Our processing may also be required so that We can comply with our legal obligations. Where required under applicable laws, We will rely on consent to collect, use or otherwise process personal data in accordance with this Privacy Statement. We may also rely on consent, which will be obtained on a case-by-case basis, to collect, use or otherwise process personal data in exceptional circumstances where Our processing is genuinely optional (for example, retaining unsuccessful Applicant's personal data on file for future recruitment exercises).

When Applicants provide Us with personal data about a third party (e.g. spouse, children, or referee), Applicants confirm that consent has been obtained from such third party for the disclosure of their personal data to us, and for the subsequent processing by Us of their personal data.

Temasek does not use automated decision-making without human intervention, including profiling, in a way that produces legal effects concerning You or otherwise significantly affects You.

Disclosure of personal data

Temasek will share the personal data of Applicants internally for the purpose of the recruitment exercise with members of human resources, the recruitment team, interviewers and managers in the business area where the vacancy is.

In addition, Temasek will disclose personal data for the purposes set out above, to:

- other members of the Temasek Group;
- outside legal counsel;
- other service providers processing personal data on Our behalf in the course of supporting Our business and operations;
- third parties responsible for carrying out professional background checks;

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- former employers for the purposes of obtaining references (only in order to collect details that cannot be accessed otherwise and subject to Your prior consent where legally required);
- third parties to whom Temasek is required to disclose information by law or regulatory requirement; and
- competent regulatory and prosecuting authorities.

International transfers of personal data

The disclosures of Applicants' personal data as described above will involve international transfers, including transfers to countries outside Your jurisdiction.

For the purposes of European data protection laws (where they apply), please be aware that Temasek transfers Your personal data outside of the European Economic Area and the other countries in which personal data are transferred to may not have data protection laws which have been acknowledged to ensure adequate protection for personal data for the purposes of those laws. We will apply appropriate safeguards to such transfers as required by applicable law.

Security of personal data

We use appropriate technical and organisational security precautions to protect personal data We receive from You or about You from unauthorised access, collection, use, disclosure, copying, modification, disposal or similar risk. Our security procedures are continuously revised based on new technological developments.

Retention periods for and deletion of personal data

As a general principle, We do not retain Applicant's personal data for longer than We need it, given the purposes for which it is held.

We will retain personal data about Applicants throughout the recruitment process. After the end of the recruitment process, Temasek will also hold an Applicant's personal data on file for 5 years for the purpose of proof in case of any employment related disputes (including any potential periods for appeal) that arise between Us.

After the end of such periods, Your personal data will be deleted.

We will also delete psychometric assessments 24 months after completion of the assessment.

If the Applicant receives and accepts an offer of employment, personal data gathered during the recruitment process will be retained during the Applicant's employment for purposes connected with the employment. The periods and purpose for which the personal data will be held will be notified during the onboarding process.

Accuracy of Personal Data

Applicants confirm that all personal data provided to Us is, at the time of submission, true, accurate and current.

Automated Decision-making Process

Temasek may use some automated processes to assess Your suitability for employment. We will typically take into account a number of factors, including Your professional skills, level of experience, educational background, and suitability for the proposed position.

What this means is that We will use artificial intelligence to consolidate and summarise relevant information and perform an initial shortlist of job applicants based the requirements of each role.

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As a Data Subject, You have the right to opt-out of this process and request an alternative selection process or accommodation by contacting career@temasek.com.sg and request human intervention to assess your application.

Data subject rights

Where provided for under applicable laws, Applicants are accorded the following data subject rights, subject to certain conditions and exemptions, and only in certain circumstances:

- Right of access: Applicants have the right to obtain from Us confirmation as to whether or not personal data concerning them is being processed, and, where that is the case, to request access to their personal data. The access information includes – inter alia – the purposes of the processing, the categories of personal data concerned, and the recipients or categories of recipients to whom the personal data have been or will be disclosed.

Applicants have the right to obtain a copy of the personal data undergoing processing. For additional copies requested by You, We may charge a reasonable fee based on administrative costs.

- Right to rectification: Applicants have the right to require inaccurate personal data to be corrected.
- Right to erasure (right to be forgotten): Applicants have the right to require Us to delete their personal data.
- Right to restriction of processing: Applicants have the right to require Us the restriction of processing their personal data. In this case, the respective data will be marked and may only be processed by Us for certain purposes.
- Right to object: Applicants have the right to object, on grounds relating to their particular situation, at any time to the processing of their personal data by Us and We can be required to no longer process their personal data. If Applicants have a right to object and exercise this right, their personal data will no longer be processed for such purposes by Us. Exercising this right will not incur any costs. Such a right to object may not exist, in particular, if the processing of Applicants' personal data is necessary to take steps prior to entering into a contract or to perform a contract already concluded.
- Right to data portability: Applicants have the right to receive the personal data concerning them and which Applicants have provided to Us, in a structured, commonly used and machine-readable format and Applicants have the right to transmit those Personal Data to another entity without hindrance from Us.
- Right to withdraw the consent: Where the processing is based on their consent, Applicants have the right to withdraw their consent at any time. Such a right to withdraw the consent does not affect the lawfulness of the processing based on the consent Applicants have previously given Us, prior to the withdrawal.
- Right to give instructions regarding the processing of data after the death: Applicants have the right to define guidelines for the storage, erasure and disclosure of their personal data after their death.

Please note that these rights might be limited under the applicable local data privacy law.

If an Applicant wishes to exercise any of these rights as provided for under applicable data privacy laws, or have other questions, comments, complaints and requests about Our data processing or related policies, please contact dataprotection@temasek.com.sg.

Other Provisions

Regardless of the outcome of Your application, Applicants shall not, at any time, disclose to any person or for any purpose the contents of any communications or the particulars of any interactions between Us and Yourself in connection with the employment process ("**Confidential Particulars**"). You confirm that You shall use all reasonable endeavours to minimize the risk of unauthorized disclosure of the Confidential Particulars. However, You may disclose the Confidential Particulars to Your professional advisers (which shall include lawyers and accountants) who may reasonably require such disclosure, and have agreed to uphold the confidentiality of the Confidential Particulars.

Jurisdiction Specific Supplemental Terms

In the event of a conflict between the provisions of the Jurisdiction Specific Supplemental Terms that are relevant to You and the rest of the Data Privacy Statement, the Jurisdiction Specific Supplemental Terms shall prevail.

1. France

Introduction

Temasek International (Europe) SAS, located at 43 Avenue de L'Opera 75002 Paris, together with Temasek International Pte. Ltd., are data controllers of Your personal data.

Use of personal data

We process Applicants' personal data for different reasons called the "Processing Purposes" and based on different legal justifications called "Legal Bases", which are set out in the tables below ("Table").

Applicants' personal data		
Processing Purposes	Categories of Applicants' personal data involved	Legal bases
1. To administer and process Your application, including processing a job offer if Your application is successful, and building a CVs database.	<ul style="list-style-type: none"> • identification and contact details • citizenship and immigration-related details • content of references obtained • qualifications • education history • employment history • results of professional background checks • details regarding current salary, pensions, insurance and other benefits • details relating to social media footprint 	<ul style="list-style-type: none"> • necessary for performing or entering into a contract with You • compliance with Temasek's legal obligations, including those under immigration and employment laws • in exceptional circumstances, Your consent.
2. To assess Your suitability for employment and to whom to offer a job, or suitability for other relevant employment opportunities or appointments with Us. This includes consolidating and summarising the relevant personal data and an initial shortlist based on the requirements of each role, and may involve	<ul style="list-style-type: none"> • identification and contact details • content of references obtained • qualifications • education history • employment history • results of professional background checks 	<ul style="list-style-type: none"> • necessary for performing or entering into a contract with You • compliance with Temasek's legal obligations, including those under immigration and employment laws • pursuing Temasek's legitimate interest of assessing Your suitability for employment/engagement with Temasek.

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the use of artificial intelligence .		
3. To carry out professional background checks as part of Your application.	<ul style="list-style-type: none"> • identification and contact details • content of references obtained • qualifications • education history • employment history 	<p>necessary for performing or entering into a contract with You</p> <ul style="list-style-type: none"> • compliance with Temasek's legal obligations, including those under immigration and employment laws • pursuing Temasek's legitimate interest of assessing Your suitability for employment/engagement with Temasek
4. To perform recruitment statistics operations and analysis	<ul style="list-style-type: none"> • identification details • qualifications • education history • employment history 	<ul style="list-style-type: none"> • pursuing Temasek's legitimate interest of internal reporting purposes
5. To respond to and defend legal claims.	<ul style="list-style-type: none"> • identification and contact details • citizenship and immigration-related details • content of references obtained • qualifications • education history • employment history • results of professional background checks • details regarding current salary, pensions, insurance and other benefits • details relating to social media footprint 	<ul style="list-style-type: none"> • pursuing Temasek's legitimate interest to enforce its rights and/or defend itself
6. To carry out human resource and legal / regulatory compliance functions.	<ul style="list-style-type: none"> • identification and contact details • citizenship and immigration-related details • content of references obtained • qualifications • education history • employment history • results of professional background checks • details regarding current salary, pensions, insurance and other benefits 	<ul style="list-style-type: none"> • compliance with Temasek's legal obligations, including those under immigration and employment laws • pursuing Temasek's legitimate interest to comply with applicable laws

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7. To comply with applicable laws and employment-related requirements, such as eligibility to work in a particular country.	<ul style="list-style-type: none"> • identification and contact details • citizenship and immigration-related details 	<ul style="list-style-type: none"> • compliance with Temasek's legal obligations, including those under immigration and employment laws
8. To carry out equal opportunity monitoring.	<ul style="list-style-type: none"> • identification and contact details • citizenship and immigration-related details 	<ul style="list-style-type: none"> • compliance with Temasek's legal obligations, including those under immigration and employment laws • pursuing Temasek's legitimate interest to comply with applicable laws
9. Complying with corporate financial responsibilities, including audit requirements (both internal and external) and cost/budgeting analysis and control	<ul style="list-style-type: none"> • identification and contact details • information about the role You have applied for, including salary and benefits 	<ul style="list-style-type: none"> • compliance with Temasek's legal obligations • pursuing Temasek's legitimate interest to manage Temasek's business effectively

Applicants' sensitive personal data		
Processing purposes	Categories of Applicants' Sensitive Personal Data involved	Legal basis and exception provided under Article 9 of the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (the "GDPR")
1. To administer and process Your application, including accommodating Your needs during an interview.	<ul style="list-style-type: none"> • health and medical data 	<ul style="list-style-type: none"> • compliance with Temasek's legal obligations, including those under immigration and employment laws • the processing is necessary for the purposes of carrying out the obligations and exercising specific rights of Temasek or You in the field of employment and social security and social protection law (exception provided under Article 9 (2) (b) of

		<p>the GDPR)</p> <ul style="list-style-type: none"> Your explicit consent (exception provided under Article 9 (2) (a) of the GDPR)
2. To respond to and defend legal claims.	<ul style="list-style-type: none"> health and medical data race or ethnicity data criminal records data sexual orientation and gender identity data 	<ul style="list-style-type: none"> pursuing Temasek's legitimate interest to enforce its rights and/or defend itself the processing is necessary for the establishment, exercise or defense of legal claims (exception provided under Article 9 (2) (f) of the GDPR)
3. To carry out human resource and legal / regulatory compliance functions.	<ul style="list-style-type: none"> health and medical data criminal records data 	<ul style="list-style-type: none"> compliance with Temasek's legal obligations, including those under immigration and employment laws pursuing Temasek's legitimate interest to comply with applicable laws the processing is necessary for the purposes of carrying out the obligations and exercising specific rights of Temasek or You in the field of employment and social security and social protection law (exception provided under Article 9 (2) (b) of the GDPR)
4. To comply with applicable laws and employment-related requirements, such as eligibility to work in a particular country.	<ul style="list-style-type: none"> health and medical data criminal records data 	<ul style="list-style-type: none"> compliance with Temasek's legal obligations, including those under immigration and employment laws the processing is necessary for the purposes of carrying out the obligations and exercising specific rights

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		of Temasek or You in the field of employment and social security and social protection law (exception provided under Article 9 (2) (b) of the GDPR)
5. To carry out equal opportunity monitoring.	<ul style="list-style-type: none"> • health and medical data • race or ethnicity data • sexual orientation and gender identity data 	<ul style="list-style-type: none"> • compliance with Temasek's legal obligations, including those under immigration and employment laws • pursuing Temasek's legitimate interest to comply with applicable laws • the processing is necessary for the purposes of carrying out the obligations and exercising specific rights of Temasek or You in the field of employment and social security and social protection law (exception provided under Article 9 (2) (b) of the GDPR)

Data subject rights

Applicants also have the right, at any time, to lodge a complaint about Our processing of their personal data with the relevant authorities including the French Data Protection Authority at:

- Address: Commission nationale de l'Informatique et des Libertés, 3 place Fontenoy, 75007 Paris
- Phone Number: +33 (0)1 53 73 22 22

2. Belgium

Introduction

Temasek International Pte. Ltd. Brussels Representative Office, located at Rue de la Loi 223/2 1000 Brussels Belgium, together with Temasek International Pte. Ltd., are data controllers of Your personal data.

Use of personal data

The Table is applicable in Belgium and any references to legislation in the Table refer to any materially similar or analogous concept or definition under Belgian data protection legislation.

Data subject rights

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Applicants also have the right, at any time, to lodge a complaint about Our processing of their personal data with the relevant authorities including the Belgian Data Protection Authority at contact@apd-gba.be and <https://www.autoriteprotectiondonnees.be/citoyen/agir/contact>.

3. **United Kingdom**

Introduction

Temasek International (Europe) Limited, located at 23 King Street London SW1Y6QY, together with Temasek International Pte. Ltd., are data controllers of Your personal data.

Use of personal data

The Table is applicable in the United Kingdom and any references to legislation in the Table refer to any materially similar or analogous concept or definition under United Kingdom data protection legislation.

Data subject rights

Applicants also have the right, at any time, to lodge a complaint about Our processing of their personal data with the relevant authorities including the United Kingdom Information Commissioner at <https://ico.org.uk/>.

4. **California**

California Consumer Privacy Act (CCPA) Notice at Collection

This CCPA Notice at Collection only applies to you if you reside in California, and does not reflect our processing of California residents' personal information where an exception under the CCPA applies. When we use terms in this Notice at Collection that the CCPA has defined, those terms have the meanings that the CCPA defined.

We have set out below categories of personal information about California resident Applicants and other potential workers. You can find our privacy policy [here](#).

We do not "sell" or "share" personal information, as defined under the CCPA, of Applicants or other potential workers.

What Categories of Personal Information Do We Collect?

Non-Sensitive Personal Information:

- Identifiers such as a real name, alias, postal address, email address, account name, social security number, driver's license number, passport number, or other similar identifiers.
- Any information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including, but not limited to, his or her name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, medical information, but excluding publicly available information that is lawfully made available to the general public from federal, state, or local government records.
- Characteristics of protected classifications under California or federal law.
- Geolocation data.
- Audio, electronic, visual, or similar information.
- Professional or employment-related information.

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- Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).
- Inferences drawn from any personal information to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

Sensitive Personal Information:

- A consumer's social security, driver's license, state identification card, or passport number.
- A consumer's account log-in in combination with any required security or access code, password, or credentials allowing access to an account.
- A consumer's racial or ethnic origin, citizenship or immigration status.
- Personal information collected and analyzed concerning a consumer's health.
- Personal information collected and analyzed concerning a consumer's sex life or sexual orientation.

For What Purposes Do We Collect and Use Personal Information?

Please refer to the "Use of Personal Data" section above for the list of purposes for which we collect and use personal information.

What Criteria Do We Consider When Retaining Personal Information?

Please refer to the "Retention periods for and deletion of personal data" section above for our retention policy.

Automated Decisionmaking Technology (ADMT)

We may process your personal information by using automated decisionmaking technology (ADMT), for purposes of assessing your suitability for employment and to whom to offer a job, or suitability for other relevant employment opportunities or appointments with Temasek. You have the right to opt-out of this ADMT use by contacting career@temasek.com.sg. You also have the right to access ADMT with respect to you by contacting career@temasek.com.sg. Businesses are prohibited from retaliating against Applicants for exercising their CCPA rights. For additional information about how the ADMT works to make a significant decision and how the significant decision would be made if an Applicant opts out, please refer to the "Automated Decision-making Process" section above.