Last Updated: October 2025

Privacy Notice for TP Candidates

At TP, we are committed to respecting your privacy and protecting your personal information. TP must process your personal information to ensure compliance with legal requirements for employment applications. Our Privacy Notice provides information about how TP processes your personal information across our global operations. We update this document regularly. **Please read it carefully**.

Main sections of our Privacy Notice

Our Binding Corporate Rules 1
Purposes for processing your personal information 2
The personal data we gather from you 2
How we process your personal information 2
Remote use of cameras during the recruitment process 3
Sharing your personal data 3
Retention of your personal information 3
Your privacy rights 3
Contact details and links 4

Our Binding Corporate Rules

TP is proud to be one of the few companies to have secured formal approval from the EU Data Protection Authorities for its Binding Corporate Rules (BCRs) under the General Data Protection Regulation (GDPR). These BCRs form the foundation of TP Group's comprehensive global privacy framework, enabling us to transfer personal information throughout TP's family of companies while maintaining robust safeguards and security protections.

As a global organization, TP leverages its worldwide resources to operate efficiently and effectively. This often requires that your personal information be transferred to other countries, territories, or organizations within TP Group. Our BCRs set a consistent, high standard for the international transfer of personal information, ensuring that your information remains protected wherever it is processed.

In circumstances where the use of BCRs is not possible, TP implements alternative legal transfer agreements to ensure that your personal information continues to be safeguarded in accordance with applicable laws.

To further reinforce our commitment to data privacy, TP has appointed a number of Data Protection Officers (DPO or DPOs) where so required by law, supported by a dedicated Privacy Department, to oversee and manage our privacy framework. For more information about how we protect your personal information, additional details on our BCRs, or the countries in which we may transfer personal information, please refer to our Privacy Policy.

Purposes for processing your personal information

We process your personal information to assess your suitability for employment, which includes evaluating your application and considering you for current or future openings within TP or other TP entities, including independent contractor opportunities.

Your personal information is also processed as necessary to meet legal and regulatory obligations.

In certain cases, TP may need to process sensitive personal information (such as , health or some types of background information). We only do so when required or permitted by local law or with your explicit consent.

The personal data we gather from you

TP may gather some or all of the following from you, as permitted by applicable law:

Personal Identifiers such as full name, employee identification number, driver's license number, address, phone number, email address, tax/government identification number, and date of birth.

Protected Class Information such as, , gender, citizenship, immigration status .

Internet Data such as IP address and device ID numbers.

Professional Employment History such as date of employment, title and job history, employment status, compensation information, , , tax form information, immigration form information, worker's compensation information, , ,.

Education History such as transcripts, letters of recommendation, enrollment verification, certificates, and diplomas and degrees.

How we process your personal information

TP processes your personalinformation by:

- Maintaining accurate contact details.
- Reviewing and assessing your application.
- Analyzing application information to prevent and detect fraud; and
- Considering your application for future opportunities within TP.

Remote use of cameras during the recruitment process

TP may use cameras to record and transmit interviews, either live or remotely, as part of the recruitment process. You may choose whether to activate your camera during interviews. By turning on your camera, you consent to being recorded. If you prefer not to use your camera or do not wish to be recorded, you will not be penalized.

Sharing your personal data

We may share your personal data, to the extent legitimately necessary considering the nature of the personal data, with other TP affiliates and external organizations, such as companies providing services necessary to ensure the proper administration of your potential employment at TP or with government agencies or bodies (e.g., social security or retirement agencies), as required or permitted by local law. Also, we may share your personal data with other entities within TP's global corporate group to share with you any opportunities available that may match your skillset, including independent contractor roles.

Retention of your personal information

We retain your personal information to satisfy the purposes set out above, or as permitted by law.

Your privacy rights

Depending on where you live, you may have some or all the following rights regarding your personal information:

- **Access** – you can request access to your personal information, free of charge.
- **Rectification** – you can ask TP to correct inaccurate or incomplete personal information.
- **Deletion** – you can ask TP to delete your personal information, subject to legal exceptions, when one of the following reasons applies:
    a. Your personal information is no longer necessary for the purpose it was initially collected;
    b. You withdraw consent to process your personal information when consent is the legal basis for processing;
    c. You are opposed to automated decisions involving your personal information;
    d. You are opposed to automated processing for direct marketing purposes; or
    e. Your personal information has been processed unlawfully.
- **Limitation** – you can ask TP to limit processing your personal information if one of the following situations applies:
    a. You contest the accuracy of your personal information;
    b. Processing is unlawful and you wish to limit our use of your personal information rather than erase that information; and
    c. You do not want automated processing to apply to your personal information.
- **Portability** – In specific circumstances, you can ask TP to send your personal

information to you or another organization in a structured, commonly used, and machine-readable format.

- **Withdraw Consent** – At any time, you may withdraw your consent to processing when you previously gave your consent. Withdrawing your consent will not affect processing that was not based on your consent.
- **Objection** – You may object to TP processing your personal information for direct marketing.

Contact details and links

If you have questions about privacy or would like to make a privacy request, you may contact our privacy office at: DSRPrivacyOffice@teleperformance.com.

If you are in the EU, you can file privacy complaints with data protection authorities. The list of data protection authorities is available here.