

## TPG EUROPE LLP – JOB APPLICANT PRIVACY NOTICE

Last modified: **December 2022**

This Privacy Notice (“Notice”) details how TPG Europe LLP (“TPG”, “we” or “us”) collects and uses the personal data of job applicants in connection with recruitment by the Firm (“Applicants”). TPG Europe LLP is the data controller in respect of Applicant personal data.

### Personal Data We Collect About You

We collect and use personal data about Applicants which may include information that is provided by you to us or one of our affiliates, and information about you that we collect from third parties or generate ourselves. This includes the following:

- **Personal details and characteristics** including your name, contact information (address, telephone number and email), date of birth, passport number and country of issuance, nationality, place of birth, veteran status, national ID numbers (including, for example, UK national insurance number), historical compensation details, previous employment details, information received in connection with background checks and references which are provided by you, your former employers, recruitment agents and/or third party background screening providers.
- **Information contained in your CV** including occupational details, current job title, current job description, previous employment details, current salary, and education details.
- **Other information that is generated by us during the recruitment**, including commentary and evaluation of your qualifications and interviews, CCTV footage of our premises, and any other information you choose to provide, such as through communications with us.

You are required to provide certain personal data to TPG so that we may consider your application in light of our business needs, and so that we may comply with our legal and regulatory obligations; and, if your application is successful, so that we can enter into an employment contract with you. If you fail to provide any personal data that we request, we may be unable to continue evaluating your application, comply with our legal and regulatory obligations or, ultimately, offer you employment.

### How We Use Your Personal Data

We use the personal data that we collect, subject to applicable law, including for the following purposes:

- **Recruitment:** managing and administering the recruitment process, performing background checks, making travel arrangements, making offers to successful applicants, determining compensation levels and onboarding purposes. We process personal data for these purposes

on the basis that it is necessary for our legitimate interests in managing and administering our business and recruiting staff.

- **Legal and compliance:** compliance with legal, regulatory and other requirements such as immigration, record-keeping and reporting obligations, reviewing HR processes, responding to legal process such as subpoenas and court orders, pursuing legal rights and remedies, defending litigation and managing any internal complaints or claims, conducting investigations, ensuring that Applicants meet any applicable regulatory standards for their prospective role and complying with internal policies and procedures. We process personal data for these purposes on the basis that we are required to do so by law or to discharge our regulatory obligations or it is necessary for the establishment, exercise or defence of legal claims.
- **Communications, facilities and emergencies:** facilitating communications with you, protecting the health and safety of anyone visiting our premises and safeguarding office equipment, facilities and other property. We process personal data for these purposes on the basis that it is necessary for our legitimate interests in managing and administering our business, and administering, maintaining and ensuring the security of our IT systems and premises.
- **Sensitive information:** We may also collect certain types of sensitive personal data for specific purposes, including the collection of health or medical information for accessibility and ‘fit for work’ purposes (including information relating to coronavirus vaccination status), diversity-related personal data (such as gender, race or ethnicity or sexual orientation) and information relating to criminal background checks. We do not collect your sensitive personal data unless we are required or permitted to do so by applicable law or regulations, or you have, in accordance with applicable law, provided your explicit consent to the collection and processing of your sensitive personal data.

### Data Sharing

We may share your personal data with TPG Global LLC and its affiliates for the purposes described in this Notice.

We may share personal data with service providers that perform services on our behalf, such as payment service providers, analytics providers and hosting providers. In accordance with applicable law, we will have entered into legally binding agreements requiring them to use or disclose personal data only as necessary to perform

services on our behalf or comply with applicable legal or regulatory requirements.

In addition, we may disclose personal data about you (a) if we are required or permitted to do so (i) by law or legal process, for example due to a court order or a request from a law enforcement agency, or (ii) to establish, exercise or defend our legal rights, or (iii) by our regulator(s) or any applicable regulations, (b) when we believe disclosure is necessary or appropriate to prevent physical harm or financial loss, (c) in connection with an investigation of suspected or actual fraudulent or other illegal activity, or (d) in connection with (i) fundraising, (ii) the making, management or disposition of any of our investments, or (iii) business continuity purposes.

### Data Transfers

We may transfer the personal data that we collect about you to recipients in countries other than the country in which the personal data originally was collected. Those countries may not have the same data protection laws as the country in which you initially provided the personal data. When we transfer your personal data to recipients in other countries (such as the U.S.), we will protect that personal data as described in this Notice.

We comply with applicable legal requirements providing adequate protection for the transfer of personal data to recipients in countries outside of the UK. In all such cases, we will only transfer your personal data if:

- The country to which the personal data will be transferred has been granted a European Commission or Information Commissioner's Office adequacy decision; or
- We have put in place appropriate safeguards in respect of the transfer, for example the EU Standard Contractual Clauses ("EU SCCs") and the UK Addendum to the EU SCCs published by the Information Commissioner's Office.

You may request a copy of the safeguards that we have put in place in respect of transfers of personal data by contacting us as described in the "How to Contact Us" section below.

### Data Security

We maintain appropriate technical and organisational measures designed to protect your personal data against loss or accidental, unlawful or unauthorised, alteration, access, disclosure or use.

### Data Retention

Your personal data is retained for the duration of our relevant recruitment processes and, if you are successful, for the duration of your relationship with TPG; plus a reasonable period after the end of the recruitment process or relationship with TPG for as long as necessary to fulfil the purposes described above, taking into account applicable statutes of limitation and records retention requirements under applicable law

### Your Rights and Choices

Subject to applicable law, you may have the right to request:

- confirmation of whether we process personal data relating to you and, if so, to request a copy of that personal data;
- that we rectify or update your personal data that is inaccurate, incomplete or outdated;
- that we erase your personal data in certain circumstances, such as where we collected personal data on the basis of your consent and you withdraw that consent;
- that we restrict the use of your personal data in certain circumstances, such as while we consider another request that you have submitted, for example a request that we update your personal data;
- withdrawal of your consent where you have given us consent to process your personal data; and
- in certain circumstances, that we provide you with a copy of your personal data which you have provided to us in a structured, commonly used and machine readable format and/or that we transmit that data to a third party (where this is technically feasible).

If you wish to exercise any of your data protection rights or if you consider that we have processed your personal data in violation of applicable law, please contact us as detailed in the "How to Contact Us" section below.

If you consider that we have processed your personal data in violation of applicable law and failed to remedy such violation to your reasonable satisfaction, you may also lodge a complaint with the Information Commissioner's Office.

### Updates to this Notice

We may change or update portions of this Notice at any time without notice to you. The revision date appearing on the first page of this Notice underneath the title will identify the date of the last update or revision.

### How to Contact Us

If you have any questions about this Notice, or you would like to exercise any of your rights, please let us know by contacting us using any of the methods below:

By email at:  
[Privacy@tpg.com](mailto:Privacy@tpg.com)

In writing at  
TPG Europe, LLP  
Park House  
116 Park Street

London  
W1K 6AF  
UK

Attention: Compliance Officer