October 29, 2026

Ensono Global Applicant Privacy Statement

This Global Applicant Privacy Statement ("Applicant Privacy Statement") explains how Ensono Inc., including its wholly owned subsidiaries and affiliates (collectively, "Ensono"), handles Personal Information, or personal data, each as defined under applicable data protection and privacy law (collectively, "Personal Information") in connection with recruitment and pre-employment activities in both online and offline capacity.

Ensono will process your Personal Information in accordance with applicable data protection and privacy laws and this Applicant Privacy Statement. Please note that where required by law, we will obtain your consent.

Please read this Applicant Privacy Statement carefully before submitting Personal Information to Ensono as part of the application process.

What personal information do we collect about you?

The Personal Information that we collect, or have collected in the prior 12 months, and process varies depending upon our relationship and interactions with you throughout the application process. As part of our recruitment and pre-employment activities, we may collect and process Personal Information that you provide to us, as well as Personal Information about you that is provided on your behalf, such as by your references. This information generally includes:

- **Contact Information/Identifiers:** name, gender, age, date of birth, email address, mailing address, telephone number, social media profiles, and in certain instances, government-issued identification documents, residency and work permit status, social security number (which may also be considered sensitive Personal Information) or other taxpayer/government identification number.
- **Professional and Employment-Related Information:** professional qualifications, prior employment history, education history, additional information included in curriculum vitae, and references.
- **Interview Information:** notes and recordings collected by interviewers and other professional assessment information including interview audio and video recordings, interview transcripts, interview feedback, and related recruitment documentation generated through interview recording and transcription tools used during the recruitment process.
- **Pre-employment Screening:** if we offer you a job, we may collect additional background information such as credit history and eligibility information (as permitted by law).
- **Device Information and Other Unique Identifiers:** device identifier, internet protocol (IP) address, risk indicators including fraud screening and spam detection information, or similar unique identifiers (to the extent you apply or otherwise interact with Ensono careers portal).

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- **Sensitive (special) Personal Information (where permitted and in accordance with applicable law):** residency and work permit status, social security number, driver's license number, racial or ethnic origin, trade union membership, veteran status, health and medical information (including where required, drug screening results), sexual orientation, criminal history, and/or biometric data contained in government-issued identification documents or other photographs which we may ask you to provide (as part of identity verification) .

In many instances, the provision of the sensitive (special) Personal Information listed above is voluntary. Providing your Personal Information to us is voluntary, but we have a legal obligation to collect it, and, in certain instances, we will not be able to process your application for employment without the requested Personal Information.

If you provide the Personal Information of another person, such as your professional references, you represent that you have their permission to disclose their information to us.

How do we collect your personal information?

We collect your Personal Information in the following ways, pursuant to applicable law:
Directly From You, when you create an account and profile in the Ensono careers portal; share or use your social media profile to access the Ensono portal; sign up with us to receive open job postings; share your resume with us, either via the Ensono careers portal or through other means; and/or participate in interviews or other recruitment activities. Where interview recording or transcription tools are used as part of the recruitment process, we may collect interview recordings, transcripts and related interview information directly through those interview activities. Applicants will be informed where interview recording is used and, where applicable, may be offered the opportunity to decline recording.

Other Sources, including employment or recruitment agencies, background check providers, references, or other publicly available databases and sources.

Automatically about you, including Personal Information related to your use of our website and careers portal and your interactions with us. Such information may include your device and browser information, activities and usage data about your use of our services, and location information derived from your IP address or (with your permission) your mobile device.
For information about our collection of Personal Information via cookies and similar tracking technologies, and the choices you have regarding our use of cookies and related information collection, please see: Data Protection and Privacy | Ensono.

In some cases, your provision of Personal Information may be required by a statutory or contractual obligation.

How do we use your personal information?

We use your Personal Information for the following business purposes associated with the administration of your application and our general business operations:

- To review and consider your application.
- For pre-employment screening if we decide to offer you employment.

- To consider you for opportunities we have now, or future ones, in any of the Ensono companies.
- To administer recruitment and staffing activities.
- To record, transcribe and document interviews, support interview feedback, recruitment administration, candidate identity verification and recruitment fraud prevention activities where interview recording tools are used.
- To manage and improve our recruitment processes and our business operations related to the recruitment process.
- To comply with applicable laws, legal obligations and/or protect our legal interests.
- To operate our business, consider and implement mergers, acquisitions, reorganizations, bankruptcies, and other business transactions, and otherwise related to the administration and/or planning of our general business, accounting, auditing, compliance, recordkeeping, and legal functions.

Please note that we use sensitive Personal Information for pre-employment screening if we decide to offer you employment, to evaluate Ensono's progress in achieving its diversity hiring goals, to ensure equal opportunity monitoring and reporting, to meet legal obligations, including providing workforce accommodations, and for disability and workplace safety tracking administration.

Ensono may use third-party technology-assisted tools to support certain recruitment activities, including interview recording, transcription, documentation and interview feedback management. We also use third-party ID verification, and fraud and spam detection tools to help prevent fraud, misuse and security incidents, in accordance with applicable law. ID verification may involve the processing of government-issued identification, photographs, liveness checks, biometric information and related verification data. Fraud signals generated by these tools are not determinative; recruiters review them together with other factors, such as your application, qualifications, interview performance and identity verification results, and no hiring decision is made solely on the basis of a fraud signal. In addition, applications submitted from IP addresses, email addresses or domains that Ensono has identified as associated with spam, fraud or security threats may be automatically blocked before reaching a recruiter. If you believe your application has been blocked in error, you may request a human review by contacting us as set out in the Contact Information section. These tools support recruiters and hiring managers in administering and documenting the recruitment process and do not make hiring decisions. Recruitment decisions are subject to human review and judgement.

What is our legal basis for collecting and using your personal information?

Ensono relies on the following legal grounds for the collection, processing, and use of your Personal Information:

- Completing and administering employment contract processes.
- Ensono's legitimate interest in conducting and managing our business as a global organization and in particular administering the recruiting process.
- Consent (or explicit consent for sensitive Personal Information), as required by applicable law in such cases you have the right to withdraw your consent at any time and we will inform you of this right before or at the time we collect your consent.

- Compliance with legal obligations, particularly in the area of labor and employment law, social security and protection law, data protection law, tax law, and corporate compliance laws.

To whom do we disclose your personal information?

Ensono may disclose, or has disclosed in the prior 12 months, all categories of Personal Information listed above, including sensitive Personal Information, to the following parties for the business purposes identified above:

- **Within Ensono.** We may disclose Personal Information to Ensono affiliates and subsidiaries in the course of our normal business operations and as needed to address our global structure.
- **Service Providers.** As part of normal business operations, Ensono may disclose Personal Information to third-party service providers, including in connection with recruiting and human resources support, information technology and security support, and other normal business operations support.
- **Government Entities or Regulators.** Ensono may disclose Personal Information to governmental agencies and regulators (e.g., tax authorities, social security administration), external advisors (e.g., lawyers, accountants, and auditors), courts and other tribunals, and government authorities, to the extent required or permitted by applicable law.
- **Business Transactions.** In the event of mergers, reorganizations or similar corporate restructuring activities, we may disclose information with that company. In some instances, this may include your Personal Information.

What are your rights regarding your personal information?

You may have certain rights regarding your Personal Information. The rights available to you depend on our reason for processing your Personal Information and the requirements of applicable law (i.e., your rights will vary depending on whether you are located in, for example, the U.S., the European Union, the United Kingdom, or India). Specifically, you may have the following rights:

- **Access:** You may have the right to request access to the Personal Information we hold about you, along with other information such as the purposes of the processing, the recipients or categories of recipients to whom the Personal Information has been or will be disclosed, the sources of the Personal Information, retention, and transfers of Personal Information. We will provide this to you in a clear and easily understandable format.
- **Consent:** You may have the right to withdraw such consent– in accordance with applicable laws where processing is based on consent.
- **Correction (Rectification):** You may have the right to request correction/rectification of inaccurate Personal Information we have about you. Depending on the purposes of the processing, you may have the right to have incomplete Personal Information completed, including by means of providing a supplementary statement.
- **Deletion (Right to be Forgotten/Erasure):** Under certain circumstances and in accordance with applicable law, you may have the right to request that we delete your Personal Information when the Personal Information is no longer necessary for the purpose, there is no overriding grounds for us to retain it, processing is unlawful or processing was based on consent and following the withdrawal of that consent.

- **Restriction of Processing:** You may have the right to request the restriction of processing of your Personal Information. Where applicable, the respective Personal Information will be marked accordingly and may only be processed by us for certain purposes.
- **Data Portability:** Under certain circumstances, and subject to certain laws, you may have the right to receive the Personal Information about you that you have provided to us, in a structured, commonly used and machine-readable format.
- **Objection to Processing:** You may have the right to object, on grounds relating to your particular situation, at any time to the processing of your Personal Information by us. Where such right applies, we will no longer process the relevant Personal Information for such purposes. Where your Personal Information is processed for direct marketing purposes, subject to certain laws, you may have the right to object to this processing.
- **Requests to opt out of sale, sharing, and targeted advertising:** At this time, Ensono does not engage in the sale or sharing of job applicant Personal Information, as those terms are defined by applicable law.
- **Restriction of processing of Sensitive Personal Information (Right to limit use or disclosure of Sensitive Personal Information):** Certain Personal Information is treated as sensitive or 'special category', under applicable law. In accordance with applicable laws, in certain circumstances, we will only process your Personal Information provided we have your consent and this consent can be withdrawn at any time. Otherwise, you may have the right to restrict or object to such processing, where applicable. U.S. residents may have the right to request limiting the use or disclosure (or otherwise restrict) processing of your Sensitive Personal Information. At the current time, however, we do not use or disclose Sensitive Personal Information for purposes other than those expressed in this Applicant Privacy Statement.
- **Right of Non-Discrimination/Retaliation:** We do not discriminate against individuals who exercise any of their rights described in this Applicant Privacy Statement, nor do we retaliate against individuals who exercise these rights.
- **Right of nomination:** Certain applicable laws allow you to nominate another person to exercise your Personal Information rights in the event of your death or incapacity.
- **Right of [appeal or] complaint:** Subject to applicable laws, you may also lodge a complaint with the corresponding data protection supervisory authority in your country of residence, or with Ensono as the controller of your data. As required by certain applicable laws, if you have any questions, concerns, or complaints regarding how we process your Personal Information, please submit a grievance to us. Please see section **Contact Information** for all contact details.

Automated Processing and Decision-Making: Ensono does not make recruitment decisions based solely on automated processing (referred to in some U.S. states as an ADMT or an AEMT, collectively, "AEMT"). Depending on applicable law, you have the right not to be subject to decisions based solely on automated processing and profiling that would produce legal or similarly significant effects. Where you are in a state that has laws relating to the use of an AEMT, we will provide you with a Pre-Use Notice and Disclosure, and you may have certain rights you are permitted to exercise.

Please note that many of the above rights are subject to exceptions and limitations. Your rights and our responses will vary based on the circumstances of the request. If you choose to assert any of these rights under applicable law, we will respond within the time period prescribed by such law. To exercise your rights, please contact us as stated in the "Contact Information" section below.

When you submit a request regarding your Personal Information, we reserve the right to verify your identity (where permitted by applicable law) in connection with any requests regarding Personal Information to help ensure that we provide the information we maintain to the individuals to whom it pertains and allow only those individuals or their authorized representatives to exercise rights with respect to that information.

If you are located in California, a person authorized to act on your behalf may make a verifiable request related to your Personal Information. If you designate an authorized person to submit requests to exercise certain privacy rights on your behalf, we will require verification that you provided the authorized agent permission to make a request on your behalf.

Please note that Ensono may not be able to comply with a request where Personal Information has been destroyed, erased or made anonymous in accordance with Ensono's record retention obligations and practices, or where we are unable to verify your identity.

How long do we keep your personal information?

We retain the Personal Information we collect only as reasonably necessary for the purposes described in this Applicant Privacy Statement, in accordance with our records retention policies, as required under applicable law, or as otherwise disclosed to you at the time of collection. Because retention requirements differ by country, state and province, the specific period for which we retain each category of Personal Information described in this Applicant Privacy Statement depends on the jurisdiction in which you are located or apply for a role, and we apply the longest retention period required or permitted by the law applicable to you. If you are hired, Personal Information collected during the recruitment process may become part of your employment record and will be retained in accordance with our employee privacy notice. If you are not hired, we generally retain your application and related Personal Information for the period required or permitted under applicable law following the conclusion of the recruitment process, after which it is deleted or anonymised, unless you have consented to our retaining it for consideration for future opportunities. Even when the recruitment and pre-employment screening activities are complete, we may need to keep it longer because of a legal action, or an investigation involving Ensono. The criteria used to determine our retention period for each category of Personal Information include: (i) the length of time we have an ongoing relationship with you; (ii) whether we have a legal obligation to retain the information, including applicable employment, anti-discrimination, immigration and tax record-keeping requirements; (iii) applicable statutes of limitation for potential legal claims; and (iv) whether retention is necessary due to the nature of our business activities (for example, enforcing other applicable program or participation terms and conditions, or any active litigation or regulatory investigations).

International data transfers

Ensono operates all over the world. Therefore, we may need to transfer Personal Information outside of the country where it is collected for the purposes, and in the manner, set out in this Applicant Privacy Statement, including to servers and other storage facilities in the U.S. To the extent that any Personal Information is sent outside of an individual's country, it is subject to the laws of the country in which it is, and may be subject to disclosure to the governments, courts, or law enforcement or regulatory agencies

of such other country, pursuant to the laws of such country, which may not provide an equivalent level of protection to the laws of your home country.

Ensono implements appropriate safeguards to protect Personal Information, such as entering into contracts that contain standard data protection clauses, including, where appropriate, EU Standard Contractual Clauses and UK Addendum (SCCs) and supplementary measures. Otherwise, Ensono transfers of Personal Information are made in accordance with applicable laws and any restrictions that may be notified from time to time. Where Ensono has knowledge that a service provider or affiliate is using or disclosing Personal Information in a manner inconsistent with this Applicant Privacy Statement, Ensono will take appropriate steps to prevent or stop the use or disclosure. You can request a copy of the safeguards reference in this section by contacting us as stated in the Contact Information section.

How do we keep your personal information secure?

Ensono has implemented safeguards to protect the Personal Information we collect. However, we cannot guarantee that such measures are 100% effective at preventing theft, loss, unauthorized access, use or disclosure and we make no representation as to the reasonableness, efficacy, or appropriateness of the measures we use to safeguard such information. To the extent that a security incident occurs, Ensono may notify you via email or through other means, depending on the information you provide to Ensono. Ensono urges you to exercise caution when transmitting Personal Information over the internet and to store your passwords in a safe place.

Contact information

Any questions or concerns regarding the handling of Personal Information by Ensono, including opting out of communications regarding other employment opportunities, should be directed by email to our Privacy Office at privacyoffice@ensono.com. If you believe your application has been blocked in error, you may request a human review by contacting us at greenhousehelp@ensono.com.

You may withdraw your resume by contacting Ensono's CPE Department by contacting the e-mail address above. If you created an account through a third party in connection with your application, you can generally review and correct part of your Personal Information by logging into that third party account.

How do we update this applicant privacy statement?

Ensono may update this Applicant Privacy Statement from time to time. Ensono will provide notice of such changes by updating the effective date listed on this Applicant Privacy Statement. If we materially change how we process your Personal Information previously collected by us, we will not use the Personal Information previously gathered without providing notice and/or obtaining your consent. Please check this Applicant Privacy Statement frequently for the latest information on our privacy practices.

Supplemental Notice for California Applicants: Personal Information Collected Through Our Applicant Tracking System

The following matrix describes the categories of Personal Information, as defined under the California Consumer Privacy Act, that Ensono collects, or has collected in the prior 12 months, from applicants through its applicant tracking system. Ensono does not sell or share applicant Personal Information, as those terms are defined under California law.

Description of the Information Collected	Source	Purpose	Who it is disclosed to
Identifiers and Contact Information. name, email address, phone number, mailing address, social media links, personal websites, and internet protocol (IP) address.	directly from you and automatically when you use the careers portal.	to review and consider your application, communicate with you, administer recruitment activities, and verify identity and prevent recruitment fraud.	Ensono affiliates and subsidiaries; service providers (including our applicant tracking system provider); and government entities or regulators where required by law.
Professional or Employment-Related Information. current company, current title, work history, and candidate tags assigned by our recruiting team during the recruitment process.	directly from you and from our recruiting team.	to review and consider your application, consider you for current or future opportunities, and administer and improve recruitment activities.	Ensono affiliates and subsidiaries; and service providers (including our applicant tracking system provider).
Education Information. education history.	directly from you.	to review and consider your application and assess your qualifications.	Ensono affiliates and subsidiaries; and service providers (including our applicant tracking system provider).
Internet or Other Electronic Network Activity Information. time zone.	directly from you or automatically when you use	to schedule interviews and administer recruitment activities.	Ensono affiliates and subsidiaries; and service providers (including our

	the careers portal.		applicant tracking system provider).
Characteristics of Protected Classifications (Sensitive Personal Information). voluntary demographic information requested through equal employment opportunity (EEOC) questions, such as racial or ethnic origin, gender, veteran status and disability status.	directly from you, on a voluntary basis.	equal opportunity monitoring and reporting, evaluating diversity hiring goals, and complying with legal obligations. This information is not used to make hiring decisions.	service providers (including our applicant tracking system provider); and government entities or regulators where required by law.
Citizenship, Immigration and Residency Information (Sensitive Personal Information). responses to application questions regarding visa sponsorship needs and whether you reside in the United States.	directly from you.	to assess eligibility to work in the role and comply with immigration and employment laws.	Ensono affiliates and subsidiaries; service providers (including our applicant tracking system provider); and government entities or regulators where required by law.

Identifiers and Contact Information Name, email address, phone number, mailing address, social media links, personal websites, IP address Reviewing and considering your application; communicating with you; administering recruitment activities; identity verification and recruitment fraud prevention Ensono affiliates and subsidiaries; service providers (including our applicant tracking system provider); government entities or regulators where required by law