

## CANDIDATE PRIVACY NOTICE

Last updated: 30.10.2025

This privacy notice describes how Warburg Pincus International LLC treats personal data it collects as controller under (in the United Kingdom) the retained EU law version of the EU General Data Protection Regulation and Data Protection Act 2018 (“UK GDPR”), and (in the European Union) the EU General Data Protection Regulation (“EU GDPR”).

If at any point you have questions about this notice, how we will treat your personal data, or to exercise any rights, you should contact [PersonalData@warburgpincus.com](mailto:PersonalData@warburgpincus.com).

### ***Why are you receiving this notice?***

We are providing this notice in connection with our collection and processing of your personal data when you apply to work at Warburg Pincus (whether as an employee, worker, consultant, or intern).

In certain cases, we may collect your personal data from a recruiter or a third party who referred you for a position. In these circumstances, we rely on our legitimate interest in sourcing and assessing qualified candidates for position or our talent pool. If you would like opt out of our processing your personal data for these purposes, please contact us at [PersonalData@warburgpincus.com](mailto:PersonalData@warburgpincus.com).

### ***What personal data do we collect and process?***

In connection with your application to work with us, we may collect and process the following types of personal data about you:

- your name, address, email, and other contact information, date of birth and gender;
- your curriculum vitae and covering letter;
- your employment history, qualifications, skills, certifications, and other information from our application form;
- your communications with us, including information you provide to us during interviews;
- your results from any tests or qualification exams required to work with us;
- if we offer you a position, once you have signed an employment contract we will collect your history, if any, of criminal convictions and offences, as permitted by applicable law; and

- if we offer you a position, once you have signed an employment contract we will collect your NI number, as permitted by applicable law

We may also collect or infer details about you that constitute “special category data”, that include:

- your race or ethnicity, religious and philosophical beliefs, sexual orientation, political opinions, and trade union membership; and
- information you provide to us about your health, including any medical condition, health and sickness records.

### ***How do we collect personal data about you?***

We collect personal information about candidates from the following sources:

- you directly, including during any interview;
- recruitment agencies we collaborate with to fill vacancies, from which we may receive information including your resume/curriculum vitae, current and past employment and other qualifications;
- a third party that referred you for a position;
- professional background check providers from whom we collect information to verify your education, qualifications and employment history;
- credit reference agencies from whom we collect information on your current credit rating, debt defaults/bankruptcy information and other credit and personal finance information relating to you;
- your named referees and former employers, from whom we collect information about your previous employment and suitability for the role you are applying for; and
- through your social media services consistent with your settings on such services and as permitted by applicable law; other publicly accessible sources including the internet and financial regulator registers, from which we collect information about your qualifications, regulatory authorisations and news items involving you.

### ***What do we use your personal data for?***

We process the personal data we collect about you for the following purposes or for a purpose that we reasonably believe is compatible with the purpose for which we collected it:

- to administer our recruiting and application process;
- to assess your skills, qualifications, suitability and eligibility for the vacancy you are applying for;
- to verify your identity; to carry out background and reference checks, where applicable;
- to communicate with you about the recruitment process;

- to keep records related to our hiring processes and comply with our record retention practices including retaining backups, and to monitor and ensure fairness in our recruiting practices;
- to comply with our rights and obligations at law or under regulation;
- to investigate complaints or grievances including the establishment, exercise or defense of legal claims; and
- to protect against fraud or other illegal activity.

When we process your personal data for the purposes set forth above, we rely on the following lawful bases:

- our legitimate interests in administering the recruiting and application process, hiring a qualified candidate, maintaining records, security and fraud prevention, and protecting our rights and those of third parties; and
- compliance with a legal obligation to which we are subject.

If we offer you a position and you accept it, we may use the personal data listed above because you have asked us to take specific steps before entering into a contract of employment.

We may retain your application materials for future consideration. If we do so, we will collect your consent.

We may process special categories of personal data in the following ways:

- we may use information about your disability status to consider whether we need to provide appropriate accommodations during the recruitment process, such as
- whether adjustments need to be made for any interview you are invited to attend; and
- we may use information about your race or ethnic origin, religious or philosophical beliefs, or sexual orientation, to ensure meaningful equal opportunity monitoring and reporting.

We may rely on the following lawful bases to process special categories of personal data for the purposes listed above:

- your explicit consent;
- to carry out our legal obligations or exercise rights in connection with potential employment;
- where you have manifestly made the personal data public;

- as necessary for the establishment, exercise or defence of legal claims; and
- as necessary for reasons of substantial public interest on the basis of Union or Member State law, such as for equal opportunities monitoring.

You will not be subject to decisions that have a significant impact on you based solely on automated decision-making.

If we decide to offer you employment, we may contact additional references, conduct further checks, or request additional information before confirming your offer. We will inform you of those checks at the time.

We will not be able to process your application if you fail to provide information when requested which is necessary for us to consider your application (such as evidence of qualifications or work history) or comply with applicable law. For example, if we require a credit check or references to determine your suitability for the role you are applying for and you fail to provide us with relevant details, we will not be able to take your application further.

#### ***How do we handle information about criminal convictions?***

Depending on the role you apply for, we may need to collect information about your criminal convictions history during the application process, if we intend to offer you employment (conditional on checks and any other conditions, such as references, being satisfactory). Where the law allows or requires us to, we will carry out criminal records check in order to satisfy ourselves that there is nothing in your criminal convictions history which makes you unsuitable for employment with us. For example, we will need to carry out a Standard Disclosure and Barring Service Check for those wishing to work in our London office that will be discharging certain functions regulated by the Financial Conduct Authority. We will inform you directly where we need to perform criminal convictions checks on you for your application.

#### ***How do we disclose the personal data we collect about you?***

We disclose your personal data to third parties, as necessary for the uses listed above. The categories of third parties include:

**Internal third parties and related entities:** Warburg Pincus personnel, consistent with their role and responsibilities; Warburg Pincus entities to help administer and manage the application process and/or assess your application, support record management and retention, or participate in an investigation, complaint or legal claim.

**External third parties:** Referees; third parties at your request; third parties as necessary for us to comply with a legal obligation; as required, to government authorities or agencies, regulatory bodies, and law enforcement agencies; professional advisors (e.g.,

lawyers, consultants); third parties with respect to an investigation, complaint or legal claim; and third-party service providers.

Our third-party service providers are required to take appropriate security measures to protect your personal data. We do not allow our third-party service providers to use your personal data for their own purposes. We permit them to process your personal data only for specified purposes and in accordance with our instructions (unless you have a direct relationship with them which dictates otherwise). Service providers include:

- recruitment agencies who work with us to recruit and assess candidates;
- background check providers who perform background checks for us; and
- third-party suppliers who provide, administer or support our IT infrastructure, communications, job application platform, maintain our employment-related records and data storage.

***Is your personal data transferred outside of the United Kingdom or European Economic Area?***

Our operations involve various affiliated entities and non-affiliated service providers based outside of the European Economic Area (the “EEA”) or the United Kingdom (“UK”) to enable us to operate as a globally integrated business and meet our own legal and regulatory obligations. Sometimes, the data protection laws in the recipient’s jurisdiction are less protective than those in the EEA or the UK.

For example, we transfer personal data out of the EEA/UK during the application process to third-party suppliers and our affiliates located in the United States of America.

When we transfer your personal data outside of the EEA or the UK to a jurisdiction that is not recognized by the EU or UK as providing adequate protection under the EU GDPR or UK GDPR, as applicable, we will take appropriate steps to ensure it is protected in compliance with EU GDPR or UK GDPR. We will do this in most cases by entering into appropriate data transfer agreements with third-party recipients of your personal data incorporating model clauses approved by the European Commission and/or UK Government.

Please contact [PersonalData@warburgpincus.com](mailto:PersonalData@warburgpincus.com), if you would like a copy of the model clauses or further information regarding these transfers.

***How long is your personal data retained?***

We retain your personal data as long as necessary to achieve the processing purposes explained above. To determine the appropriate retention period for your personal data, we consider various factors such as the amount, nature, and sensitivity of your information; the potential risk of unauthorized access, use or disclosure; the purposes for which we collect or process your personal data; and applicable legal requirements.

Generally, we may retain your personal data for a six (6) month period after we have communicated to you whether or not your application has been successful. We do this so that we can show, in the event of a legal claim or other grievance, that we have not discriminated against candidates on prohibited grounds and that we have conducted the recruitment exercise in a fair and transparent way. We may retain your personal data for longer if it is considered necessary, for example, in light of actual or potential legal action or a regulatory investigation at the time of scheduled erasure.

If your personal data is located in our backup system as part of our security safeguards, we will retain it until the backup is overwritten. We will not further process the data except for this purpose.

### ***Your rights in relation to the personal data we process about you***

You have various rights in relation to the personal data we hold about you, subject to certain exceptions. These include:

- the right to request access to your personal data and obtain a copy of the information we hold about you;
- the right to correct your personal data that we hold where it is incomplete or inaccurate;
- the right to have your personal data erased;
- the right to obtain a restriction of processing in certain circumstances including while you contest the accuracy of your personal data or where the processing is unlawful;
- the right to object to your personal data being processed if the lawful basis for processing is either our or a third party's legitimate interests or as necessary for the performance of a task carried out in the public interest, including profiling;
- the right to receive your personal data which you provided to us, in a structured, commonly used and machine-readable format and the right to transmit that data to another controller;
- the right to withdraw consent to a specific processing activity, at any time, where our processing is based solely on your consent; and
- the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal effects concerning you or similarly significantly affects you; and
- the right to lodge a complaint with the relevant data protection authority in your jurisdiction (to find your local EU Data Protection Authority please click [HERE](#), in the UK please click [HERE](#)).

If you wish to exercise any of these rights, you should contact [PersonalData@warburgpincus.com](mailto:PersonalData@warburgpincus.com).

### ***Questions or complaints***

If you have any questions or complaints regarding the how we process your personal data, in the first instance, please contact us at:

[PersonalData@warburgpincus.com](mailto:PersonalData@warburgpincus.com).