

Data Privacy Notice and Consent Form for Job Applicants (Employment)

This privacy notice is issued to all job applicants of **NutriAsia Inc.** and its subsidiaries or related companies.

In the course of the application process for employment which you will undergo as a job applicant, **NutriAsia, Inc.** will collect and process Personal Data relating to you and, if applicable, your relatives and character references. These Personal Data include, among others, information for identification and other personal circumstances, contact information, employment preferences, educational and employment background, relevant health and medical information, personality attributes, skills, licenses, certifications, and other credentials, organizations and affiliations, and government-issued information and/or certifications or clearances particular to an individual. Collection of Personal Data shall be made through various channels such as application forms, interviews, online tests and assessments, third party background checks, character reference checks as well as other assessments that may be completed by you.

If your application is successful, we will proceed to process your personal data for pre-employment requirement purposes such as application for payroll, administrative, IT and communication systems provision requirements.

If your application is unsuccessful, we will keep your personal data for a period of two (2) years for active pooling for future job requirements, administration and data reporting purposes. Unless retention for a longer period is required for reasonable cause, the disposition of Personal Data shall, upon the lapse of the two (2) year period, be effected by **NutriAsia, Inc.** in accordance with applicable laws and regulations.

By signing this consent form, you provide consent to **NutriAsia, Inc.** to do the following:

1. Collect and process your Personal Data, as provided under applicable laws, regulations, and **NutriAsia, Inc.'s** policies, for its and its affiliates' and partners' hiring purposes;
2. Make your Personal Data available to **NutriAsia, Inc.** affiliates and partners for them to process the Personal Data for their own benefit, for the same hiring purposes as indicated above.; and
3. Make your Personal Data available, and to permit **NutriAsia, Inc.'s** affiliates and partners also to make your Personal Data available:
 - a. To third parties who provide products or services to **NutriAsia, Inc.** or its affiliates and partners for the same hiring purposes as described above; and
 - b. To other third parties, where required or permitted by law, including regulatory authorities, government agencies, as well as parties with whom you voluntarily transact.

A list of **NutriAsia, Inc.'s** affiliates, partners, and the third parties are available upon request.

You also confirm that, before providing us with the Personal Data of your relatives and character references ("Your Contacts"), you have obtained their consent to: (i) you collecting their Personal Data; (ii) you sharing the same with **NutriAsia, Inc.**, its affiliates and partners, and the third parties as indicated above; and (iii) to the

processing (for purposes of hiring you for employment) of their Personal Data by **NutriAsia, Inc.** and its affiliates and partners indicated above as provided herein.

You and your contacts are entitled to certain rights in relation to the Personal Data that may be collected from you (and from your contacts), including the right to access, correction, and to object to the processing, as well as the right to lodge a complaint before the National Privacy Commission in case of violation of your or your contacts' rights as data subjects. For any concerns regarding your Personal Data, you may consult the **NutriAsia, Inc.'s** Data Protection Officer at the following contact details:

Nutri-Asia, Inc.	Alejandro Q. Quilang III
Office address:	9F JY Campos Centre, 9 th Avenue corner 30 th Street Bonifacio Global City, Taguig
Email address:	alejandro.quilang@nutriasia.com
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