

TD SYNEX Applicant Privacy Statement and Terms of Use **(Effective March 2025)**

Your engagement with the TD SYNEX Career Website is subject to this Privacy Statement and the applicable Terms of Use. Children under the age of 16 are not eligible to receive career services information. By using the functionalities on the TD SYNEX Career Site managed by TD SYNEX Corporation, Delaware, you acknowledge and agree to the processing as described in this Privacy Notice including the processing of your personal data in the US, the purposes and transfer of personal data to countries outside your country and to third parties.

Terms of Use

By using the TD SYNEX career site application tool, you agree to be bound by our Terms of Use as outlined herein. TD SYNEX reserves the right to make changes to the Terms of Use at any time.

By using the TD SYNEX career site and application tool, you expressly agree

- that the materials and information you find on this Career Site and application tool are provided "AS IS", basis without warranty of any kind, either express or implied, including without limitation any warranty for information, services or products and any implied warranties of merchantability or fitness for a particular purpose. Some States or countries do not allow the exclusion of implied warranties, so the above exclusion may not apply to you;
- to use the sites for only lawful purposes. You agree to do nothing that could compromise the security of the sites, render the sites inaccessible or otherwise cause damage to the site or their content.

Under no circumstances will TD SYNEX Corporation and its operating groups, subsidiaries and affiliates, designees, officers, directors, employees, attorneys, agents, insurers, successors or assignees be liable for any direct, indirect, special or consequential damages that result from your use of or inability to use the TD SYNEX Career Site and application tool, including but not limited to your reliance on information obtained from this website that results in mistakes, omissions, interruption, deletion or corruption of files, viruses, delays in operation or transmission or any failure of performance.

TD SYNEX Applicant Privacy Statement

Introduction

TD SYNEX Corporation and its operating groups, subsidiaries and affiliates, ("the Company", "TD SYNEX" or "we") are committed to protecting the privacy and security of personal data of all individuals including job applicants. Ownership of any information you provide will be held by TD SYNEX. We do not sell or otherwise disclose your personal data for monetary consideration or a business purpose to any third parties.

This Privacy Statement applies to the processing of personal data collected in connection with your use of the TD SYNEX Career Website, your employment application at TD SYNEX, our recruitment process and, if successful, the pre-employment/onboarding process.

Data Controller

The Controller responsible for processing your personal data is TD SYNEX Corporation, Delaware for the TD SYNEX Career Site and the applicant data management system along with the hiring entity or the legal entity of the hiring manager if not determined. "Processing" includes collecting, using, storing, transferring, disclosing, altering, or destroying personal data.

"Personal data" is defined in the data protection laws applicable to your personal data but, typically includes any information about a living individual from which they can be identified such as name, ID number, location data, any online identifier, or any factor specific to the physical, physiological, genetic, mental, economic or social identity of that person. It does not include data where any potential identifiers have been irreversibly removed (anonymous data).

Information specific upon the geolocation of applicants can be found in the **Supplementing Privacy Information in EXHIBIT 2** to this Privacy Statement.

Data Privacy Framework

TD SYNEX Corporation and its subsidiary companies (AVT Technology Solutions LLC, TD SYNEX Capital, LLC and Cokeva, Inc.) comply with the EU-U.S. Data Privacy Framework (EU-U.S. DPF) and the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF) as set forth by the U.S. Department of Commerce. TD SYNEX corporation and its subsidiary companies listed above have certified to the U.S. Department of Commerce that it adheres to the EU-U.S. Data Privacy Framework Principles (EU-U.S. DPF Principles) with regard to the processing of personal data received from the European Union and the United Kingdom in reliance on the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF. TD SYNEX Corporation and its subsidiary companies have certified to the U.S. Department of Commerce that it adheres to the Swiss-U.S. Data Privacy Framework Principles (Swiss-U.S. DPF Principles) with regard to the processing of personal data received from Switzerland in reliance on the Swiss-U.S. DPF. If there is any conflict between the terms in this privacy statement and the EU-U.S. DPF Principles and/or the Swiss-U.S. DPF Principles, the Principles shall govern. To learn more about the Data Privacy Framework (DPF) program, and to view our certification, please visit <https://www.dataprivacyframework.gov/>.

Which personal data do we collect and process?

During the recruitment process we collect a range of personal data about you. This may include:

- Name, address and contact details, including email address and telephone number, country of residence, citizenship;
- Job preference and work availability;
- Gender
- Ethnicity, where applicable
- Personal data qualifying as health data upon your consent or where the collection and processing of such personal data is otherwise permissible or required by law;
- Education, qualifications, experience, employment and career history, academic qualification certificates and professional affiliations;
- Job related information, such as compensation, employment status, entitlement to work, work or residency permits and visas;
- Skills inventory (including by way of skills assessments you may take part in, as permitted by applicable law, as part of any application process);
- LinkedIn Profile URL, the publicly available sections of your LinkedIn profile URL, if you provide it to us, and other professional websites you provide to us;
 - Immigration status and work permits;
 - Demographic information and/or protected classifications (as required by applicable law);
 - Desired salary (if applicable);
 - Whether or not you have a disability for which we need to make reasonable adjustments during the recruitment process;
- Reference and background check information, including relevant criminal history and credit history;
- Video/photo images or audio recordings (e.g., via virtual interviews and/or CCTV footage (where applicable));
- Conflicts of interest with TD SYNEX;
- In some regions -voluntary self-disclosure information regarding military service, demographic, veteran, and disability status for reporting purposes;
- Calendar availability;
- Results of the selection process;
- Other personal data, voluntarily provided by you during the recruitment and hiring process, for example in your CV.

In certain circumstances and depending on the country in which you are located, the Company may collect additional types of Personal data as required or permitted by law (e.g., tax identification number).

We further ask you to provide additional personal data in the context of the pre-employment – onboarding process, which may include (depending on local requirements) bank information, passport copies, social security numbers, bank information, National ID or other information as outlined in the offer letter.

From your usage of our Career Website, we further collect

- Area of interest;
- LinkedIn Profile URL, the publicly available sections of your LinkedIn profile URL, if you provide it to us, and other professional websites you provide to us;
- Sector experience;
- Website, device and mobile app usage, and similar information collected via automated means, such as cookies and similar technologies;
- Any other information you choose to share via our TD SYNEX Career Website functionalities.

We collect your personal data in a variety of ways. For example, personal data might be contained in application forms, CVs, your passport or other identity documents, or collected through interviews or other forms of assessment. We may collect personal data about you from third parties, such as references supplied by former employers, information from employment background check providers, recruiting companies and platforms, as well as publicly available information accessible via the Internet and third-party websites, including LinkedIn. Where required by law, we will obtain your consent prior to requesting personal data from third parties.

For example, we may request personal data from third parties in connection with your application, references, and background checks (including criminal checks) and other purposes as appropriate or permitted by law.

Children's Data

TD SYNEX does not provide career services to children under the age of 16. Further, TD SYNEX does not knowingly collect information from children as defined by local law and does not target websites or career services to children.

How we use your personal data?

For applicants from countries other than Member States of the European Union, European Economic Area, Switzerland, United Kingdom, Serbia, we typically rely on your consent to the processing as described in this Privacy Notice unless our legal basis for the processing is compliance with a legal obligation or preparation of a contract/employment relationship.

We process your personal data to enable you to create a candidate profile and to administer your application with TD SYNEX via the tool. We further manage the recruitment process, including communication with you, the assessment, screening, and interview process and assess you against established criteria and other applicants in order to find the best fit for a current or future position. We also process your personal data for any subsequent job offer as well as subsequent pre-boarding to enter into an employment relationship with a confirmed candidate.

Where we process special categories of personal data, such as information about ethnic origin, health or religion or belief, we do so for equal opportunities reporting purposes, where required by law or to support the analysis and internal reporting of our diversity and inclusion initiatives in relation to recruitment, for example, we anonymize your personal data for assessing application and hiring statistics and trends based on your consent or, where permissible, our legitimate interest to support equal opportunity initiatives.

We may process health related information where we need to make reasonable adjustments to the recruitment process for applicants who have a disability, or to consider such information regarding our obligations under disability laws.

We have to verify candidate's eligibility to work in a specific country or region before employment starts. We need to process candidate personal data and keep records of the application process to respond to and defend against potential legal claims.

We will not use your personal data for any purpose other than in the context of the recruitment process for a job offering for which you have applied, your account, as necessary for your usage of the TD SYNEX Career Website and the pre-employment phase, where applicable, except where you have asked us to do so or provide your consent. For example, when you issue a request for access to or deletion of your personal data (see **Your Rights**),

we process your personal data if necessary to address this request. With your consent, we retain your personal data and match your profile with future job opportunities.

Purposes and legal basis for processing personal data

The legal basis for our processing may vary depending on the country in which you are located. Although you will not find consent listed for each processing activity below, we rely on consent for all or most of processing activities in those countries or regions where consent is the only or most appropriate legal basis for the processing of personal data. In regions where legitimate interest is not supported as legal basis for processing, we typically rely on your consent and agreement to the processing as described in this Privacy Statement unless our legal basis for the processing is compliance with a legal obligation or performance of a contract/employment relationship.

Purpose	Legal basis
Create a candidate profile and administer your application with TD SYNEX	Contract/preparation of an employment relationship Legitimate interest (to provide an effective solution addressing the needs and flexibility for a modern workplace environment and manage incoming applications efficiently during the recruiting process)
Assess your application documents against objective qualification requirements by automated means	Legitimate interest (to provide an effective solution addressing the needs and flexibility for a modern workplace environment and manage incoming applications efficiently during the recruiting process)
Process your application, manage the recruitment process, including communicating with you, scheduling and facilitating interviews with our recruiting and hiring teams, the assessment, screening, and interview process and assessing you against established criteria and other applicants by various means	Contract/preparation of an employment relationship Legitimate interest (necessary to hire new employees and to maintain and develop skilled and diverse workforce to support our business)
Match your skills and qualifications against future job openings	Your consent Legitimate interest (necessary to hire new employees and to maintain and develop a skilled and diverse workforce to support our business)
Pre-employment activities in case of positive evaluation and decision to hire, to prepare terms of employment and/or, if applicable, an employment contract, as further described in the TDSYNEX Privacy Statement for employees	Contract/preparation of an employment relationship
Equal opportunities reporting obligations or the analysis and internal reporting of our diversity and inclusion initiatives in relation to recruitment, for example, we anonymize your personal data for assessing application and hiring statistics and trends.	Legal obligation Your consent Legitimate interest (necessary to ensure equal rights and diversity in our workplace)
To make reasonable adjustments to the recruitment process for applicants who have a disability	Legal obligation Your consent
To verify candidate's identity and eligibility to work in a specific country or region before employment starts	Legal obligation Legitimate interest (necessary to ensure the integrity of our workforce and to avert financial and reputational damage to TD SYNEX)
To perform pre-employment / background screenings	Your consent Legal obligation Legitimate interest (necessary to ensure the integrity of our workforce and to avert financial and reputational damage to TD SYNEX)
Video interviews, recordings / transcripts	Your consent Legitimate interest (necessary to streamline the hiring process and to select suitable candidates for the job profile)
Staffing decisions, financial planning and budgeting	Contract/preparation of an employment relationship Legitimate interest (necessary to maintain and develop an effective workforce)
Make improvements to and further develop our recruitment process, practices, and websites	Legitimate interest (to provide an effective solution addressing the needs and flexibility for a modern

	workplace environment and manage incoming applications efficiently in the course of the recruiting process)
Ensure the safety and security of our systems	Legal obligation Legitimate interest to safeguard the organization from any financial and reputational damages
Perform auditing, research, and analysis including candidate experience surveys	Your consent Legitimate interest (necessary to maintain, protect, and improve the recruitment experience in our processes and on our sites)
Respond to and process your inquiries, complaints, disputes	Contract/preparation of an employment relationship Legitimate interest (necessary to maintain, protect, and improve the recruitment experience on our sites)
Respond to you executing your rights under applicable privacy laws	Legal obligation
Perform aggregated data analyses (including anonymization of personal data) to evaluate engagement, trends, forecasts, gaps (where permitted by and in compliance with local law)	Your consent Legitimate interest (necessary to maintain, protect, and improve the recruitment experience on our sites)
Comply with applicable legal requirements, industry standards and our internal policies	Contract/preparation of an employment relationship Legal obligation Legitimate interest (necessary to hire new employees and to maintain and develop a skilled and diverse workforce to support our business)
For defense against or enforcement of our legal rights including disputes and legal proceedings	Legitimate interest to pursue our legal position and safeguard the organization from financial, reputational damages
Contact you via email with personalized communication and notifications about job opportunities, upcoming professional or career-related events and programs, some of which may be tailored based on your profile and/or designated interests	Your consent
Personalize your interactions and experience with our recruiting and career websites	Your consent
When you contact us through our service bot on the career website, to efficiently support your request by applying generative AI and record the information to handle the query, for administrative purposes, to foster our relationship with you, for staff training, and for quality assurance purposes.	Your consent when using the chat functionality
Register you and manage your account settings on the TD SYNEX Career Site and/or career-related events.	Your consent

Specific processing activities

TD SYNEX Career Site

Communication functionalities. When you subscribe to or use communication functionalities on the TD SYNEX Career Site and provide your consent to receive personalized communications and alerts regarding job opportunities and recruiting events at TD SYNEX, we ask you to provide certain personal data, such as your name, email address, phone number, location, area of interest, LinkedIn profile URL, sector experience, CV/resume and any other additional information you decide to provide (such as information included in your CV/resume).

Chatbot functionality. When you contact us to request support through our service bot using generative AI, we collect your contact information, your request, and possible resolutions as well as other personal information provided or requested by you to efficiently support your request and record the information to handle the query, for administrative purposes, to foster our relationship with you, for staff training, and for quality assurance purposes. Please only provide us with the data necessary for your inquiry.

Your Interactions with the TD SYNEX Career Site. When you visit our websites, we may collect certain information via automated means such as cookies and similar technologies. This includes your IP address, information on actions you have taken on the website, dates and times of those actions, and methods of accessing the website. We use this information to personalize your interactions and experience with our Career Site, to match your Career Site profile with future job opportunities and improve the website by assessing how many users access or use our website, which content, products, and features of our website most interest our visitors and how our service performs from a technical point of view.

We ask for your consent to place cookies and similar technologies that aren't strictly necessary for making the website work. You can manage your cookie preferences and you'll find more information about the cookies used at any time using the 'Manage Cookies' tool located at the bottom of the webpage. Your browser may also tell you how to be notified and opt out of having certain types of cookies placed on your device. Please note, however, that you may not be able to use all the features of our websites, apps or online services, for example the chat bot functionality without enabling certain cookies.

Based upon your subscriptions on the TD SYNEX Career Site, we send you personalized communications and provide you with information about upcoming professional and/or career-related events and programs via email and text message, send you job alerts that you signed up for, and notify you of job openings at TD SYNEX that could be a good fit based on your Career Site profile.

Pre-employment -/Background Screening

Where it is permissible or required by law, or based on your consent, we may perform background checks and verification of the information provided by you once a provisional offer has been made to you. Depending on your country and the function and management level of a job offering, background screening involves verification of your identity, education, certifications, former employment. It may further include conduct search or criminal background check, checks against foreign or local sanctions lists, and checks to ensure compliance with applicable legislation on export controls, anti-money laundering and terrorism financing, trade compliance and enforcement check, social media research and director screening. For some job functions and countries, we have a legal obligation to seek information about certain criminal convictions and offences.

You can ask your recruiter for more information if and which type of pre-employment screening is relevant for the job offering you are applying for. Prior to any screening, our background screening provider will provide you with additional information about background screening including types of screening activities, personal data concerned and ask you for your consent.

Our legal basis for pre-employment screening/background checks is your consent which we obtain prior to any screening activity. However depending on function, responsibilities and management level of the job offering for which you apply as well as your country/region, background checks may be necessary for TD SYNEX complying with a legal obligation to pursue workforce due diligence, or to serve our legitimate interests to ensure the integrity of our workforce and to avert financial and reputational damage to TD SYNEX.

Video Interviews

Depending on the function and/or management level of job offering, we may ask you to conduct a self-recorded video interview, for the Company to pre-select applicants. Our legal basis for processing the video recording personal data is - depending on your country/region – your consent or our legitimate interest.

Eligibility Assessments

In some countries and for certain roles, we may ask you to provide personal data in response to certain standard questions as well as questions specific to the position for which you are applying (such as certain qualifications or licenses) which are required as minimum qualification to be eligible for consideration. In certain cases, we may assess your answers to such questionnaires as well as your application documentation against our objective minimum qualification requirements with assistance from automated tools. However, all decisions with regards to the use of automated employment tools also include the use of human review and/or intervention.

Artificial Intelligence (AI)

When TD SYNEX uses your personal data in the context of AI functionalities, for example when you use TD SYNEX provided Chatbots on our websites, entering your personal data, we do so in line with applicable Privacy and AI regulations and transparency requirements. You will receive further notices depending on the use cases with more information where required.

Automated Decision Making

We do not envisage that any decisions having significant impact on you are taken based only on using automated means. There is always human intervention or review into decisions based on automated processing – if applicable – such as for example automated analytics, testing and profiling. However, we will notify you if and where this position changes, or if there is a need and lawful base to do so.

Who has access to personal data?

Within the TD SYNEX organization. We share or disclose your personal data with internal recipients and other legal entities in the TD SYNEX Group where necessary for the purposes outlined above. This includes HR IT functions, HR, Talent Management, Hiring Managers and their superiors. TD SYNEX maintains centralized recruiting functions which are supporting and coordinating the recruitment process on a regional level and centrally from India and have access to application data. Only limited regional recruiting personnel together with local or regional HR, will have access to pre-employment screening results and video recordings on a need-to-know basis to evaluate the relevance for a job offering in view to function, responsibilities, management level.

We may share your personal data outside TD SYNEX with government authorities and/or law enforcement officials if required by law or if required to protect our legitimate interests provided, we are allowed to do that by law.

Service Providers. TD SYNEX retains service providers to assist with the recruitment process or to provide IT related services and they are given access to your personal data if necessary to provide these services. You will find a list of our most relevant service providers in **EXHIBIT 1**. All our service providers and partners are required to enter into contracts with us that include privacy and security terms to ensure the appropriate use and protection of personal data.

Other companies and their professional advisors. In the event we consider or decide to sell, buy, merge, reorganize or outsource all or part of the business, we may need to disclose certain information about you to these companies to facilitate or effect the transaction. We seek appropriate contractual protection from the prospective buyers or sellers in these situations and may also seek your consent where required by local law.

International data transfer

TD SYNEX is a global organization, headquartered in the United States, with affiliates and service providers located throughout the world. The TD SYNEX Career Site as well as our applicant data management system are hosted in the US and managed by TD SYNEX Corporation in the US. Your personal data is further stored in other IT systems and applications, including E-Mail.

For more information about where we store your data with our major system provider, please see **EXHIBIT 1** to this Privacy Notice. Your personal data may be transferred internationally to other members of the TD SYNEX group like the central recruiting team in India as necessary to manage the recruitment process. Depending on the job offering, the Hiring Manager, Supervisor and the responsible regional recruiting team may be located in a country other than the country you are located in.

If the purposes listed above involve an international transfer of your personal data to recipients in regions other than the region you are resident in and/or the region where the personal data was originally collected, Company secures that such transfer is subject to appropriate safeguards and that your rights are protected in line with applicable law. These regions may not ensure a level of protection for personal data equivalent to the laws applied in your region.

For how long do we keep your personal data?

We retain your personal data for the period necessary to fulfill the purposes outlined in this Privacy Statement or otherwise upon collection of your personal data, unless a longer retention period is required or allowed by law, to otherwise fulfill a legal obligation or when you have consented to us keeping the data for further job opportunities. If your application for employment is successful, personal data collected during the recruitment process will be transferred to your personnel file and retained during your employment with us. To determine the appropriate retention period for personal data, we consider the amount, nature, and sensitivity of the personal data, the potential risk of harm from unauthorized use or disclosure of your personal data, the purposes for which we process your personal data and whether we can achieve those purposes through other means, and the applicable legal requirements. For retention periods please see **EXHIBIT 1**.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide your personal data to us during the recruitment process. However, if you do not provide the personal data, then we may not be able to process your job application properly or at all.

Your Rights Regarding your Personal Information

Access to Personal Information

Depending upon where you are located and how you interact with TD SYNEX, you may have certain legal rights over the personal information we hold about you, subject to local privacy laws. These rights may include:

- Obtain access to your personal information,
- Correct inaccurate personal information,
- Request rectification of your personal data, if inaccurate, outdated or incomplete,
- Request deletion or anonymization of your personal information (unless an exception applies. For instance, we may need to keep your personal data to comply with legal obligations or for legal defense),
- Opt-out of the sale or sharing of personal information for targeted advertising,
- Request the portability of your personal information carried out on the basis of our legitimate interests in the EEA, UK and Switzerland, and as us to restrict the processing of your personal information,
 - Withdraw your consent at any time, if we have collected and processed your personal information with your consent. Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect processing of your personal information conducted in reliance on lawful processing grounds other than consent, and
- Opt-out of marketing communications sent by TD SYNEX.

To exercise any of your rights, please click here: [TD SYNEX Privacy](#)

You must provide the information requested in the Individual Rights Requests Portal so that we can verify your identity. To guard against fraudulent requests for access, TD SYNEX reserves the right to verify your identity by requiring sufficient information to allow it to confirm the identity of the party making the request before granting access or making corrections. You may also authorize another person or third party to submit a request to exercise your rights by providing written permission in conjunction with the submission of the requested information or by giving the third party your power of attorney. We will acknowledge your request and provide a follow-up response within time periods permitted by applicable law. If TDSynnex needs an extension to fulfill a request, we will notify you. If we deny your request we will provide a reason for that denial

If you need to update or change your personal information, you may log into your account or you may contact us at Privacy@TDSYNNEX.com.

TD SYNNEX reserves the right to decline requests to access or delete personal information if and to the extent disclosure or deletion of the information requested is not required, for example because we may keep the personal information to achieve a legitimate purpose or to protect our rights or not permitted by applicable law.

Data Subject requests from applicants are handled centrally by TD SYNNEX Corp, Privacy and HR team together with local/regional resources. We retain documentation about data subject requests as necessary to proof execution of your request.

You will not have to pay a fee to access your personal data or to exercise any of the other rights. However, we may charge a reasonable fee if your request is clearly unfounded, repetitive or excessive or where we are legally permitted to do so. Alternatively, we may refuse to comply with your request in these circumstances.

The Right To Object. In accordance with the applicable privacy law, especially in the European Union, you may have the right to object to the processing of your Personal Information if we process your personal information based on a legitimate interest, including the processing for the purposes of direct marketing. The objection can be filed via email or by any other means towards the respective TD SYNNEX Affiliate or at the e-mail address: Privacy@TDSYNNEX.com. In case you object to the processing for direct marketing purposes, the personal information shall no longer be processed unless our legitimate reasons for the processing outweighs your rights and freedoms.

Your Consent and Changes You have a right to withdraw your consent to processing of your personal information (if given) at any time at the e-mail address: Privacy@TDSYNNEX.com. Please note that the withdrawal of your consent does not affect the lawfulness of the processing based on your consent given before its withdrawal. The withdrawal of your consent also does not affect the processing of your personal information which is being done by us on another legal basis than your consent (e.g. in particular if the processing is necessary for the performance of a contract, fulfilment of a legal obligation or due to other reasons stated in the valid legal regulation).

You may opt-out of the sale or sharing of your personal information for targeted advertising by clicking the “Do Not Share My Personal Data” or the “Cookie Settings” link in the footer of our Website and opting out of the Functional and Advertising Cookies, or by implementing the Global Privacy Control (GPC). For instructions on how to download and use GPC, please visit <https://globalprivacycontrol.org>.

TD SYNNEX will not discriminate against you for exercising your rights. TD SYNNEX does not make decisions based solely on automated processing that produces legal or similarly significant effects as part of the processing activities covered by this Privacy Statement.

Lodge A Complaint. If you have any objections or complaints with the way we process your personal information, you may - as applicable - have the right to lodge a complaint with the competent data protection authority or other governmental entity. A full list of EEA data protection authorities is available here [Our Members | European Data Protection Board](#) . We would, however, appreciate the opportunity to discuss your concerns before you approach the authorities so, please contact us at Privacy@TDSYNNEX.com.

Data Protection Officer In some countries or regions, TD SYNNEX is obliged to have a Data Protection Officer (“DPO”). You can raise a complaint as well directly to a Data Protection Officer if appointed for your country. Please check the Privacy department website or use this link [dpo-page.pdf](#) for contact information of DPOs where relevant.

EXHIBIT 1 - [Major system provider and retention periods](#)

Scope	Service Provider	Data Center	Standard retention period*	Relevant countries/ regions
Applicant data	Workday Inc	US	6 months after notice of rejection	Austria, Croatia, Czech Republic, Denmark, Germany, Hungary, Ireland, Italy, Netherlands, Norway, Portugal, Romania, Serbia, Slovakia, Slovenia, Switzerland, United Kingdom
			2 years retention after notice of rejection	Belgium, Finland, France, Poland, Spain, Sweden, Turkey
			3 years unless other retention periods apply on national level	United States, Latin America, Canada, Asia Pacific
Pre-employment/Background Screening	Sterling Inc.	US	6 months	European Union, European Economic Area, Switzerland, United Kingdom, Turkey
			5 years	United States, Latin America, Canada, Asia Pacific
Data Subject Requests	Internal DSR tool	US	3 years	All

* Applies unless a longer retention period is required or allowed by national law, the data is necessary to fulfill a legal obligation, for legal defense or when you have consented to us keeping the data for further job opportunities.

EXHIBIT 2 - SUPPLEMENTING PRIVACY INFORMATION REGARDING THE COLLECTION OF PERSONAL DATA FOR APPLICANTS FROM:**[A\) CALIFORNIA, USA](#)**

The Company collects personal data of job applicants in connection with its recruitment and hiring activities. The Company does not sell or otherwise disclose this personal data for monetary consideration or a business purpose to any third parties. The Company is committed to complying with the California Consumer Privacy Act (CCPA) and all data privacy and laws in the jurisdictions in which it recruits and hires employees. Job applicants with disabilities may access this notice in an alternative format by contacting Accommodation@SYNNEX.com. The Company collects the information as described in the Privacy Notice to hire the best qualified applicants and to comply with applicable employment laws. If you have any questions or concerns regarding this Privacy Statement, or the collection of your personal data, please contact Privacy@TDSYNNEX.com.

If a California resident needs to submit a request for access, correction, deletion, or to opt-out of the sale or share of personal data, the request may be submitted here. Under this portal, you will be prompted to identify your request and any additional information you wish to provide. Upon submitting the request, you will receive a confirmation email that we received the request. If an authorized agent is submitting the request on behalf of a California resident, the request may be submitted through the previously mentioned portal. We will request documentation verifying your legal authority to act on behalf of the California resident.

[B\) CHINA](#)

If you are located in mainland China, you understand that we transfer the personal data we collect about you to (or have data collected from) recipients in countries or regions other than mainland China, including in the United States, TD SYNNEX Corporation and to other affiliates. When we conduct international transfers of personal data, we will comply with requirements stipulated under applicable laws. By applying for a position with us, you will be deemed as having consented to our processing of your personal data as described in this Privacy Statement and to your personal data being stored in and shared with recipients in countries or regions other than mainland China in accordance with this Privacy Notice.

C) MEMBERSTATES OF THE EU, EEA, UK, Switzerland, Serbia and Turkey

Data Controller

TD SYNnex Corporation, Delaware is controller for the personal data processed on the TD SYNnex Career Site and the applicant data management system together with the hiring entity or, if the hiring entity is not determined at the time of publishing the job offering, the legal entity of the hiring manager who seeks to fill the job position.

TD SYNnex Corporation and its Group Companies entered into an arrangement to duly reflect the respective roles and relationships of the joint controllers vis-à-vis the data subjects. Irrespective of the terms of the arrangement you may exercise your rights in respect of and against each of the controllers.

If you would like to learn more about which TD SYNnex entity, operating group, subsidiary and affiliate acts as data controller in connection with a job offering, which entities or third parties are involved in the processing please contact us by sending an email through to Privacy@TDSYNnex.com.

International Data Transfers

TD SYNnex Corporation and its subsidiary companies (AVT Technology Solutions LLC, TD SYNnex Capital, LLC and Cokeva, Inc.) comply with the EU-U.S. Data Privacy Framework (EU-U.S. DPF) and the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF) as set forth by the U.S. Department of Commerce. TD SYNnex corporation and its subsidiary companies listed above have certified to the U.S. Department of Commerce that it adheres to the EU-U.S. Data Privacy Framework Principles (EU-U.S. DPF Principles) with regard to the processing of personal data received from the European Union and the United Kingdom in reliance on the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF. TD SYNnex Corporation and its subsidiary companies have certified to the U.S. Department of Commerce that it adheres to the Swiss-U.S. Data Privacy Framework Principles (Swiss-U.S. DPF Principles) with regard to the processing of personal data received from Switzerland in reliance on the Swiss-U.S. DPF. If there is any conflict between the terms in this privacy statement and the EU-U.S. DPF Principles and/or the Swiss-U.S. DPF Principles, the Principles shall govern. To learn more about the Data Privacy Framework (DPF) program, and to view our certification, please visit <https://www.dataprivacyframework.gov/>.

Regulatory Authority and Disclosures

TD SYNnex's privacy practices are subject to the United States Federal Trade Commission's investigatory and enforcement powers in connection with the Data Privacy Frameworks. TD SYNnex may be required to disclose your personal information in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

Resolution of Disputes and Complaint Mechanism

TD SYNnex commits to resolving complaints about our collection or use of your personal information regarding the Data Privacy Frameworks. EU, Swiss, and UK individuals with inquiries or complaints should first contact us at: Privacy@TDSYNnex.com. Individuals needing to make a data subject request for access, correction, deletion, etc., should submit requests here.

Where TD SYNnex is unable to resolve your privacy or data concerns regarding the Data Privacy Frameworks, please contact the appropriate European data protection authority. Contact information for the data protection authorities may be found here. This redress mechanism is provided at no cost to you. TD SYNnex commits to cooperating with European data protection authorities, the UK ICO and/or the Swiss Federal Data Protection and Information Commissioner in the event we are unable to resolve your concern.

Under certain circumstances, an individual may invoke binding arbitration. See here for more information on the arbitration process and circumstances that give rise to binding arbitration.

Onward Transfers

Where TD SYNnex transfers personal data to a third party that is acting as an agent, TD SYNnex will enter into a written agreement with such third party requiring it to provide at least the same level of privacy protection required by the principles. TD SYNnex remains responsible for any of your personal information that is subject to an onward transfer with third parties for external processing on our behalf.

Contact Us

For more information on our data privacy practices, view our privacy statements [here](#).

If you have any questions or requests in connection with the Data Privacy Frameworks or other privacy-related matters, please send an email to Privacy@TDSYNNEX.com.

Alternatively, inquiries may be addressed to: TD SYNNEX Corporation

Attn: Legal Department - Privacy

5350 Tech Data Dr.

Clearwater, FL 33760

Additional information is found [here](#):

<https://www.dataprivacyframework.gov/framework-article/ANNEX-I-introduction>

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