PRIVACY NOTICE

For US Candidates (except California)

Blue Acorn iCi, its parent company Infosys Limited and its subsidiaries, associates, affiliated companies (collectively referred to as “Infosys”, “us”, “we”) are committed to process your personal data as per the laws of your jurisdiction. We hereby notify you the following information about your personal data processing:

What Personal Data Elements are Collected:

- Mandatory: First name, last name, Gender, Race/Ethnicity, Veteran status, disability, Address, Military Service, Educational information (including Name of Institution, Phone, start date, end date and degrees,) Work experience (including Employer Name, Supervisor, Start date, End date, Job title), Resume, email address, Desired salary, Earliest start date
- Optional data elements: Middle name, Cover Letter, referred by, LinkedIn Profile URL, preferred name, preferred pronouns, citizenship / employment eligibility, Contract-to-hire position.

How We Collect Personal Data Elements:
You will choose what types of Personal Data, if any, to submit. Providing this information to us is voluntary. Most of the data that we collect as part of the application process is collected directly from your online application, submitted on our vendor platform and certain elements maybe collected using cookies. As part of the background check process, we may also collect information about the applicant from third parties with your authorization, including the agency retained by us to conduct background checks and references that you provide.

Why We Collect Personal Data:
We process your Personal Data when it is necessary for the performance of a contract to which you are the party or in order to take steps at your request prior to entering into a contract. This applies in any case where we provide services to you pursuant to a contract. If you do not provide the Personal Data that we need in order to provide our services, we will not be able to provide our services to you. We process your Personal Data for the performance of a contract in the following circumstances:

- To assist in the recruitment, selection, and other associated processes
- To carry out various employer related activities if you are selected to join the organization
- To perform background verification by our authorized vendor.
- To enable us to ensure that we are compliant with any applicable labor and/or other relevant laws.
Access and Disclosure of Personal Data:
Your Personal Data will be accessible to certain authorized data recipients for the above Processing of Personal data may include but not be limited to the following:

- Internal recipients within Blue Acorn iCi and its parent company Infosys Ltd., such as Human Resources, Finance, Facilities, Immigration, Project Delivery Units, IT, Hiring Managers, Units/Org Leadership.
- Our authorized service providers or vendors who provide services to us.
- Government Bodies including statutory, regulatory authorities, law-enforcement agencies (where applicable).
- Auditors (internal/external).
- Our Clients (where applicable) based contractual obligations.
- Any other parties expressly or impliedly authorized by you for receiving such disclosures.

Your Rights (as per applicable DP Laws):
You are entitled to exercise your rights as per applicable DP Laws by your sending an email to engagement@blueacornici.com

Data Security:
We adopt reasonable and appropriate security practices and procedures including administrative, physical security, and technical controls in order to safeguard your Personal Data.

Data Retention:
Personal Data will not be retained for a period more than necessary to fulfill the purposes outlined in this Notice unless a longer retention period is required by law or for directly related legitimate business purposes.

Contact your Local Data Protection Authority (as per applicable DP Laws):
If you are unhappy with how we safeguard your personal data, you have the right to bring a complaint to your local data protection authority.

Contact your Data Protection Officer:
If you have any queries, comments, or requests, please contact our Human Resource Department, via email at: Engagement@blueacornici.com
For California Candidates

This Privacy Notice for California Residents applies to [job applicants, employees, subcontractors, visitors, users, and others] who reside in the State of California (“you”). We adopt this notice to comply with the California Consumer Privacy Act of 2018 (CCPA) and any terms defined in the CCPA have the same meaning when used in this notice. If any provision below conflicts with a legal requirement, then we will comply with the applicable law.

Personal data elements collected/processed:
We may collect and use the following categories of Personal Information about you to manage your employment:

<table>
<thead>
<tr>
<th>Category of Personal Information</th>
<th>How we use it</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contact information: such as your name, home and work address, personal and work telephone numbers, personal and work email addresses.</td>
<td>We will use this information to identify and contact you.</td>
</tr>
<tr>
<td>Job-related information and qualifications: such as position applied for, previous job roles, work location, education, qualifications, certificates, licenses, salary information, work related skills, work experience and any other information you choose to provide in your resume.</td>
<td>We will use this information to support the job application process, including to evaluate and assess your experience and qualifications, to conduct talent management activities, to communicate with you about your application or the job alerts that you request and to complete the on-boarding process if we offer you a position at match your interests.</td>
</tr>
<tr>
<td>Details pertaining to Background Checks</td>
<td>We will use this to determine your suitability for certain job roles (to the extent permitted or required by law) and determine your eligibility for certain benefits.</td>
</tr>
<tr>
<td>Equal opportunities monitoring information: such as your ethnicity, religion, gender, Race, veteran status, disability check.</td>
<td>We will use this to conduct equal opportunity and diversity monitoring where permitted or required by law.</td>
</tr>
</tbody>
</table>

Additional Purposes for Using Personal Information
In addition to the uses set forth above, Blue Acorn iCi may use and share the categories of Personal Information identified:

- To comply with applicable legal and regulatory requests and obligations (including investigations)
- To establish or defend legal claims and allegations
- For internal management on status updates between authorized users
- For security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, violations of company policy or rules, or other misconduct.
• To seek advice from lawyers, auditors, and other professional advisers in even any legal claims and allegations.

No Selling:
We do not sell any Personal Information to any third party and the platform provider is also committed to the same principle.

Sharing Personal Information
Your Personal Data will be accessible to certain authorized data recipients for the above Processing of Personal data may include but not be limited to the following:
• Internal recipients within Blue Acorn iCi and its parent company Infosys Ltd., such as Human Resources, Finance, Facilities, Immigration, Project Delivery Units, IT, Hiring Mangers, Units/Org Leadership.
• Our authorized service providers or vendors who provide services to us.
• Government Bodies including statutory, regulatory authorities, law-enforcement agencies (where applicable).
• Auditors (internal/external).
• Our Clients (where applicable) based contractual obligations.
• Any other parties expressly or impliedly authorized by you for receiving such disclosures.

Data Security:
Blue Acorn iCi adopts reasonable and appropriate security practices and procedures including administrative, physical security, and technical controls in order to safeguard your Personal Data.

Data Retention:
Personal Data will not be retained for a period more than necessary to fulfill the purposes outlined in this Notice unless a longer retention period is required by law or for directly related legitimate business purposes.

Contact your Local Data Protection Authority (as per applicable DP Laws): If you are unhappy with how we safeguard your personal data, you have the right to bring a complaint to your local data protection authority.

Contact your Data Protection Officer: If you have any queries, comments, or requests, please contact our HR department at: Engagement@blueacornici.com

Contact Information:
If you have any questions or comments about this notice, or to request this notice in another format, the ways in which we collect and use your information, you may write to Engagement@blueacornici.com
Changes to Our Privacy Notice
We reserve the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will post the updated notice on the Website and update the notice’s effective date. Your continued use of our website following the posting of changes constitutes your acceptance of such changes.

Effective Date: July 26, 2023

Disclaimer:
• You acknowledge that any personal information that you share about your dependents or other data subjects is shared by you only after seeking consent from the person to whom the personal data belongs.
• If you want to opt out and do not want Blue Acorn iCi to contact you in future, please send an email to engagement@blueacornici.com. Emails sent to any other email address may not be considered for honoring opt-out request.

For all Candidates:
By clicking on the “Submit Application” button for any job posting, you are confirming that you have read this Privacy Notice for Infosys to hold and process your personal data for the above purposes.

Additional Privacy Consent (for all Non-EU/EEA/UK Data subjects belonging to jurisdictions where consent is required for trans-border data transfer as per applicable DP Laws): By clicking on the “Submit Application” button for any job posting, you also consent to the transfer of your personal data outside your jurisdiction as mentioned in this Privacy Notice for the above purposes.