PRIVACY NOTICE (FOR JOB APPLICANTS)

At TNG Digital Group, we value your privacy and strive to protect your personal information in compliance with the applicable data protection and privacy laws in the jurisdiction in which we operate.

The purpose of this Privacy Notice is to inform you of our practices relating to the collection, use, processing and disclosure of personal information relating to job applicants.

Definitions

For the purposes of this Privacy Notice:

- "**Applicable Data Protection Laws**" means the applicable data protection and privacy laws and regulations relating to the protection of personal data and privacy in the jurisdictions in which the respective entity under the TNG Digital Group operates, including the Personal Data Protection Act 2010 of Malaysia ("**PDPA MY**"), the Personal Data Protection Act 2012 of Singapore ("**PDPA SG**"), the Personal Information Protection Law of the People's Republic of China ("**PIPL China**"), and any other applicable laws as may be applicable to the respective entity in that relevant jurisdiction from time to time.

- "**TNG Digital Group**" refers to the following entities:
  (i) TNG Digital Group Sdn. Bhd.;
  (ii) TNG Digital Sdn. Bhd.;
  (iii) TNG Digital Remittance Sdn. Bhd.;
  (iv) TNG Digital (Singapore) Pte. Ltd.;
  (v) TNG Digital (Hangzhou) Co. Ltd.;
  (vi) NADI Tech Sdn. Bhd.;
  (vii) Oryion Technologies Sdn. Bhd.; and
  (viii) Any other affiliated entities that may be incorporated or become part of the TNG Digital Group from time to time.

- "**Personal Data**" refers to data, whether true or not, relating to an employee of any of the entity within the TNG Digital Group, who can be identified, either:
  (i) directly from that data; or
  (ii) indirectly from that data and in combination with other information to which TNG Digital Group has or is likely to have access;
  and shall have the same meaning ascribed to it under Applicable Data Protection Laws.

Source of Personal Information

The Personal Data that we collect and process about you may be obtained from the following sources:

(i) sourced from information provided by you;
(ii) information obtained from the relevant third party; and/or
(iii) Information generated in the course of your application for employment with us.

What Personal Data We Collect

In the course of your application for employment with TNG Digital Group, you may be required to provide personal data to us, and we may collect, use, and process such personal data, including but not limited to, your name, address, telephone numbers, e-mail address, date and place of birth, nationality, gender, marital status, languages spoken, educational background, employment history, and professional qualifications.

We may also collect additional information where relevant, including identification details (such as NRIC or passport number), financial information (including credit history and credit scores), medical information, emergency contact information, and information relating to your family members or dependants (for example, names and dates of birth), as well as your photographs and/or facial images.

Where you provide us with personal data of other individuals (for example, your family members or dependants), you represent and warrant that you have obtained the necessary consent from such individuals for the collection, use, and disclosure of their personal data to TNG Digital Group in accordance with this Privacy Notice.

We may also collect, process and retain information relating to persons that are connected to you (as defined under applicable laws), information obtained from background screening, financial credit, integrity, and due diligence checks, and such other personal data required to comply with legal or regulatory obligations.

How We Use Your Personal Data

We collect, process and retain your Personal Data for our legitimate functions, including but not limited to:

- assessing your suitability for the job and vice versa;
- conducting background checks or verification of the Personal Data you have provided;
- general administrative and record keeping purposes;
- audit and compliance purposes;
- risk management and security purposes;
- TNG Digital Group corporate communications, marketing, and promotional activities, internal publications, and/or postings on official social media platforms and/or websites;
- for such purposes as required by our regulators; and/or
- for such other purposes as may be required by law.

To the extent necessary, we may disclose your Personal Data to third parties and permit the onward processing and/or cross-border transfer of such Personal Data, for the assessment of your suitability for employment, and for the purposes operating our business.

These third parties include, but not limited to:

- our vendors or service providers engaged to conduct background checks or verification of the Personal Data you have provided;
- third parties to whom we outsource our internal functions;
- industry associations;
- recruitment agencies or headhunters;
- panel clinics, medical practitioners and healthcare providers engaged to conduct pre-employment medical examinations or health screening;
- other members of the TNG Digital Group, whether based in Singapore, Malaysia or abroad;
- regulators, enforcement and such other legal authorities; and/or
- third parties involved in any actual or potential of mergers, acquisitions and restructuring.

Where we disclose your Personal Data to third parties, we will take reasonable steps to ensure that such parties are bound by confidentiality obligations and are required to protect your Personal Data in a manner that is consistent with Applicable Data Protection Laws and our internal policies.

Credit Screening and Use of Personal Data

TNG Digital Group, may at its discretion, appoint a licensed screening provider to conduct background, integrity and/or financial credit screening on you via any appointed credit reporting agency or through TNG Digital Group and/or TNG Digital Group's designated processes, as and when required to verify your application for employment, your suitability of employment with us and any other legitimate employment-related purposes. A report may be prepared and submitted by the screening provider to TNG Digital Group for such purposes ("**Screening Report**").

The Screening Report may include (without limitation):

- the names and dates of your previous or current employment,
- your work experience;
- any workers compensation or claims filed or lodged by you;
- professional references;
- your criminal history records (from local, state, federal, international and other law enforcement agencies' records);
- warrants records;
- educational and license verification;
- bankruptcy or credit history;
- directorship information;
- civil cases involving you; and
- any other public record information, including media reports and such other information as may be relevant to TNG Digital Group's consideration.

All Personal Data and credit-related information obtained from such screening shall be collected, use, and processed for internal employment-related purposes, including assessment, administration and record-keeping purposes. Such information will not be disclosed, shared, or otherwise circulated to any third party, except where required or permitted by applicable laws, or where there is a valid legal basis to do so.

The collection, use, processing, and retention of such Personal Data and credit-related information may continue for as long as necessary to fulfil the purposes set out in this Privacy Notice or as required under Applicable Data Protection Laws.

Consent

By providing your consent below, you acknowledge that you have read, understood, and agreed to the terms of this Privacy Notice and consent to the collection, use, disclosure, and processing of your Personal Data for the purposes described herein.

You further acknowledge and consent that your Personal Data may be processed, stored, and transferred within TNG Digital Group and to jurisdiction outside of your domiciled country, subject to Applicable Data Protection Laws, and appropriate safeguards.

You further acknowledge that your continued consent is necessary for us to process and assess your job application. Withdrawal of consent may affect the ability of TNG Digital Group to proceed further with your job application.

You hereby authorize and consent to any person, business entity or government department that may have information relevant to you to disclose the same to the screening provider appointed by TNG Digital Group for the purpose of preparing the Screening Report, whether such information was compiled by that party or obtained from other sources.

Your Rights

You may request access to, correction of, or limitation of processing of your Personal Data, subject to Applicable Data Protection Laws.

Requests or enquires may be submitted to the Human Resource Division. However, please be advised that certain limitations may apply pursuant to the Applicable Data Protection Laws.

Data Security

Your Personal Data is securely stored within the TNG Digital Group's systems and human resources repository and is used only for the purposes consistent with this Privacy Notice and Applicable Data Protection Laws.

Applicability to Interns and Trainees

This Privacy Notice also applies to interns, trainees, and industrial attachment students engaged by TNG Digital Group ("**Interns**").

Where this Privacy Notice applies to Interns, references to 'employee' shall be read as reference to Interns, and references to "employment" shall be read as references to "engagement", and all other provisions of this Privacy Notice shall apply mutatis mutandis with such modifications as are necessary to give effect to the context of an internship or training arrangement, and not an employment relationship.

For the avoidance of doubt, nothing in this Privacy Notice shall be construed as creating or implying an employment relationship between TNG Digital Group and any Intern.

Revisions to Privacy Notice

This Privacy Notice may be updated from time to time. Updates will be communicated via the TNG Digital Group intranet or other appropriate communication channels.

Note

In the event of any discrepancy, inconsistency, or conflict between the English version and the Bahasa Malaysia version of this Privacy Notice, the English version shall prevail.