

# Global Privacy Policy

## **PART B – JURISDICTIONAL REQUIREMENTS**

### **For Those in the Philippines**

This addendum applies to those in the Philippines.

#### **1. Legal Justifications for the Processing of Personal Data**

We only process your personal data when we have legal justification for doing so. Our legal justifications for processing your personal data for the purposes specified in Section 3 (Purposes of Processing Personal Data) of the Policy are as follows:

- (a) to fulfill our obligations in a contract we may have with you or to take steps at your request prior to entering into said contract;
- (b) to comply with a legal obligation to which we are subject; and
- (c) to pursue our legitimate interests unless such interests are overridden by your fundamental rights and freedoms protected under the Philippine Constitution.

#### **2. Exercising Your Rights**

If you wish to exercise your rights under Section 6 (Your Rights) of the Policy, please note that:

- (a) in order for us to provide any personal data, we will need to verify your identity and may request further information about your request;
- (b) we may refuse access to your personal data if it would affect the privacy rights of other persons or if it breaches any confidentiality that attaches to that information;
- (c) we may also refuse your request where we are legally permitted to do so, in which case we will provide you with the reasons therefor;
- (d) you should be aware that it may take a reasonable amount of time for us to process your application for access as we may need to retrieve information from storage and review the information in order to determine what information may be provided; and
- (e) we may have to charge you a reasonable administrative fee for retrieving your personal data.

If you believe that any of your rights has been infringed by us, you may lodge a complaint with the National Privacy Commission of the Philippines.

#### **3. Data Protection Officer**

If you have any questions about the Policy or this Addendum, your rights, or any other matter relating to the protection of personal information, please contact our data protection officer at the details specified in Section 8 (Contacts) of the Policy or through the following contact information.

Title: Corporate Division, Division Manager  
Email address: [globalcareer@persol.co.jp](mailto:globalcareer@persol.co.jp)

**Effective Date: June 1, 2024**