

DATA PROTECTION POLICY

Purpose

You agree and consent to Mitsubishi UFJ Financial Group, Inc., a company organized under the laws of Japan, and those members of its group companies (collectively referred to herein as "MUFG", "us", "we" or "our") as well as our respective agents, authorized service providers and relevant third parties processing your Personal Data in the manner set forth in this Data Protection Policy. In this Data Protection Policy, "group companies" refers to Mitsubishi UFJ Financial Group, Inc. and/or any of its affiliates, subsidiaries, associated entities and any of their branches and offices.

This Data Protection Policy supplements but does not supersede nor replace any other consents which you may have previously provided to us nor does it affect any rights that we may have at law in connection with the processing of your Personal Data.

Please note that this Data Protection Policy outlines how your Personal Data will be managed in connection with your prospective employment with MUFG only. The management of any Personal Data which you may provide under other relationship with MUFG is outlined in a separate policy document.

We may from time to time update this Data Protection Policy to ensure that this Data Protection Policy is consistent with our future developments, industry trends and/or any changes in legal or regulatory requirements. As and when the contents of this Data Protection Policy are updated or amended, the changes will be uploaded onto our website: <https://mufgub.wd3.myworkdayjobs.com/MUFG-Careers> (the "Website"). By way of giving your consent to this Data Protection Policy, you also agree to its changes which will be uploaded on the Website from time to time. Please proactively access the Website regularly to keep yourself updated as to the latest version of the Data Protection Policy.

How the policy is applied

1. Your Personal Data

It is necessary to supply us with Personal Data about yourself and other individuals for purposes in connection with your job application.

- 1.1. Where Personal Data is submitted by you on behalf of another individual or concerns another individual other than yourself, you represent and warrant to us that all the necessary consents (procured in accordance with all applicable data protection legislation for such purposes stated in the relevant sections of this Data Protection Policy) have been obtained from the relevant individuals and that you have retained proof of these consents, such proof is to be provided to us upon our request.
- 1.2. In this Data Protection Policy, "**Personal Data**" refers to any data, whether true or not, about an individual who can be identified (a) from that data; or (b) from that data and other information to which the organization has or is likely to have access. Examples of such Personal Data which you may provide to us include:
 - a. your name, ID card, passport or other identification number, telephone number(s), mailing address, email address and any other information relating to you which you have provided us; and
 - b. your employment history, education background, and income levels.

2. Collection of Personal Data

- 2.1. Generally, MUFG may collect your Personal Data in the following ways:
 - a. when you submit forms or applications to us, including via our job applicant registration portal;
 - b. when you submit requests to us;
 - c. when you respond to our requests for additional Personal Data;
 - d. when you ask to be included in an email or other mailing list;

- e. when you respond to our initiatives; and
 - f. when you submit your Personal Data to us for any other reason.
- 2.2. The Personal Data may also come from other sources, such as references, background check providers and employment agencies, recruitment platform, or from publicly available sources.
- 2.3. The Personal Data may also be collected through the following means: (i) MUFG's information technology systems, which record emails, telephone and video conversations and other electronic communications and websites designated by MUFG; and (ii) closed circuit TV systems and building access controls, which may record my attendance at MUFG's premises.

3. Purposes for the Processing of Your Personal Data

- 3.1. Generally, MUFG may process your Personal Data for our recruitment; our business, administrative and clerical work in relation to human resource; compliance with applicable laws, regulations, and procedures; and for our legitimate rights and obligations; including but not limited to the following purposes:
- a. evaluation and assessment of suitability for hiring for particular positions, including for future positions that MUFG believes you may be suitable for;
 - b. maintaining a talent pool of job applicants in order to match you to future job vacancies;
 - c. sending you job advertisements and information on our job vacancies using the methods of communication you have specified;
 - d. providing employee references and for background screening/vetting;
 - e. responding to your queries and requests;
 - f. matching any Personal Data held which relates to you for any of the purposes listed; purposes including analytical and statistical studies for our internal business processes;
 - g. preventing, detecting and investigating crime, including fraud and any form of financial crime, and analyzing and managing our commercial risks;
 - h. protecting and enforcing our contractual and legal rights and obligations;
 - i. complying with any applicable local or foreign statute, rule, law, regulation, judgment, decree, directive, sanctions regime, court order, agreement between any MUFG Group and an Authority, agreement or treaty between Authorities, which may apply to any MUFG group company or to which any MUFG group company is subject;
 - j. assisting in any investigation by an Authority where there is a reasonable suspicion of the commission of a crime under any written law in any jurisdiction in which MUFG operates; and
 - k. subject to applicable law, any other purpose set out in the Terms and Conditions that you have acknowledged or agreed with the Bank in relation to our recruitment
 - l. any other purpose reasonably related to the aforesaid.
- 3.2. You should ensure that all Personal Data submitted to us is complete, accurate, true and correct. Failure on your part to do so may result in delay or inability to process your application or request.
- 3.3. MUFG may also process your Personal Data for other purposes where you have provided us with your consent.

4. Disclosure of Personal Data

- 4.1. Personal Data will be protected and kept confidential by MUFG but, subject to the provisions of any applicable law, may be disclosed, for the purposes listed above (where applicable), to the following parties:
- a. agents, contractors or third-party service providers who provide services such as telecommunications, information technology, payment, payroll, processing, training, storage and archival, electronic signature service provider to MUFG;

- b. our professional advisors such as our auditors and lawyers;
- c. third parties seeking employee references in respect of former employees of any MUFG group company;
- d. any judicial, administrative or regulatory body, any government or public or government agency, instrumentality or authority, any domestic or foreign tax, revenue, fiscal or monetary authority or agency, court, law enforcement body or any agents thereof, having jurisdiction over any MUFG group company (collectively referred to as “**Authorities**” and each an “**Authority**”);
- e. other third parties as required by applicable law, or as required by MUFG’s internal policies;
- f. any other person in connection with the purposes set forth above.

(collectively, the “**Recipients of Information**”)

4.2. In connection with the purposes set out in this Data Protection Policy, MUFG may from time to time transfer your Personal Data to third parties who are situated overseas. MUFG has put in place contractual agreements to ensure that these third parties will abide by applicable standards of protection in processing your Personal Data.

5. Retention of Personal Data

- 5.1. The Personal Data shall be retained and processed as of MUFG’s receipt of such Personal Data and only for as long as reasonably necessary for the purposes described above or as long as required by law or to resolve potential legal claims or disputes.
- 5.2. You understand and agree that should your job application be unsuccessful, or your employment with MUFG cease, MUFG and the Recipients of Information may retain documents containing your Personal Data for such period as MUFG considers in its reasonable discretion necessary for legal or business purposes, including (where applicable) for the purposes listed at paragraph 3 above.

6. Personal Data processing method

- 6.1. MUFG and the Recipients of Information shall be processed under methods permitted by laws, including but not limited to collection, analysis, confirmation, storage, rectification, disclosure, combination, access, traceability, retrieval, copying, sharing, provision, transfer, deletion.
- 6.2. We would like to confirm that we shall consider the appropriate treatment of Personal Data to be one of our most important responsibilities. Notwithstanding such, during the MUFG’s processing of Personal Data, there may be unexpected consequences and damages resulting from any event beyond the control of the MUFG including but not limited to violations of the laws on information confidentiality and personal data protection by third parties, from losses, destruction of information, or due to other technical problems. MUFG shall be exempted from liabilities for such unexpected consequences and damages.

7. Your rights - Contacting Us – Withdrawal, Access and Correction of your Personal Data

- 7.1. You shall have rights and obligations under personal data protection laws regarding the Personal Data. Unless otherwise specified by laws, these rights include, but are not limited to: the right to know and approve the processing of, to request access to, and to request correction, deletion, provision of, the Personal Data; the right to limit, object to and to withdraw your consent to the Personal Data processing; the right to self-protect, to file complaints/lawsuits and to claim damages.
- 7.2. If you wish to withdraw your consent to any processing of your Personal Data as set out in this Data Protection Policy, or if you have any questions, complaints relating to your Personal Data, or you would like to obtain access and make corrections to your Personal Data records, please contact Human Resources Department at: btmu_recruitment@vn.mufg.jp and/ or recruitment_hcm@vn.mufg.jp.