

ALVAREZ & MARSAL

Recruitment Privacy Notice Supplement (BVI)

Effective Date: January 1, 2026

This **Recruitment Privacy Notice Supplement (BVI)** ("BVI Recruitment Privacy Supplement") is provided to you by Alvarez & Marsal Holdings, LLC ("Holdings") on behalf of itself and its subsidiaries, and any other professional services companies operating under the Alvarez & Marsal (or A&M) brand, that are established in the British Virgin Islands ("BVI") (together, "A&M", "we", "our", "us").

This BVI Recruitment Privacy Supplement constitutes a Local Privacy Supplement as referred to in A&M's [Global Recruitment Privacy Notice](#). It provides additional information to, and must be read in conjunction with, our Global Recruitment Privacy Notice. In the event of any conflict between this BVI Recruitment Privacy Supplement and A&M's Global Recruitment Privacy Notice, this BVI Recruitment Privacy Supplement will prevail.

This BVI Recruitment Privacy Supplement provides additional information regarding the following sections of the Global Recruitment Privacy Notice:

- 1) [The controller of your personal information.](#)
- 2) [The categories of personal information we collect.](#)
- 3) [Our use of personal information.](#)
- 4) [Our lawful bases to process personal information.](#)
- 5) [Cross border transfers of personal information.](#)
- 6) [Your individual rights.](#)
- 7) [How to contact us.](#)

As used herein, "**Applicable Data Protection Laws**" specifically means all laws, rules and regulations of BVI applicable to the processing of personal information, including without limitation Data Protection Act, 2021 ("DPA").

This BVI Recruitment Privacy Supplement does not constitute or form any part of an employment, directorship, ownership, partnership, independent contractor or any other type of agreement with us or confer any contractual right on you or place any contractual obligations on us. If you become an employee, officer, partner, independent contractor, or any other category of worker, you will be provided with our Global Workplace Privacy Notice and BVI Workplace Privacy Supplement, which supersedes this notice.

1. The Controller of Your Personal Information

Depending on the nature of the processing activity, the controller of your personal information will be (i) the local A&M entity considering you as a job applicant (including, as of the date of this BVI Recruitment Privacy Supplement: Alvarez & Marsal (BVI) Limited), (ii) our top-level entity within BVI, if different, (iii) Holdings (which is our top-level parent, located in the United States), and/or (iv) other Holdings subsidiaries and members of the A&M group.

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2. Categories of Personal Information We Collect

All references to "**personal information**" in the [Global Recruitment Privacy Notice](#) and this BVI Recruitment Privacy Supplement shall be understood to refer exclusively to "**personal data**" as defined under DPA Sect. 2.

Notwithstanding anything in the [Global Recruitment Privacy Notice](#) to the contrary, personal information includes publicly available information.

All references to “**sensitive personal information**” in the [Global Recruitment Privacy Notice](#) and this BVI Recruitment Privacy Supplement shall be understood to refer exclusively to “**sensitive personal data**” as defined under DPA Sect. 2. Specifically, this refers to physical or mental health, sexual orientation, political opinions, religious beliefs or other beliefs or other beliefs of a similar nature, or personal information relating to criminal convictions and offences.

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3. Use of Personal Information

A&M does not use your personal information for automated decision making, including profiling.

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4. Lawful Bases to Process Personal Information

We process personal information for the purposes described in our [Global Recruitment Privacy Notice](#). Please refer to [Annex 1](#) to this BVI Recruitment Privacy Supplement for additional information on our legal bases for processing.

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5. Cross Border Transfers of Personal Information

A&M is a global company with offices around the world and with its parent company located in the United States. Except where prohibited by (and subject to the requirements of) Applicable Data Protection Laws, A&M may transfer your personal information outside of BVI to other countries or territories where A&M, its service providers, or other third parties are located, for the purposes set out in A&M’s [Global Recruitment Privacy Notice](#).

Internal Transfers

When we transfer your personal information within the A&M group to countries or territories outside of BVI, it is pursuant to a companywide Intra-Group Personal Data Sharing and Transfer Agreement designed to provide protections comparable to Applicable Data Protection Laws.

External Transfers

When we transfer your personal information to third parties (including, but not limited to, processors such as our talent network and job application platform) located in countries or territories outside of BVI, it is our policy to ensure that recipients are bound to maintain appropriate levels of data protection, security and confidentiality, including by entering into data transfer agreements designed to provide protections comparable to Applicable Data Protection Laws. Where required by Applicable Data Protection Laws, we will also obtain your consent to such transfers.

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6. Individual Rights

You have specific rights under Applicable Data Protection Laws regarding the personal information we collect and process about you. These rights are designed to give you greater transparency and control over your personal information. In particular, you have the following rights:

- (1) **Right to be Informed (DPA Sect. 8).** You have the right to be informed about the collection and use of your personal information. A&M's [Global Recruitment Privacy Notice](#), together with this BVI Recruitment Privacy Supplement, is part of our commitment to transparency.
- (2) **Right of Access (DPA Sect. 13, 14).** You may request access to the personal information we hold about you.
 - Please note: The right of access is subject to certain limitations and exemptions. Reasons that we may restrict access to personal information include, without limitation, where disclosure would adversely affect the rights and freedoms of others, or where disclosure would breach another individual's privacy rights; be subject to legal professional privilege, meaning communications between you and legal advisors or between us and our legal counsel may be exempt; interfere with ongoing investigations, disciplinary proceedings, or regulatory functions; be restricted under national laws or statutory obligations, such as those related to crime prevention, taxation, or public health; involve confidential references provided for employment or training purposes; be part of management forecasting or planning, where disclosure would prejudice the conduct of the business; or relate to negotiations with you, where disclosure would prejudice those negotiations.

We will assess each request on a case-by-case basis and inform you if any exemptions apply, along with the reasons for withholding any information.

- (3) **Right to Rectification (DPA Sect. 13, 18).** If any of your personal information is inaccurate or incomplete, you have the right to request that it be corrected or updated.
- (4) **Right to Object to Direct Marketing (DPA Sect. 21).** You have the right to request that we stop or not begin processing your personal information for direct marketing purposes.
- (5) **Right to Withdraw Consent (DPA Sect. 8(2), (3)).** If we are processing your personal information based on your consent, you have the right to withdraw consent at any time. Please note, any such withdrawal of consent will not affect the lawfulness of our processing based on consent before such withdrawal.
- (6) **Right to Lodge a Complaint.** If you believe your data protection rights have been violated, you have the right to lodge a complaint with the relevant supervisory authority, the Office of the Information Commissioner (<https://bvi.gov.vg>), when fully established.

A&M will make reasonable efforts to accommodate your requests, but A&M is under no obligation to honor any specific request absent a legal requirement. If we cannot honor your request or are under no legal obligation to do so, we will inform you of the reasons why, subject to any legal or regulatory restrictions.

To exercise any of your privacy rights, or to submit any request or complaint regarding the processing of your personal information, please contact us in writing using any of the contact methods provided in [Section 7](#).

Please note, to help protect your privacy and maintain security, we may take steps to verify your identity before complying with your request. For example, we may require you to provide your name, additional contact details, and the nature of your relationship with A&M. In addition, if you ask us to provide you with specific pieces of personal information or to delete information that we deem to be sensitive, we may require you to sign a declaration under penalty of perjury that you are the data subject whose personal information is the subject of the request. If you designate an authorized agent to exercise your privacy rights on your behalf, we may require proof (your signed

permission) demonstrating that you authorized the agent to act on your behalf; and, further, we may require you to verify your own identity and confirm that you authorized the agent to submit the request on your behalf. We may deny any request submitted by an agent that does not meet these requirements. We may charge you a fee to access your personal information; however, we will notify you of any fee in advance.

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7. Contact Us

To exercise any of your individual rights, or to submit any request or complaint regarding our processing of your personal information, please contact us at:

Talent Acquisition	<u>talentacquisition@alvarezandmarsal.com</u>
Webform	Available through A&M's Website Privacy Notice ("Individual Rights") (<u>here</u>).

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ANNEX 1

Legal Grounds for Processing Personal Information

Personal information: A&M processes your personal information on the following lawful bases, as further specified in Annex 1 to our [Global Recruitment Privacy Notice](#):

- Contract
- Legal obligation
- Vital interests

Please note: BVI's Applicable Data Protection Law does **not** recognize "legitimate interests" as a lawful basis. Where we indicate in our [Global Recruitment Privacy Notice](#) that we undertake a processing activity on the basis of legitimate interests, we will do so only with your consent unless one of the foregoing lawful bases or a legally permitted derogation otherwise applies.

Sensitive personal information: A&M processes your sensitive personal information for the purposes specified in our [Global Recruitment Privacy Notice](#) where the processing is necessary:

- For the purposes of our obligations and rights in relation to employment, in so far as it is authorised by law.
- To protect your or another person's vital interests where you or the other person cannot give consent, we cannot reasonably be expected to obtain consent, or you or the other person has unreasonably withheld consent.
- In relation to personal information about you that you have made public (e.g., posted to publicly available social media).
- To establish, make or defend legal claims, as well as to obtain legal advice.
- For medical purposes.

Please note: If we cannot rely on one of the foregoing lawful bases to process your sensitive personal information, we will undertake such processing only with your consent or if a legally permitted derogation otherwise applies.

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