

ALVAREZ & MARSAL

Recruitment Privacy Notice Supplement (Canada)

Effective Date: January 1, 2026

This **Recruitment Privacy Notice Supplement (Canada)** (“**Canada 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 located in Canada, including Alvarez & Marsal Canada ULC, Alvarez & Marsal Canada Securities ULC, Alvarez & Marsal Canada Law, LLP, and Alvarez & Marsal Canada Advisory, LLP (together, “**A&M**”, “**we**”, “**our**”, “**us**”).

This Canada 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 Canada Recruitment Privacy Supplement and A&M’s Global Recruitment Privacy Notice, this Canada Recruitment Privacy Supplement will prevail.

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

- 1) [The categories of personal information we collect.](#)
- 2) [Our use of personal information.](#)
- 3) [Cross border transfers of personal information.](#)
- 4) [Confidentiality and security.](#)
- 5) [Your individual rights.](#)
- 6) [Retention of personal information.](#)
- 7) [How to contact us.](#)

As used herein, “**Applicable Data Protection Laws**” specifically means all Canadian federal, provincial and local Data Protection Laws, including without limitation Canada’s Personal Information Protection and Electronic Documents Act (“**PIPEDA**”); Canada’s Act to promote the efficiency and adaptability of the Canadian economy by regulating certain activities that discourage reliance on electronic means of carrying out commercial activities, and to amend the Canadian Radio-television and Telecommunications Commission Act, the Competition Act, the Personal Information Protection and Electronic Documents Act and the Telecommunications Act (“**CASL**”); Alberta’s Personal Information Protection Act; British Columbia Personal Information Protection Act; and Quebec’s Act respecting the protection of personal information in the private sector (“**ARPPIPS**”).

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 Canada Workplace Privacy Supplement, which supersedes this notice.

1. Categories of Personal Information We Collect

All references to “personal information” in the [Global Recruitment Privacy Notice](#) shall be understood to refer to “personal information” as defined under PIPEDA Art. 2(1) and similar definitions under Applicable Data Protection Laws. Personal information does not include anonymized information. Notwithstanding anything in the Global Recruitment Privacy Notice to the contrary, personal information includes publicly available information and information which by law is public.

All references to “sensitive personal information” in the [Global Recruitment Privacy Notice](#) shall be understood to refer to personal information that entails a high level of reasonable expectation of privacy due to its nature or the

context of its use or communication, including but not limited to racial or ethnic origin, political opinions, religious or philosophical beliefs, genetic data, biometric data for the purpose of uniquely identifying a natural person, health data, or sex life or sexual orientation.

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2. Use of Personal Information

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

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3. 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 Canada to other countries or territories where A&M, its clients, service providers, or other third parties are located, including to countries or territories where the applicable laws may provide different levels of protection for the processing of personal information as compared to Applicable Data Protection Laws, for the purposes set out in A&M's [Global Recruitment Privacy Notice](#). In consequence, while your personal information is in another jurisdiction it may be accessed by the courts, law enforcement and national security authorities of that jurisdiction.

Internal Transfers

When we transfer your personal information within the A&M group to countries or territories outside of Canada, it is pursuant to a companywide Intra-Group Personal Data Sharing and Transfer Agreement that complies with Applicable Data Protection Laws with respect to transfers of personal information outside of Canada.

External Transfers

When we transfer your personal information to third parties (including, but not limited to, processors) located outside of Canada, it is our policy to ensure that recipients are bound to maintain appropriate levels of data protection, security and confidentiality, and to comply with the requirements of Applicable Data Protection Laws for transfers of personal information outside the jurisdiction in which it was originally collected, including but not limited to entering into data processing agreements. For additional information on regarding our policies and practices regarding the use of service providers outside of Canada, please contact us as specified in [Section 7](#).

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4. Confidentiality and Security

A&M implements and maintains physical, technical, and organizational security measures and safeguards reasonably designed to protect your personal information against accidental, unauthorized or unlawful access, use, disclosure, alteration, loss or destruction (including, without limitation, a Supplier Security Policy applicable to our engagement of, and disclosure of personal information to, third party service providers). Our policies, procedures and practices define roles and responsibilities for handling personal information throughout its lifecycle and provide a framework for its safeguarding and destruction. A&M's information security policies include, without limitation, Workforce Security Policy, Acceptable Use Policy, Mobile Device Acceptable Use Policy, Generative AI Policy, IT Asset Management Policy, and Supplier Security Policy.

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5. Individual Rights

A&M provides you with the ability to review, update and delete certain portions of your personal information, either through self-service or by contacting Human Resources.

In addition, depending on the Province or Territory in which you reside, you may have rights under Applicable Data Protection Laws regarding the personal information we collect and process about you, as described below. These rights are designed to give you greater transparency and control over your personal information. However, in each case your rights are subject to the specific requirements of Applicable Data Protection Laws and any exemptions that may apply including, but not limited to, our compliance with a legal obligation or as necessary to establish, exercise or defend against legal claims.

- **Information Right:** 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 Canada Recruitment Privacy Supplement, is part of our commitment to transparency.
- **Access:** The right to receive copies of your personal information and information about how we use and share your personal information. Where applicable, you have the right to receive your computerized personal information in the form of a written and intelligible transcript.
- **Rectification:** The right to correct any inaccurate or incomplete personal information.
- **Erasure:** The right to request deletion of your personal information where the personal information is obsolete or no longer necessary for the purpose for which we originally collected or processed it. Where applicable, you may have the right to request that we stop disseminating your personal information or to de-index any hyperlink attached to your name giving access to information if this dissemination causes you harm or contravenes the law or a court order.
- **Portability:** The right to have computerized personal information collected from you (i.e., excluding information created or inferred using personal information concerning you) communicated, at your request, to yourself or any person or body authorized by law to collect such information, in a structured, commonly used technological format (i.e., a format that commonly used software applications can easily recognize and extract information from).
- **Automated Decision-Making:** The right to be informed when you are the subject of a decision based exclusively on automated processing of your personal information; and, upon your request, to be informed about the personal information used to make the decision, the reasons and main factors leading to the decision, the right to request correction of the personal information used to make the decision, and the opportunity to present your observations to A&M for review of this decision.
- **Withdrawal of Consent:** Where we collect, use or disclose your personal information on the basis of your consent, you have the right to withdraw your consent at any time. Please note, any such withdrawal of consent will not affect the lawfulness of our collection, use or disclosure based on consent before such withdrawal.

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 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.

Where permitted by law, 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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6. Retention of Personal Information

We retain your personal information for as long as reasonably necessary to fulfill the purposes for it was collected.

If you join the A&M Talent Network without applying for a specific position, we will retain your data for 36 months, after which we will send you a notice requesting that you opt-in for another 36 months. If you do not opt-in within 30 days of this notice, we will automatically delete your data without any further action on your part. If you opt-in, we will continue to send this notice to you bi-annually except where you otherwise request that we delete your data.

If you apply for a position or we are otherwise considering you for a role, we will retain your personal information for the duration we are considering your application or candidacy. If your application or candidacy is successful, we will retain and use your personal information in accordance with our Global Workplace Privacy Notice and any additional privacy notices and policies that we provide to you.

If your application or candidacy is unsuccessful for any reason, we will retain your personal information as follows: (i) recruiting / talent acquisition for so long as your personal information remains relevant for this purpose (including maintaining a record of recruitment decisions; and maintaining a pool of qualified candidates and contacting you about future opportunities (via email, SMS or through social media platforms, e.g., LinkedIn), provided you may request deletion from our candidate pool at any time by contacting us as specified in Section 8 below); (ii) establishment, exercise, or defense of legal claims (including for the duration of any applicable statutes of limitations); (iii) any mandatory periods specified by Applicable Laws (including but not limited to labor and employment laws); and (iv) any other lawful purpose reasonably related to your role as a job applicant to A&M. Following these retention periods, we will delete your personal information in accordance with our deletion policies and procedures, including electronic overwriting or cryptographic erasure, and/or destruction of physical storage media.

If your data is only useful for a short period (for example, CCTV footage data) we will delete it.

Under some circumstances we may anonymize your personal information so that it can no longer be associated with you. We reserve the right to use such anonymized and de-identified data for any legitimate business purpose without further notice to you or your consent.

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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:

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| Accountable Organization | Alvarez & Marsal Canada ULC Royal Bank Plaza, South Tower 200 Bay Street, Suite 3501 Toronto ON M5J 2J1 | Alvarez & Marsal Canada Securities ULC Royal Bank Plaza, South Tower 200 Bay Street, Suite 3501 Toronto ON M5J 2J1 |
| | Alvarez & Marsal Canada Law, LLP Royal Bank Plaza, South Tower 200 Bay Street, Suite 3501 Toronto ON M5J 2J1 | Alvarez & Marsal Canada Advisory, LLP Royal Bank Plaza, South Tower 200 Bay Street, Suite 3501 Toronto ON M5J 2J1 |
| Talent Acquisition | talentacquisition@alvarezandmarsal.com | |
| Webform | Available through A&M's Website Privacy Notice ("Individual Rights") (here). | |

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