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Last Updated: December 2022

THE CHARLES SCHWAB CORPORATION ONLINE RECRUITMENT PRIVACY NOTICE (U.S.)

We are committed to safeguarding your privacy. This Privacy Notice describes how The Charles Schwab Corporation and our affiliated entities (“Schwab,” “we,” or “our”) collectively handle personal information of job applicants (“candidate”) in the United States.

This Notice describes what information we collect, how we use the collected information, and how and when we disclose your personal information. This Notice does not address information Schwab may collect outside the scope of your applicant relationship. For example, this Notice does not address financial accounts you may hold with Schwab. For more information regarding Schwab's commitment to privacy, please visit www.schwab.com/privacy.

Information We Collect

When you apply for a job and therefore create a profile by submitting your resume or if you register for job notifications on our website, you provide your information directly to us (or to our Service Provider).

For example, we collect the following categories of information directly from you or those acting on your behalf:

- Demographic and biographic information, including protected classification characteristics under state laws such as California or federal law, such as name, gender, race and ethnicity
- Contact information such as postal address, phone number and email address.

- Employment and education information you provide during the job application process such as resume and/or application, work history, professional licenses, education information, and references
- Government issued and similar identifiers such as driver's license number, Social Security Number, passport number, and other similar government issued identification necessary to conduct background screenings
- Audio visual information such as videoconference records, CCTV recordings, and voicemails, for example if you contact us as part of your application process or attend an interview in our offices
- Internet or Online information from you and your devices when you interact with our websites and applications through cookies and similar technologies. For example, we collect information about the browser and device you use, your IP Address, and related browsing information

We may obtain personal information about you from other sources, including those publicly accessible, to assist us in verifying your identity.

We may also collect or create account access information including usernames and account recovery information (such as your security questions and answers) when you establish an account with us for your application or if we issue you a temporary password.

Use of Information

We use your personal information to assess at your request your qualifications for employment with us, including for the purposes of conducting background screenings, and to fulfill your request as a job applicant. For example, we may contact you concerning your application or request additional information from you to consider your application.

We also use the information to support our everyday operations, such as our network and website infrastructure, support our information security and fraud prevention programs, comply with our internal policies and standards, and to meet our risk, legal, and compliance obligations, including government reporting requirements.

The basis for such processing is our legitimate interests and to maintain compliance with laws.

Disclosure of Information

We may disclose information about you as legally required or allowed for the purposes described above. We may share your information with the following categories of parties:

- Service providers who perform recruitment services for us
- Service providers, law enforcement, and governmental agencies to detect and prevent fraud or criminal activity
- Regulatory authorities, courts, and governmental agencies to comply with legal orders, legal or regulatory requirements, and government requests
- Third parties to whom you direct or authorize us to disclose your personal information, independent of or in connection with your relationship with Schwab

Where possible, our disclosure of information to service providers is subject to agreements that require the service providers to use safeguards to protect your information and that restrict the use of your information for the purpose for which it was shared.

Data Storage & Security

We use appropriate administrative, technical, and physical safeguards to protect Personal Information. We also take reasonable steps to securely destroy or anonymize Personal Information when we no longer need it. We keep Personal Information for as long as is necessary for the purposes described above, unless we are required or permitted to keep it for longer by law, regulation or for the purposes of litigation or regulatory investigations.

In the event you enter into an employment relationship with Schwab we will maintain Personal Information consistent with the terms of our Employee Privacy Notice.

Your Rights

You have the right to access and update your Personal Information by logging into your existing profile and clicking the Update your profile button. You may also withdraw your request to receive job notifications or to be considered for job applications at any time.

Please note that if you decide to restrict the processing of your Personal Information or if you withdraw your job application, we will not be able to further process your application or consider you for future opportunities at Schwab.

Additional Information for California Residents

If you are a resident of California, you have additional data rights afforded to you under the California Consumer Privacy Act (“CCPA”). You have the right to request that we disclose certain information to you regarding your personal information we have collected from you. These rights include the right to know:

1. The categories of personal information we have collected about you
2. The categories of sources from which your personal information is collected
3. The categories of personal information that we have disclosed for a business purpose about you
4. The categories of third parties to whom personal information was disclosed for a business purpose
5. The business or commercial purpose for collecting, selling, or sharing personal information
6. The specific pieces of personal information we have collected about you

You also have the right to:

7. Request that we correct inaccurate information that we maintain about you
8. Request that we delete personal information about you that we have collected from you (unless an exception applies or deletion is otherwise restricted or prohibited by law, rule, or regulation)

Please note that we do not sell or share your personal information with third parties for cross-contextual targeted advertising. We also do not knowingly sell or share personal information of consumers under 16 years of age.

Instructions for Submitting a Data Rights Request

- To correct inaccurate profile information that we maintain about you, please log into your existing profile and click on the “Update your Profile” button
- For all other data rights described above, submit a request by contacting our Human Resources Help Desk by telephone at 800-725-3535 or by email at MyHR@Schwab.com

You can designate an authorized agent to make a data rights request on your behalf. An authorized agent is a person or a business entity that you have authorized to act on your behalf. If you are an authorized agent and submit a data-rights request on behalf of a California Consumer, we may require that the California Consumer provide you with written authorization to make the request on their behalf and verify their own identity directly with us. Authorized agents can submit requests by contacting our Human Resources Help Desk as described above.

What to expect once you submit a request. We will work to confirm receipt of your request within 10 business days (and provide you with information on how we will process your request, including our verification process) and to respond to your request within 45 calendar days from the date of our receipt of your request (unless additional time is necessary, and, in such cases, we will explain to you the reason it may take more than 45 days to respond).

We may ask you to provide additional information in order to verify your identity. We will only use any additional information we collect for the purposes of verifying your identity and for security or fraud-prevention purposes. In cases where additional information is required and we are unable to contact you with the contact information you have provided or are otherwise unable to sufficiently verify your identity, we may be unable to respond to your request.

If your data rights request covers the personal information of other individuals, including individuals with a shared address and device or service, we may be obligated to take additional steps to verify the request, including obtaining the consent of the other individuals whose personal information is covered by the request.

Non-Discrimination

You have the right not to receive discriminatory treatment for exercising any of these data rights. Schwab does not discriminate against any California Consumer for exercising their rights under the CCPA.

Contacting Us

If you have any questions or comments about this Notice or any of Schwab's other privacy policies and practices, please call us at 800-435-4000.

Information privacy and security is a partnership and a key aspect of our business, and you can read about how we protect client accounts and information by visiting www.schwab.com/SchwabSafe.

Changes to This Statement

We recognize data privacy is an ongoing responsibility. We reserve the right to update or amend this Privacy Notice from time to time and any such updates or amendments will be reflected in the Notice available on our website.

When we make changes, we will update the "Last Updated" at the top of this page. Any changes to this Statement will become effective when posted.