

TARGET INDIA—EMPLOYMENT PRIVACY POLICY

Target Corporation India Private Limited (“Target”) values its relationship with Team Members and other Covered Individuals. This Employment Privacy Policy (“Policy”) tells you how we collect, store, use, transfer, share, delete, and protect your Personal Information. We are committed to keeping your Personal Information accurate, confidential, and secure.

Definitions

- “Covered Individuals” for purposes of this Policy only means individuals who: 1) have applied or may apply for a position at Target; 2) are current or former Target team members; 3) are beneficiaries or emergency contacts of a current or former team member; 4) receive insurance or other benefits through a Target team member; or 5) are apprentices, independent contractors, or interns performing services for Target.
- “Personal Information” means any information that can be used to directly or indirectly identify an individual
- “Sensitive Personal Information” means one or more of the following:
 - password;
 - financial information (e.g., bank account or credit card details);
 - physical, physiological and mental health condition;
 - sexual orientation;
 - medical records and history; and
 - biometric information (e.g. fingerprints, retina scans).

Target will adhere to the following privacy principles and practices related to the Personal Information of Covered Individuals:

1. Accountability

Target’s Privacy Manager is responsible for ensuring Target’s compliance with privacy requirements, including this Policy, and may delegate to other individuals various responsibilities. Target will establish policies and procedures to implement this Policy. Target is responsible for the Personal Information under its control.

2. Purposes for Collecting Personal Information

Target may process Personal Information to:

- determine eligibility for initial employment, including the verification of references and qualifications;
- establish, manage, terminate or otherwise administer the employment relationship or other work relationship;
- administer pay and benefits;
- process work-related claims (i.e., workmen compensation or insurance claims);
- provide training, development, and promotion opportunities;

- conduct performance reviews and determine performance requirements;
- assess qualifications for a particular job or task;
- establish a contact point in the event of an emergency (such as next of kin);
- comply with applicable labour or employment statutes;
- compile directories and telephone lists;
- make the necessary applications to obtain Visas for business and project related travel;
- allow access to networks or mobile applications through your device;
- ensure compliance with Target's requirements, policies and procedures;
- ensure the security of company-held information;
- conduct investigations;
- assist law enforcement and respond to legal/regulatory inquiries;
- enable volunteer activities and civic engagement;
- conduct research and analysis, including focus groups and surveys;
- support diversity and inclusion initiatives; and
- fulfill such other business purposes as reasonably determined by Target.

Target will only use Personal Information, which includes Sensitive Personal Information, in a lawful manner and consistent with Target's other policies. Target will only use the Personal Information reasonably necessary to fulfill the purposes above.

3. **Personal Information Collected**

Some of the information that may be collected for the above purposes includes:

- identification information (e.g., name, age, date of birth, gender, identification card or passport, photographs, videos, ethnicity, nationality, place of birth, PAN card details, job title, team member id)
- contact information (e.g., home address, home telephone, personal email address, beneficiary/ emergency contact details, work location);
- family member information (e.g., marital status, marriage certificate, identification information for spouse, child's name and date of birth of child);
- education and employment information (e.g., education background, training, work experience, employment history, salary and benefit information, employment and personal references);
- health and medical information;
- financial and welfare information (e.g., bank account, Permanent Account Number, tax information)
- information required for security purposes; and
- other information required or authorized by law.

Some examples of where the information might be found include:

- resumes or employment applications;
- educational institutions or previous employers listed on resumes and/or applications;
- references and interview notes;

- photographs and videos;
- documents related to acceptance of employment or other work relationship;
- bank account details for the purpose of administering payroll;
- tax proofs;
- details of corporate credit cards issued to eligible team members;
- salary and benefit information;
- doctor's prescriptions, health records and invoices for the purpose of medical reimbursements and for administering insurance claims;
- copy of Passport and current Visas;
- applications for or changes to applicable Team Member health, welfare, insurance and retirement benefits; and
- documents related to processing work-related claims (e.g., insurance and worker's compensation claims, etc.).

If you provide Information to Target relating to other people (e.g. spouse, dependents, emergency contacts), then you are responsible for ensuring the accuracy of such information and making the individuals aware of the information provided and the ways it will be processed by Target.

4. **Sensitive Personal Information**

Sensitive Personal Information will only be collected for lawful purposes related to your employment when necessary to fulfill those purposes. You have certain rights relating to your Sensitive Personal Information:

- Target will obtain consent from you before collecting your Sensitive Personal Information and notify you of the purposes for which it will be used.
- Target will not retain your Sensitive Personal Information longer than is required for the purposes for which the Sensitive Personal Information was collected or is otherwise required under law.
- Your Sensitive Personal Information may only be used for the purpose for which it was collected, unless you are notified of and give consent for additional uses.
- You do not have to provide your Sensitive Personal Information. If you initially agree to provide your Sensitive Personal Information, you may withdraw that consent by making a request in writing to the Privacy Manager. Subject to applicable laws which may allow or require Target to keep the information, Target will delete your Sensitive Personal Information from its records. If you do not provide your consent or withdraw your consent at a later date, Target has the right to discontinue your employment or its association with you.
- Your Sensitive Personal Information will not be disclosed to third parties without your consent unless necessary for compliance with a legal obligation.
- Target can transfer Sensitive Personal Information to third parties, either inside or outside of India, if those parties will provide the same level of data protection that is required of Target and you consent.

5. **Information Protection & Data Transfer**

Target will use physical, technological and organizational measures to safeguard your Personal Information in any format against loss, theft, unauthorized access, use, copying, modification or disclosure. Such measures will be consistent with applicable privacy and data security laws and regulations.

In order to fulfill the purposes described in this Policy, Target may disclose or transfer your Sensitive Personal Information to third parties (for example, service providers and professional advisors). When doing so, Target will use reasonable measures to protect the Sensitive Personal Information. Third parties will be required to protect the confidentiality and security of Sensitive Personal Information, use it only to provide services to Target and its affiliates, and comply with Target's privacy standards and applicable laws.

Target operates in countries other than India and may disclose or transfer your Personal Information to team members or third parties located outside of India in order to fulfill the purposes described in this Policy.

6. Review of Sensitive Personal Information

You can review the Sensitive Personal Information you have provided to Target by making a written request to the Privacy Manager. Target will respond within a reasonable time. If the information is found to be inaccurate or deficient, then it will be corrected or amended as feasible. Note that some Personal Information can be obtained by you directly either online or from team member services.

We may not be able to provide you with access to your information if applicable law or regulatory requirements allow or require us to refuse to provide some or all of the Sensitive Personal Information we hold about you. In addition, the information may have been destroyed, erased or made anonymous in accordance with our record retention obligations and practices. In the event that we cannot provide you with access to your personal information, we will endeavour to inform you of the reasons why, subject to any legal or regulatory restrictions.

7. Resolving your Concerns

Any Team Member or other Covered Individual can address questions, comments, or complaints about this Policy to the Privacy Manager. Email Integrity@target.com or call 1-080-40172266. Target will respond to inquiries promptly.

8. Scope; Exceptions, Qualifications and Amendments; Revisions

- **Scope:** This Policy is meant to address India's data privacy laws, however, it does not create any additional obligations.
- **Exceptions and Qualifications:** Although not listed in this Policy, Target will rely on any exceptions or qualifications that are either set out in applicable privacy legislation or used by Target in good faith as permitted by law.
- **Revisions:** This Policy may be changed or added to at any time, so we encourage you to review it periodically. Revisions may reflect changes in our privacy practices as well as changes in our legal or regulatory obligations. To help you keep track, we include the date of our most recent updates.

Last Updated: June 2024

ACKNOWLEDGEMENT

Click “I Consent” below to acknowledge that you have read, understand and unconditionally consent to the collection, storage, use, transfer, sharing, and other processing of Personal Information as described in the Employment Privacy Policy. Clicking “I Do Not Consent” may impact your employment or other work relationship with Target.

☒ I Consent

☐ I Do Not Consent

Name: SANDEEP KUMAR

Signature: _____

Team Member Number (if applicable): **Z00GH6L**