



Schedule 2.1a-1: SUPPLEMENTARY INSTRUCTIONS - DEMOGRAPHIC BENCHMARKING

This Schedule supplements [Schedule 2.1a](#) to the DPA and applies only if the Customer has activated the relevant feature under the Agreement. Except as expressly stated in this Schedule, [Schedule 2.1a](#) remains unchanged.

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| Purpose | To provide more relevant benchmark insights within the Reference Checks Service by using grouped demographic categories and anonymized benchmarking logic. |
| Processing activities | Talentwise may only carry out the following additional processing activities in its role as data processor: <ul style="list-style-type: none">• Collect and structure certain limited demographic data provided in connection with the reference-check process;• Analyze such data, potentially together with reference-check results, in order to generate grouped benchmark insights;• Aggregate and anonymize relevant data for inclusion in the shared benchmark dataset. |
| Categories of personal data | Candidates <ul style="list-style-type: none">• Age• Gender• Education level |
| Categories of data subjects | <i>No change from Schedule 2.1a.</i> |
| Retention period | <i>No change from Schedule 2.1a.</i> |
| Limitations | Benchmark outputs made available through the feature shall be based on grouped, aggregated, and anonymized data designed to prevent the identification of individual candidates. |

Version history

| Version | Date | Change | Comment |
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| 2026.01 | 2026-03-23 | Initial supplementary instructions for Demographic Benchmarking. | |
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