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.

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: • 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 • Age • Gender • Education level
Categories of data subjects	*No change from Schedule 2.1a.*
Retention period	*No change from Schedule 2.1a.*
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
2026.01	2026-03-23	Initial supplementary instructions for Demographic Benchmarking.	