

# Candidate Privacy Notice

**Effective Date: December 28, 2022**

Thank you for your interest in joining Levi Strauss & Co. (“Levi Strauss,” “we,” “our,” or “us”). Protecting your privacy is important to us. This Notice describes how Levi Strauss & Co., including our subsidiary Dockers, and our global affiliates<sup>1</sup> (collectively “LS&Co.,” “we,” “us,” “our”) collect, use and share the Personal Information of job applicants (referred herein together as “Candidates,” “you,” “your,” “yours”) when you’re applying for a job with us. It also explains the rights and the choices you have relating to your Personal Information and how to exercise those rights.

This Notice is a supplement to our Global Privacy Policy available at <https://www.levi.com>. Depending on where you apply for a position with us, additional information may be provided to you. This Notice supersedes any other LS&Co. privacy related notices that describe how we collect and use Personnel Personal Information but must be read in harmony with other policies and procedures we maintain that are applicable to data use, data protection and the appropriate treatment of Personal Information.

The LS&Co. entity to which you apply is responsible for your Personal Information and acts as a “data controller” or equivalent term within the meaning of applicable legislation.

This Notice describes the following:

- Scope and Applicability
- Information We Collect
- How We Use Information
- How We Share Information
- International Transfers
- How We Store and Protect Information
- Your Privacy Choices and Rights
- Contact Us
- Supplemental Notices

## Scope and Applicability

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<sup>1</sup> See Attachment 1 for a list of Affiliates with whom Personal Information may be shared.

This Notice applies to your Personal Information shared with us through the “Work With Us” website at <https://www.levistrauss.com/work-with-us/>, through an internal referral, through a job board or agency, or if you apply in person at one of our locations. This Notice applies regardless of the media on which the Personal Information is stored. Nothing in this Notice shall be interpreted to create a relationship of employment where one does not otherwise exist at law.

This Notice does not cover the following:

- **Levi Strauss products and services for consumers** – For more information about our products and services for our customers, please see our [Global Privacy Policy](#).
- **Levi Strauss employees (not applying for a new position)** – Please contact [privacy@levi.com](mailto:privacy@levi.com) to learn more about our privacy practices regarding the Personal Information of our personnel.

We do not recruit or hire the following:

- **Children under 16** – We will not process or retain job applications from children under 16, nor do we direct job applicant information toward audiences under 16.

## Information We Collect

We collect and process Personal Information for recruitment, interviewing, and hiring purposes as described in this Notice (collectively, “Recruitment Activities”). To learn about your information collection choices, see the [“Your Privacy Choices and Rights”](#) section below.

### A. Information You Provide to Us Directly

We collect the following information directly from you when you engage with us directly or through one of our authorized application paths and as part of our Recruitment Activities.

- Your academic and professional experience, such as employment history, education history, skills, certifications, awards, accomplishments, recognition, references, license status, interests, skills, professional affiliations, and other relevant career information you choose to provide; and
- Your work eligibility, such as your eligibility to work in the country where you applied for a job and your start date.
- Your employment information, such as information you have provided directly to us as a current employee when you apply for a new role, or information you choose to add to your employee profile such as in Workday or equivalent human resources information systems.

## B. Publicly Available Information

During our Recruitment Activities, we also obtain information about you from publicly available sources, such as LinkedIn.

## C. Information We Collect from Third Parties

We collect information about you from third parties as part of our Recruitment Activities, such as a recruitment agency or job board.

The Personal Information shared with us includes:

- Contact information including your full name, email address, phone number and mailing address; and
- Your academic and professional experience, such as employment history, education history, skills, certifications, awards, accomplishments, recognition, references, license status, interests, skills, professional affiliations, and other relevant career information you choose to provide.

We take steps to confirm that information we receive from third parties has been collected with your consent or that these parties are otherwise legally permitted to disclose it to us.

## D. Information We Collect Automatically

When you submit your application or information online, we may automatically collect the following information about you from your computer or device, through cookies, pixels and similar technologies (subject to choices you have made to opt in or opt out):

- **Usage information**, such as browser type and settings, usage details, language preferences, and device information, amount of time spent on the application or our website, and information about how you interact with our Recruitment Activities (e.g., clicks, scrolls, mouseovers, internal links, pages viewed, searches, page response times, download errors, and date/time stamps);
- **Device information**, such as IP address, location, device type, operating system, Internet service provider, mobile network, system configuration information, model, model number, push notification tokens, unique device identifiers, web browser, information about other websites you have visited.

## How We Use Information

We use Personal Information we have about you in the following ways:

- **Communicate with you** –To engage with you, such as to schedule screening and interviewing or to send you a job offer.

- **Provide our Recruitment Activities** – To provide, operate, monitor, and maintain our Recruitment Activities, such as evaluating and verifying your application and qualifications for employment, preparing for and conducting interviews and applicable screenings, checking references, arranging travel where applicable or reimbursing you for certain expenses.
- **To Make your experience more convenient** – To deliver the necessary functionality required during Recruitment Activities (e.g., the operation of our website or application platforms); to streamline our processes, to perform testing or research, and improve functionality, quality, and user experience.
- **For safety, security and integrity** – To investigate and prevent fraudulent transactions, unauthorized access, and other illegal activities by verifying that the information you and others provide is true and accurate, such as for reference checks, and to troubleshoot technical problems if they arise.
- **Develop and improve our Recruitment Activities** – For legitimate business purposes, such as internally evaluating our recruitment process, resource planning, talent management, reporting and analytics.
- **Legal, Regulatory, Safety and Compliance purposes** – To comply with laws or regulations or legal obligations such as pursuant to subpoenas or court orders, or to protect and enforce our legal rights, or to protect you, us, or others against injury or harm, resolving disputes, and to review compliance with applicable usage terms, such as work eligibility in the country of employment.
- **Other purposes** – For other purposes about which we notify you in advance, or for which we receive your consent, to protect individuals' vital interests or for conducting other business initiatives as described when collecting your Personal Information or any specific purpose not listed above as otherwise permitted by law. If you are applying for a position in the European Union, the above purposes constitute the legitimate interests of Levi Strauss.

## How We Share Information

We share your Personal Information with third parties as required by law and with:

### A. Affiliates

We share information we have about you with our affiliates. If your Personal Information is shared or transferred to a party unaffiliated with us as part of a merger, acquisition, or sale of all or a portion of our assets, we will provide you with notice before transferring Personal Information we have about you to the new entity.

### B. Service Providers

We share your Personal Information with external service providers we rely on to provide various tools or services such as outside counsel, cloud service providers, software, platform, application, system and tool providers, recruiting service providers, headhunters, and recruiting agencies, and other third parties with whom we have contractual relationships (“Service Providers”). Service Providers will be given limited access to your Personal Information as is reasonably necessary to deliver the services they are engaged to provide. They are required by law and our contracts to safeguard your Personal Information and process it only based on our instructions.

### C. Legal Requests and Public Authorities

We may disclose your Personal Information as necessary to:

- Enforce this Notice or to detect, prevent, or otherwise address security, fraud, or technical issues;
- Enforce our contractual obligations, including investigation of potential violations; and
- Protect against harm to the rights, property, or safety of LS&Co., you, or the public as required or permitted by law.

Subject to receipt of a formal request under process of law, such as a warrant or subpoena, we may disclose your Personal Information to comply with applicable law, regulation, legal process, or enforceable governmental request. We may seek protective orders, confidentiality agreements, redacting of Personal Information prior to production or disclosure, or pursue other legally permissible means to protect your Personal Information.

If you reside in Japan, your Personal Information may be jointly used with our Affiliates<sup>2</sup> in accordance with Article 27.5.3 of the Act on the Protection of Personal Information (“APPI”) within the scope necessary for achieving the purposes described in this Notice. The categories of Personal Information jointly used are described in “Information We Collect”. Levi Strauss Japan K.K. is responsible for

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<sup>2</sup> See Attachment 1 for a list of Affiliates with whom Personal Information of Personnel may be shared.

the joint use of your Personal Information. Our Affiliates and Service Providers take “Equivalent Action” as specified under Article 28.1 of the APPI to protect your Personal Information.

## How Long Do We Keep Your Personal Information?

Our policy is to not to store Personal Information for longer than is necessary to accomplish the business purposes for which it was collected. This means that we store Personal Information for the longer of: (i) a period required by law (typically based on your location) or (ii) the period of time required to accomplish the purposes for which the information was collected or any new purposes to which you consent.

## International Transfers

Our corporate headquarters is located in San Francisco, California, the United States. LS&Co. transfers Personal Information across and within our respective organization both in the United States and in other countries as part of our global workforce management. When Personal Information is transferred to the United States (“U.S.”), it will be subject to the laws of the U.S.

If you provide us with your Personal Information, we may transfer the Personal Information to servers or databases located in other states, provinces or countries including where we rely on hosting services providers, third party service providers, call centers, help desks and the like. Staff, agents and Service Providers accessing these databases and applications may be based in countries other than your country of residence. Some of these countries may have different data protection laws than the country in which you initially provided the information to us. If you do not want your Personal Information transferred to other countries, please do not submit any information to us.

We comply with laws governing the international transfer of Personal Information by establishing adequate safeguards through the execution of legally required data protection agreements incorporating, where applicable, standard contractual clauses approved for use by the European Commission for the EEA, the United Kingdom, Swiss government and/or the Brazilian Data Protection Authority, and/or the Cyberspace Administration of China for Mainland China, and conducting privacy and transfer impact assessments. You may obtain a copy of these clauses by contacting Estelle Fryns ([EFryns@levi.com](mailto:EFryns@levi.com)) in the privacy legal team.

Unless prohibited by law, by submitting your Personal Information to us, you are agreeing to its collection, use, transfer, and disclosure.

See the "Supplemental Notices" portion below for additional information that may apply to you based on your location.

For internal candidates, please see the Personnel Privacy Notice for more information about how your data may be transferred internationally.

## Safeguarding Your Personal Information

We care about protecting your information, so we employ physical, technical, and administrative safeguards designed to help keep it safe, including encryption and techniques to reduce the ability to identify an individual in some cases. Since no data transmission over the Internet or other network can be guaranteed to be 100% secure, we cannot and don't guarantee the security of any information. We require suppliers and other third parties that we share Personal Information with for the purpose of providing us with services to apply substantially similar protections, and act in compliance with applicable data protection laws. Our personnel are permitted access to Candidate Personal Information on a need-to-know basis and only as is appropriate for the type and scope of the task in question.

## Your Privacy Choices and Rights

We believe in giving you choices about how your Personal Information is used. The laws that govern what Personal Information may be shared and how these rights are administered may differ depending on your location.

### A. Your Choices

Where appropriate or legally required, we describe how we use the Personal Information collected, so you can make choices about your Personal Information. See our [Privacy Notice](#) to learn more about your choices.

### B. Your Rights

Below are some rights that you may have subject to applicable laws, and information on how you may exercise these rights.

- To request information/confirmation on the processing of your Personal Information or access to your Personal Information.
- To obtain a copy of the Personal Information being processed.
- To request corrections of your Personal Information if it is inaccurate, incomplete or out-of-date.
- To request, on legitimate grounds, your Personal Information to be deleted.
- To limit or withdraw your consent at any time where the processing of your Personal Information is based on consent.

You can take some of these actions directly on our job application site through your profile, or through communications you receive from us, such as an "unsubscribe."

Unless otherwise explained to you in advance, you are not obligated to provide your Personal Information to us. **If you decide not to provide your Personal Information, we will not be able to provide you with our Recruitment Activities.** You may also request that we withdraw your application for a specific position without deleting your information.

See "Supplemental Notices" for additional information that may apply to you based on your location.

For internal candidates, please see the Personnel Privacy Notice for more information about any additional privacy rights that you have as an employee.

### C. Opt-Out of Communication

When you engage in our Recruiting Activities, you may receive emails or other forms of communication from us. You can opt-out of recruiting and event communications by following the unsubscribe instructions included in these emails.

## Changes to This Notice

This Notice may be modified at any time and for any reason. We periodically review and update this Notice to describe changes to our practices. You can determine when this Notice was last revised by referring to the "Updated" date at the top of this Notice. We encourage you to review the Notice whenever you interact with us to stay informed about our privacy practices and the ways you can help protect your privacy.

## Supplemental Notices

Additional data protection and privacy terms related to our Recruitment Activities may be applicable depending on your location. Please refer to our "Supplemental Notices" for additional information. These Supplemental Notices are incorporated into this Notice by reference based on the applicable jurisdiction. We update them from time to time to meet specific legal requirements, and we encourage you to check the Supplemental Notices page for a description of practices and your privacy rights if you are doing business with us in one of these locations. In the event of a conflict between the Candidate Privacy Notice and a Supplemental Notice applicable to you, the Supplemental Notice will control as needed to resolve the conflict.

## Contact Us

Please use the contact information provided to you at the time of your application if you wish to cancel your application.

If you have any questions or concerns, please send an email to [privacy@levi.com](mailto:privacy@levi.com) or to [AskHR@levi.com](mailto:AskHR@levi.com). Although we would like to resolve any concerns you may have directly, please note that individuals in some locations, including but not limited to, the European Economic Area, United Kingdom, Switzerland, Mainland China, Thailand and Brazil have the express right to contact or lodge a complaint with a supervisory authority or data protection regulatory in their jurisdiction.



You may also contact us by mail at:

- Levi Strauss & Co., Attn: Privacy, 1155 Battery Street, San Francisco, CA 94111, or
- For Asia (excluding Mainland China and Thailand) please write to us at Levi Strauss Asia Pacific Division Pte Ltd., Chief Counsel, Legal Department  
11 North Buona Vista Drive, #14-09 Metropolis Tower 2. Singapore 138589
- For Japan, New Zealand and Thailand, you may also contact us by sending an email to Horng Dar (“HD”) Lim, our Data Protection Officer for these locations at [hlim1@levi.com](mailto:hlim1@levi.com)
- For Mainland China, send an email to [privacy@levi.com](mailto:privacy@levi.com) or write to us at Levi Strauss Commerce Shanghai Ltd., Attn: Privacy, Room 1007, No.1468 West Nanjing RD, United Plaza, Shanghai, P.R.C. 200040
- Levi Strauss Europe, Attn: Privacy, Leonardo Da Vincilaan 19, Airport Plaza, Rio Building, 1831 Diegem Belgium
- For South Africa, please write to us at Levi Strauss South Africa Proprietary Limited 4 Bree Street 17<sup>th</sup> Floor Portside Building Cape Town Western Cape 8001
- In Brazil, you may contact our local Data Protection Officer, Marcos Ritchie, through [privacidadebrasil@levi.com](mailto:privacidadebrasil@levi.com)

## Attachment 1

### LS&Co. Affiliates with whom we share Candidate Personal Information

COUNTRIES	RELEVANT AFFILIATE	REGISTERED ADDRESS	DATA SHARED WITH <sup>3</sup>
<b>EUROPE</b>			
<b>Austria</b>	Levi Strauss Germany GmbH – Niederlassung Österreich	McArthurGlen Designer Outlets - Designer Outlet Straße 1 Unit 91-92, 7111 Parndorf, Austria	
<b>Belgium</b>	Levi Strauss & Co Europe BV	Airport Plaza – Rio Building, 19 Leonardo Da Vincilaan, 1831 Diegem, Belgium	
<b>Belgium</b>	Levi Strauss Benelux Retail BVBA	Airport Plaza – Rio Building, 19 Leonardo Da Vincilaan, 1831 Diegem, Belgium	
<b>Czech Republic</b>	Levi Strauss Praha, spol. S.r.o.	Na poříčí 1040/10, Nové Město, 110 00 Praha 1, Czech Republic	
<b>Denmark</b>	Levi Strauss Denmark Filial	Store Kongensgade 40 H, 2. floor, 1264 København K, Denmark	

<sup>3</sup> Levi Strauss & Co. Europe BV is the entity serving as the European headquarters for Levi Strauss & Co. in Belgium

Levi Strauss & Company (LS&Co.) is the entity serving as the Americas and global headquarters for Levi Strauss & Co. in San Francisco, California, USA

Levi Strauss Asia Pacific Division, PTE. LTD (LS&Co. Singapore) is the entity serving as the Asia Pacific and Middle East headquarters for Levi Strauss & Co. in Singapore.

Levi Strauss (India) Private Limited is the entity serving as the central-south Asia headquarter for Levi Strauss & Co. in India

Most of the data transfers take place from the respective Levi's® entities in Europe, South America, Asia and Africa towards Levi Strauss & Co, located in San Francisco (United States). Data transfers from the Levi's® entities in Europe, South America, Asia and Africa to Levi Strauss India and/or to Levi Strauss Asia Pacific Singapore are limited and mostly restricted to certain employees' functions or security/IT related matters.

<b>Finland</b>	Levi Strauss (UK) Limited, Finland Branch	c/o Aatsto HH Partners Oy, PL 232 00101 HELSINKI, Finland	Levi Strauss & Co Europe BV (Belgium)  Levi Strauss & Company ("LS&Co.")  Levi Strauss (India) Private Limited  Levi Strauss Asia Pacific Division,  PTE. LTD ("Singapore")
<b>France</b>	Levi Strauss Continental, S.A. succursal en France	106-108 Rue de la Boétie, Paris France	
<b>France</b>	Paris O.L.S. S.A.R.L.	106-108 Rue de la Boétie, Paris	
<b>France</b>	Levi's Footwear & Accessories France S.A.S.	106-108 Rue de la Boétie, Paris, France	
<b>Germany</b>	Levi Strauss Germany GmbH	Ludwigstraße 180A, 63067, Offenbach am Main, Germany	
<b>Germany</b>	Levi Strauss Supply Chain Services & Operations GmbH	Ludwigstr.,e 180 A, 63067, Offenbach, Germany	
<b>Greece</b>	Levi Strauss Hellas AEBE	9 Feidiou Street, 106 78 Athens, Greece	
<b>Hungary</b>	Levi Strauss Hungary Trading LLC	Andrássy út 100, 1062 Budapest, Hungary	
<b>Ireland</b>	Levi Strauss (UK) Limited, Ireland Branch	13 Herbert Street Dublin 2, Dublin, Ireland	
<b>Italy</b>	Levi Strauss Italia s.r.l.	Via Ansperto, 9 Milano, CAP 20123, Italy	
<b>Italy</b>	Levi's Footwear & Accessories Italy S.p.A.	Via Leone XIII, 14, 20145, Milano, Italy	
<b>Netherlands</b>	Levi Strauss Nederland B.V.	De Ruyterkade 146, 1011 AC Amsterdam, The Netherlands	
<b>Norway</b>	Levi Strauss UK Ltd (Norwegian Branch Office)	Mølleparken 2, 0459 Oslo, Norway	
<b>Poland</b>	Levi Strauss Poland SP z.o.o.	ul. Otolińska 8, 09-407, Płock, Poland	
<b>Portugal</b>	Levi Strauss de España, S.A. Succursal em Portugal	Alameda das Linhas de Torres nº 152 E8, 1750-149 Lisboa, Portugal	
<b>Romania</b>	Levi Strauss Bucharest SRL	6-8 Corneliu Coposu Blvd, 8th Floor, module no. M05, 3rd District, Bucharest, Romania	
<b>Spain</b>	Levi Strauss de Espana, S.A.	Edificio Heron Barcelona, Diagonal 605 Ave. Plata 3, 08028, Barcelona, Spain	
<b>Spain</b>	Levi's Footwear & Accessories Spain S.A.	Edificio Heron Barcelona, Diagonal 605 Ave. Plata 6, 08028, Barcelona, Spain	

<b>Sweden</b>	Levi Strauss Sweden, Filial till Levi Strauss International USA	Advokatfirman Lindmark Welinder, Kungsgatan 2 c, 223 50 Lund, Sweden	
<b>Switzerland</b>	Levi Strauss (Suisse) S.A.	Klosterstrasse 40, Wettingen, CH-5430, Switzerland	
<b>Switzerland</b>	Levi's Footwear & Accessories (Switzerland) S.A.	Via della Campagna 2, 6934, Bioggio, Switzerland	
<b>United Kingdom</b>	Levi Strauss (UK) Limited	Swan Valley, Northampton, England, NN4 9BA, U.K.	
<b>NORTH AMERICA</b>			
<b>United States of America</b>	Levi Strauss & Company ("LS&Co.")	1155 Battery Street, San Francisco, California 94111, U.S.A.	Levi Strauss & Company ("LS&Co.")
<b>SOUTH AMERICA</b>			
<b>Brazil</b>	Levi Strauss do Brasil Indústria e Comércio Ltda.	Avenida Portugal, 400, sheds 5B and 6B, DVR Cond. De Empresas Itapevi, Itapevi, São Paulo, Brazil	Levi Strauss & Company ("LS&Co.")
<b>Brazil</b>	Levi Strauss do Brasil Franqueadora Ltda.	Rua Elvira Ferraz, 250 – 6º andar, Sao Paulo, BR SP 04552-040, Brazil	
<b>Bolivia</b>	Levi Strauss Bolivia, S.R. L	Piso 18, Av. San Martin, No. 155 Equiptrol, Santa Cruz, Bolivia	Levi Strauss Asia Pacific Division, PTE. LTD ("Singapore")
<b>Chile</b>	Levi Strauss Chile Limitada	Av. Andres Bello 2711 Las Condes, Santiago, Chile	
<b>Mexico</b>	Levi Strauss de Mexico, S.A. de C.V.	Atomo No. 3, Parque Industriarian Naucalpan Naucalpan de Juarez, Estado de Mexico, Mexico	Levi Strauss (India) Private Limited
<b>Peru</b>	LS Batwing Peru S.R.L.	Av. Emilio Cavenecia 151, Torre Cavenecia, Oficina 701 Miraflores, Lima 18, Peru	
<b>ASIA</b>			
<b>Australia</b>	Levi Strauss (Australia) Pty. Ltd	Level 4, 52 York Street, South Melbourne, Victoria 3205, Australia	Levi Strauss & Company ("LS&Co.")
<b>China</b>	Levi Strauss Commerce Shanghai Ltd.	Room 1007, No.1468 West Nanjing RD, United Plaza, Shanghai, P.R.C. 200040	

<b>China</b>	Levi's Footwear & Accessories (China) Ltd	Room 2-3, Floor 6, Donghua Building No. 5 East Road, East District, Dongguan City, China	Levi Strauss Asia Pacific Division, PTE. LTD ("Singapore")
<b>Hong Kong</b>	Levi Strauss (Hong Kong) Limited	Building 22 23f Millennium City Standard Chartered Tower 388 Kwun Tong Road, Kowloon, Hong Kong	
<b>Hong Kong</b>	Levi's Footwear & Accessories HK Limited	33rd Floor 3301-3306, Millennium City One, Standard Chartered Tower 338 Kwun Tong Road, Kwun Tong, Kowloon, Hong Kong	Levi Strauss (India) Private Limited
<b>India</b>	Levi Strauss (India) Private Limited	ITC Green Centre, No.18, 4th & 5th floor Banaswadi Main Road, Maruthiseva Nagar, Bangalore KA 560005 IN, India	
<b>Japan</b>	Levi Strauss Japan K.K.	22F Yebius Garden Place Tower 20-3, Yebisu 4-Chrome Shibuya-Ku, Tokyo, Japan	
<b>Korea</b>	Levi Strauss Korea Ltd	11th Floor Hansung Building 414 Dosan-Daero, Gangnam-gu, Seoul 06062, Korea, Republic of	
<b>Malasya</b>	Levi Strauss (Malaysia) Sdn. Bhd	501A Level 5, Uptown 1, No. 1 Jalan SS21/58 Petaling Jaya, Salangor Darul Ehsan, 47400, Malaysia	
<b>New Zealand</b>	Levi Strauss New Zealand, Ltd.	Suite 3, 7 Windsor St, Parnell, Auckland 1052, New Zealand	
<b>Pakistan</b>	Levi Strauss Pakistan Private Ltd	2 Floor Prime Heights, 4 Saint Mary's Park Gulberg 3, Lahore, Pakista	
<b>Philippines</b>	Levi Strauss Philippines, Inc. II	20th Floor Tower Two, The Enterprise Center Ayala Corner Paseo de Roxas Street, Makati, Metro Manila, Philippines	
<b>Singapore</b>	Levi Strauss Asia Pacific Division, PTE. LTD	11 North Buona Vista Drive #14-09, Metropolis Tower 2, Singapore 138589, Singapore	
<b>Thailand</b>	Levi Strauss (Thailand) Limited	No. 152, Chartered Square Building, Suite 16-05, North Sathorn Road, Silom Sub-district, Bangrak District Bangkok 10500	
<b>AFRICA</b>			

<p><b>South Africa</b></p>	<p>Levi Strauss South Africa Proprietary Limited</p>	<p>4 Bree Street 17th Floor Portside Building Cape Town Western Cape 8001</p>	<p>Levi Strauss &amp; Company ("LS&amp;Co.")</p> <p>Levi Strauss (India) Private Limited</p> <p>Levi Strauss Asia Pacific Division, PTE. LTD ("Singapore")</p>
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