

HELLMAN & FRIEDMAN

CANDIDATE PRIVACY NOTICE

1. PURPOSE OF THIS NOTICE

- 1.1 This Candidate Privacy Notice (the “**Notice**”) details the **Candidate Information** (defined below) Hellman & Friedman LLC, a limited liability company incorporated in Delaware with a principal place of business at 415 Mission Street, Suite 5700, San Francisco, CA 94105, Hellman & Friedman LLP, a limited liability partnership incorporated in England and Wales with registered address The Brunel Building, 2 Canalside Walk, London, W2 1DG and/or any other entity in the Hellman & Friedman Group (as further defined below) or its Portfolio Companies (defined below) (collectively “**H&F**”, the “**Firm**”, “**we**”, “**us**” or “**our**”) receives from you or third parties (such as recruiters, or your references or referees) in connection with your candidacy, how we process it and any of your rights in relation to it. This Notice also applies to Candidate Information we collect regarding any candidate’s **Restricted Persons** (defined below), including but not limited to a candidate’s dependents and household members. This Notice and the rights contained in it apply to individuals located in Europe (“**Europe-based Candidates**”) and to individuals who are California residents (“**California-based Candidates**”), unless otherwise noted. This Notice uses the terms **Personal Information** (or personal information) and **Sensitive Personal Information** (each defined below) to describe certain information practices applicable to California-based Candidates. The terms **Personal Data** (or personal data) and **Special Category Data** (each defined below) are used as applied to Europe-based Candidates. “**Candidate Information**” means, collectively, Personal Data (as applicable to Europe-based Candidates), Personal Information (as applicable to California-based Candidates), and any similar information collected about candidates in other jurisdictions. If you are a candidate or Restricted Person (as defined below) located in a different location outside the United States, your Candidate Information may be subject to similar laws as candidates located in Europe.
- 1.2 This Notice takes into account the Data Protection, Privacy and Electronic Communications (Amendments etc.) (EU Exit) Regulations 2019 (SI 2019/419) and the UK Data Protection Act 2018 (as amended by the Data (Use and Access) Act 2025), each as may be amended from time to time (together, the “**UK GDPR**”), Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and any relevant local legislation (the “**EU GDPR**” and together with UK GDPR, the “**GDPR**”) and the California Consumer Privacy Act of 2018 (the “**CCPA**”), each as may be amended from time to time.
- 1.3 Should you be unable to access this Notice and wish to receive a copy in an alternative format, please contact privacy@hf.com or your recruiter.

2. FIRM AND DATA CONTROLLER CONTACT DETAILS

- 2.1 The Firm may be contacted at the below for all questions relating to this Notice:

E-mail: privacy@hf.com
Phone: +1 (415) 788-5111
Post: 415 Mission Street, Suite 5700, San Francisco, CA 94105

- 2.2 The Firm is the data controller of Europe-based Candidates' Personal Data and their Restricted Persons for the purposes of the GDPR. Europe-based Candidates and their Restricted Persons may contact the Firm at the below with respect to matters relating to its responsibilities as the data controller:

E-mail: privacy@hf.com
Phone: +44 (0)20 78395111
Post: Hellman & Friedman LLP, The Brunel Building, 2 Canalside Walk,
London, W2 1DG

3. SCOPE

- 3.1 This Notice applies to Europe-based Candidates whose Personal Data is processed by the Firm and to California-based Candidates whose Personal Information is collected by the Firm and either of their Restricted Persons. Certain sections of this Notice apply only to Europe-based Candidates and their Restricted Persons (Sections 2.2, 3.2, 4.1 (b)(i) and 9) and certain sections apply only to California-based Candidates and their Restricted Persons (Sections 3.3, 4.1 (b)(ii) and 10). All other sections apply to Europe-based and California-based Candidates and their Restricted Persons. If you are a candidate located in a different location outside the United States, your Candidate Information may be subject to similar laws as candidates located in Europe. This Notice also applies to candidates' Restricted Persons, including but not limited to a candidate's dependents and household members whose Candidate Information is processed by the Firm.

3.2 Europe-based Candidates and their Restricted Persons:

- (a) **"Data Subject"** means an identified or identifiable natural person; an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.
- (b) In relation to the GDPR, **"Personal Data"** means any information relating to a Data Subject who is a Europe-based Candidate or Restricted Person.
- (c) The Personal Data that we collect from you will be transferred to, and stored in, destinations outside of your country and the European Economic Area or the UK. The Personal Data that we collect from you will be transferred to, stored at and otherwise processed in the United States pursuant to contractual or other legally permissible protections. You may contact us for more information about this.

- (d) The GDPR also provides Europe-based Candidates and Restricted Persons with certain rights, as outlined at Section 9 (*RIGHTS UNDER GDPR AND SIMILAR INTERNATIONAL LAWS*) below.

3.3 California-based Candidates and their Restricted Persons:

In relation to the CCPA, “**Personal Information**” includes information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular California-based Candidate or their Restricted Persons.

4. WHAT INFORMATION DOES THE FIRM COLLECT AND HOW IS IT USED?

- 4.1 We may receive and use the following Candidate Information about you (and your Restricted Persons, where noted) either directly from you, our affiliates or from other third parties in connection with your application, and we may use it for the following purposes:

- (a) **Candidate Information you provide as part of your application.**

- (i) You will provide us with Candidate Information when you apply for or speak or correspond with us about a role. This may include some or all of the following:

Identifiers — such as legal name and preferred name, frequent travel or loyalty numbers, other unique ID numbers, like passport number and related information;

Contact Information — such as home and work address, phone number(s), email address(es), and emergency contacts;

Professional and Education information — such as qualifications, employment and educational history, previous career performance including compensation (to the extent permitted by applicable law or regulation), memberships in professional associations or other groups, references, language(s) spoken and other resumé or curriculum vitae data; where we have extended an offer, data with respect to onboarding preparation, such as tentative date of hire, personnel category, and full time or part-time status;

Compliance information — citizenship, visa/right to work status, marital or family status and data from background checks (civil litigation, criminal records, regulatory matters, directorships, social media accounts, credit check information, confirmation of education and professional licenses), membership in professional bodies, details of current and historic business interests and directorships, political donations and investments including, once you receive an offer (and

without limitation, name of broker, transaction and securities details, account holdings and balances, positions, amounts, account holder information and other account information), in respect of you or your spouse, registered domestic partner (or the equivalent), any child under the age of 18, any child under the age of 25 for whom you contribute materially to their support or any other relative residing with you (your “Restricted Persons”);

Audio, electronic, visual and similar information through mail, email, text messages (including through SMS, WhatsApp and similar channels), calls, voicemail and any other messages communicated through Firm devices to us or otherwise to the extent we have access (including through our Wi-Fi, as applicable), including for the purposes of monitoring or surveillance (where permitted by applicable law or regulation); and any video or CCTV recordings;

Inferences — based on information concerning an individual to create a summary about you, for example, your skills and preferences; and

Voluntarily Disclosed Information – Any Candidate Information that you disclose to us.

- (ii) We use this information to determine and validate your qualifications and suitability for a role, to properly address and communicate with you, to arrange travel where applicable, to meet our or other Hellman & Friedman Group member’s regulatory and compliance obligations, to monitor and retain communications and for safety purposes, to evaluate your candidacy, and, where applicable, if you are a successful candidate, to create an employment record. This is necessary for our legitimate interests to properly evaluate candidates and to create employment records, to take steps at the request of candidates before offering them a position or entering an employment contract with them, as applicable, and on the basis of legal compliance.

(b) **Special Categories of Data or Sensitive Personal Information you may provide.**

- (i) Europe-based Candidates may provide certain Special Category Personal Data under the GDPR or other local law, with your consent or depending on the circumstances, based on our legitimate interests, such as race or ethnic origin, sexual orientation or disability status, for the purposes of equal opportunities monitoring and diversity disclosures, to the extent permitted or required by applicable law or regulation. If you decide not to provide this data, your application will not be prejudiced. To the extent permitted by applicable law or regulation, you may be required to, or you may otherwise disclose certain health information, like vaccination status

or other occupational health and safety-related information, food allergies, meal preferences, as applicable, should you attend an H&F or other event or visit an H&F office.

- (ii) California-based Candidates may provide the additional following types of Personal Information which are Sensitive Personal Information under the CCPA:

Citizenship and Immigration status – As applicable for right to work and immigration matters.

Government ID — Social Security or passport number (if we are arranging or reimbursing you for travel).

Communications — Mail, email, text messages or videoconferencing and collaboration platforms (including through SMS, WhatsApp and similar channels) communicated through Firm devices or otherwise to the extent we have access, for the purposes of monitoring and retention (where legally permissible).

Race and ethnicity — Racial or ethnic origin, when disclosed voluntarily by you or by a recruiter on your behalf.

Health information — vaccination-related information or other occupational health and safety-related information, disabilities, reasonable accommodation requests, food allergies, meal preferences, as applicable, should you attend an H&F or other event or visit an H&F office.

- (iii) We will use the minimum necessary of such Special Category Data or Sensitive Personal Information, as permitted or required by applicable law or regulation, for our legitimate interests (or, where required, on the basis of consent) to conduct equal opportunities and diversity monitoring and disclosures, for health and safety purposes or as otherwise requested or required by applicable law or regulation.

If you fail to provide certain personal data to us on request, we may not be able to consider your candidacy for employment, make you an offer or employment or enter an employment contract with you, as applicable, and/or provide you with information you may have requested from us.

See also Appendix I (for Europe-based Candidates) and Appendix II (for California-based Candidates).

(c) **Candidate Information from third parties.**

- (i) We may receive Candidate Information from third parties in connection with your application, such as references, referees, recruiters or recruitment platforms and organizations that provide background or sanctions checks (this will include right to work, criminal, civil and

regulatory reference checks, sanctions lists, credit history, past work history, educational history, social media and professional licenses where applicable) some of which is Special Category Data or Sensitive Personal Information. This may also include drug screening, to the extent permitted by applicable law or regulation.

- (ii) We collect Candidate Information from government agencies in connection with sanctions screening, a form of background check.
- (iii) We use this information to identify and evaluate you for positions, and to identify potential conflicts of interest. This is necessary for our legitimate interests to properly evaluate and contact candidates and to properly screen candidates.

5. DISCLOSURES OF CANDIDATES' CANDIDATE INFORMATION TO THIRD PARTIES

5.1 We disclose Candidate Information with selected third parties. These categories of third parties include, for the following purposes:

- (a) Members of the Hellman & Friedman Group (defined below), for the purposes set out in Section 4 (*What Information Does the Firm Collect and How Is It Used?*);
- (b) Information Technology service providers that provide us with email, archiving, data management, data storage, and general IT support services;
- (c) Human Resources and Compliance service providers, including background check providers, to verify the information that you provided as part of your application and as permitted or required by applicable law or regulation, to assess your creditworthiness, to perform sanctions screenings and to determine any other regulatory, litigation or criminal history;
- (d) if we are working with recruiting agencies, recruiters;
- (e) event organizers, to host or organize recruiting events;
- (f) consultants providing assessment services related to your candidacy;
- (g) where applicable, travel agencies, hotels, airlines, and relocation services, to help interview or relocate you for a role;
- (h) referees or references identified by you, to identify you and provide a reference;
- (i) cloud and other data storage providers, to store the Personal Data you provide and for disaster recovery services, as well as destruction of information;

- (j) depending on the role, our current and target Portfolio Companies, including where we are recruiting on behalf of a Portfolio Company for a role at such Portfolio Company, to assess your candidacy and facilitate the recruitment process, subject to appropriate confidentiality and data protection obligations;
- (k) other third parties (to defend or exercise a legal claim, in response to legal or judicial process, or for regulatory or investigation purposes).

“Hellman & Friedman Group” means the Firm and any entity controlled by or under common control with the Firm, excluding any Portfolio Companies. **“Portfolio Companies”** means any portfolio companies in which funds affiliated with the Firm or any members of the Hellman & Friedman Group are invested or propose to invest.

- 5.2 We do not, and will not, sell or share Personal Information, as those terms are used in the CCPA, including on individuals under age 16.

6. CANDIDATES’ OBLIGATIONS IN RELATION TO CANDIDATE INFORMATION

- 6.1 It is important that you update us with respect to changes in your personal circumstances as soon as possible by contacting your contact at the Firm. These include changes to the following:

- (a) name;
- (b) contact details (address, phone number(s), email address(es)); and
- (c) Restricted Person information.

- 6.2 Further, it is your responsibility to inform your Restricted Persons, referees and references about the processing of their Candidate Information pursuant to this Notice and to confirm that they have given their permission for such processing.

7. SECURITY OF PERSONAL DATA

- 7.1 Unfortunately, the transmission of information via the internet is not completely secure. Although we will take commercially reasonable precautions to protect your Candidate Information, we cannot guarantee the security of your information transmitted through electronic means; any transmission is at your own risk. Once we have received your information, we will take appropriate technical and organizational measures to safeguard your Candidate Information against loss, theft and unauthorized use, access or modification.

8. RETENTION

- 8.1 In general, we will process and store your Candidate Information for as long as reasonably necessary to fulfill our contractual, legal, regulatory, and statutory obligations and otherwise for our legitimate interests, including to process your

application as described in this Notice, or any other privacy notice provided at the time of Candidate Information collection. Subject to those qualifications, our goal is to keep such data for no longer than necessary in relation to the purposes for which we collect and use Candidate Information, as described above. If you are offered and accept employment with us, the Candidate Information we collected during the recruitment process will become part of your employment files, and we may use it in connection with your employment consistent with any applicable employee privacy notice. Please note that we may retain your Candidate Information for as long as we have a relationship with you and for a reasonable period thereafter, due to the above requirements.

9. RIGHTS UNDER GDPR AND SIMILAR INTERNATIONAL LAWS

Depending on your location, you may have the following rights.

9.1 Right to Be Informed:

The right to be informed about the collection and use of your Personal Data.

9.2 Right to Access:

Depending on your location, you may have the right to ask the Firm to access the Personal Data we hold about you and be provided with certain information about how we use your Personal Data and who we disclose it to.

9.3 Right to Rectification:

You may also have the right to ask us to correct your Personal Data where it is inaccurate or incomplete.

9.4 Right to Portability:

Where you have provided your Personal Data to us in connection with our consideration of your candidacy, you may have the right to ask us for a copy of this data in a structured, machine-readable format and to ask us to share (port) this data to another data controller.

9.5 Right to Erasure:

In certain circumstances, you may have the right to ask us to delete the Personal Data we hold about you:

- (a) where you believe that it is no longer necessary for us to hold your Personal Data (for example, when you are no longer in employment with us, subject to any requirement for us to retain your data pursuant to applicable law or regulation, our policies or as reasonably required in relation to any Claim or Investigation);

- (b) where we are processing your Personal Data based on our legitimate interests and you object to such processing, and we cannot demonstrate an overriding legitimate ground for the processing; or
- (c) where you believe the Personal Data we hold about you is being unlawfully processed by us.

9.6 **Right to Restrict Certain Processing:**

In certain circumstances, you may have the right to ask us to restrict (stop any active) processing of your Personal Data:

- (a) where you believe the Personal Data we hold about you is inaccurate and while we verify accuracy;
- (b) where we want to erase your Personal Data as the processing is unlawful, but you want us to continue to store it;
- (c) where we no longer need your Personal Data for the purposes of our processing, but you require us to retain the data for the establishment, exercise or defense of legal claims; or
- (d) where you have objected to us processing your Personal Data based on our legitimate interests and we are considering your objection.

9.7 **Right to Object:**

You may have the right to object to our processing of your Personal Data based on our legitimate interests and we will no longer process your Personal Data unless we can demonstrate an overriding legitimate ground.

9.8 **Rights related to Automated Decision-Making:**

The Firm does not currently use automated decision-making, as the term is used in applicable law, regulation, or regulatory guidance, related to your candidacy. Accordingly, these rights are inapplicable to your Personal Data.

9.9 **Right to Withdraw Consent:**

Where you have provided your consent to our processing of your Personal Data, you have the right to withdraw your consent, but this does not affect the validity of processing carried out prior to your withdrawal.

9.10 **Right to Complain:**

Depending on your location, you may have the right to complain directly to the

controller concerning how your Personal Data is processed.

9.11 How to Exercise these Rights:

To exercise any of the above rights, please contact privacy@hf.com. In addition, you have the right to complain to the Information Commissioner's Office or other applicable data protection supervisory authority, depending on your location.

9.12 Limitations:

Please note that these rights are limited, for example, where fulfilling your request would adversely affect other individuals or the interests of any member of the Hellman & Friedman Group (including their proprietary information, trade secrets or intellectual property), where there are overriding public interest reasons or where we are required by applicable law or regulation, our policies or in relation to any litigation, inquiry or investigation to retain your Personal Data.

10. RIGHTS UNDER THE CCPA

If you are a California resident, you may have the following rights.

10.1 Request to Know:

You may have the right to request that we disclose Personal Information that we have collected, sold or shared about you. Subject to verification and any limitations under the CCPA, we will disclose the following:

- (a) The categories of personal information we have collected;
- (b) The categories of sources from which the personal information was collected;
- (c) The business or commercial purpose for which we collected the personal information;
- (d) The categories of third parties with whom we disclose personal information; and
- (e) Specific pieces of personal information that we have collected about you.

10.2 Right to Delete:

You may have the right to request deletion of Personal Information that we collected from you, subject to exceptions.

10.3 Right to Correct:

You may have the right to request that we correct inaccurate Personal Information that we maintain about you.

10.4 Right to Limit Use of Sensitive Personal Information:

You may have the right to request that we limit the use and disclosure of your Sensitive Personal Information. We do not use or disclose Sensitive Personal Information other than as permitted for purposes specified in section 7027, subsection (m) of the CCPA regulations. Accordingly, this right is inapplicable with respect to Sensitive Personal Information.

10.5 Right to opt-out of sale/sharing:

If you are a California resident, you have the right to opt out of the sale/sharing of your Personal Information. We do not sell or share your Personal Information with third parties as those terms are used in section 7013, subsection (g) of the CCPA regulations. Accordingly, this right is inapplicable to your Personal Information.

10.6 Rights with respect to Automated Decision-Making Technology:

The Firm does not currently use automated decision-making technology, as defined by applicable law or regulation, related to your candidacy. Accordingly, these rights are inapplicable to your Personal Information.

10.7 Equal Treatment:

If you are a California resident, you have the right not to be retaliated against for the exercise of your CCPA rights

10.8 How to Exercise these Rights:

To exercise any of the above rights, you may submit a request by:

- (a) Calling us toll-free at +1 (877) 215-0023;
- (b) Visiting <https://hf.com/your-california-consumer-privacy-act-rights/>; or
- (c) Emailing us at privacy@hf.com.

10.9 We will verify your identity prior to addressing or fulfilling a request made pursuant to the CCPA. The request must provide sufficient information that allows us to reasonably verify that you are the individual about whom we hold the Personal Information.

10.10 Only you, or someone legally authorized to act on your behalf, may make a verifiable request under the CCPA. Any such authorization must be in accordance with California Civil Code section 1633.1 et seq., the Uniform Electronic Transactions Act. To act on such request, your authorized agent must provide sufficient information that allows us reasonably to verify that they have been authorized by you to act on your behalf.

11. CHANGES TO THIS NOTICE

We may update this Notice from time to time. This Notice was last updated on September 1, 2026. Any updated Notice will be available at hf.com.

APPENDIX I

PURPOSES FOR PROCESSING EUROPE-BASED CANDIDATE PERSONAL DATA¹

Purpose of Use	Categories of Personal Data Processed/Collected for Each Purpose	Legal Basis for Processing Employees' Personal Data
Recruitment, including verifying eligibility to work, screening background checking and reporting diversity or equal opportunity information.	Identity information such as full name, previous names, gender, citizenship, date of birth and proof of eligibility to work, contact information such as home address, phone number, email address, for onsite visits, medical and health screening details (for onsite visits), past employment, details of educational history, details of professional history including date of hire, employee category, full time or part-time status, qualifications, references, referees, resume or curriculum vitae information and professional license information, and where voluntarily provided, gender, race, ethnicity and place of birth or nationality, as permitted by applicable law or regulation. Details of civil, regulatory or criminal matters or convictions (as permitted by applicable law or regulation).	• Necessary to enter into an employment contract.
Compliance with all relevant legal, regulatory and administrative obligations and responsibilities of the Firm, whether such obligations	Information regarding identity, personal holdings, personal trading, outside business activities, financial information, and litigation, criminal, civil, professional or regulatory	• Necessary for Firm to meet legal obligations.

¹ We may use automated tools, including artificial intelligence and machine learning, to analyze data for the purposes described in this notice.

Purpose of Use	Categories of Personal Data Processed/Collected for Each Purpose	Legal Basis for Processing Employees' Personal Data
and responsibilities are in the jurisdiction where you are based or elsewhere.	matters, regarding the employee and their Restricted Persons, communications sent through Firm or Firm-enabled devices, accounts and systems, or through other channels used to conduct Firm business, as permitted by law.	
Managing and reporting on the health, safety and well-being of workers (including statutory health and safety reporting).	For onsite visits, health information and accident-related data and any other health information related to pandemic or public health matter, including, but not limited to, current or former diagnostic test data, symptom information or daily health check questionnaire information.	• Necessary for Firm to meet legal obligations.
Interview scheduling	Contact information, availability to interview; data related to travel and travel expense reimbursement, including passport information and bank account information.	• Necessary for Firm's legitimate interests.
For onsite visits, management of access controls of premises and usage of the building and facilities of the Firm (including CCTV and parking lots).	Monitoring building access, including time of entry and exit, vehicle number plate, time of access to restricted zones and security camera footage.	• Necessary for Firm's legitimate interests.
Management of access to and usage of office equipment and resources such as Wi-Fi and	Monitoring data relating to Firm systems.	• Necessary for Firm's legitimate interests.

Purpose of Use	Categories of Personal Data Processed/Collected for Each Purpose	Legal Basis for Processing Employees' Personal Data
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maintaining the security of the Firm's network.

APPENDIX II

COLLECTION, USE AND DISCLOSURE OF CALIFORNIA-BASED CANDIDATE PERSONAL INFORMATION²

<u>Category</u>	<u>Examples</u>	<u>Collected/Used?</u>	<u>Disclosed</u>
Identifiers	Names and other identifiers; IP addresses; email and postal addresses, phone numbers.	YES, see Section 4.1 (a).	YES, see Section 5.1.
Internet or Electronic Activity	Information about interactions with websites.	YES, see Online Privacy Policy .	YES, should you visit hf.com
Sensory Data	Audio, electronic, visual, recordings and images.	YES, see Section 4.1 (a).	YES, see Section 5.1.
Professional or Employment Information	Employment history, job performance, and other related data.	YES, see Section 4.1 (a).	YES, see Section 5.1.
Education Information	Non-public information related to education.	YES, see Section 4.1 (a).	YES, see Section 5.1.
Inferences	Data derived from other information, suggestive of your preferences.	YES, see Section 4.1 (a).	YES, see Section 5.1.
Commercial Information	Compliance information, generally.	YES, see t Section 4.1 (a).	YES, see Section 5.1.
Protected Classifications	Characteristics protected under California or federal law, such as race, national origin, religion, gender, sexual orientation, and military status.	YES, see Section 4.1 (b).	YES, see Section 5.1.

² We may use automated tools, including artificial intelligence and machine learning, to analyze data for the purposes described in this notice.

Sensitive Personal Information	Government identifiers: Social Security number, passport number, or other government-issued IDs. Race and Ethnicity: When voluntarily disclosed. Communications: for the purposes of monitoring and retention. Health information: Health-related data. Citizenship and immigration status	YES, see Section 4.1 (b)(ii).	YES, see Section 5.1.
Other Personal Information	Any other information that identifies, relates to, or could reasonably be linked to you or your Restricted Persons.	YES, see Section 4.1.	YES, see Section 5.1