

HELLMAN & FRIEDMAN
BUSINESS CONTACT PRIVACY NOTICE

1. PURPOSE OF THIS PRIVACY NOTICE

1.1 This Privacy Notice (“**Notice**”) details the Personal Information (defined below) that 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 (collectively “**H&F**”, the “**Firm**”, “**we**”, “**us**” or “**our**”) collects about independent contractors or personnel of vendors to the Firm and any of their Restricted Persons (defined below) and any other of the Firm’s business contacts (hereinafter, “**Business Contact(s)**”, as applicable), how we collect, use, disclose and retain their Personal Information and their rights and obligations in relation to such Personal Information, where applicable. This Notice also applies to Personal Data we collect regarding any Restricted Persons (defined below), including but not limited to certain Business Contacts’ dependents and household members. This Notice and the rights contained in it apply to individuals located outside the United States and to individuals who are California residents, unless otherwise noted. This Notice uses the terms (i) **Personal Information** and **Sensitive Personal Information** (or personal information or sensitive information) to describe certain information practices applicable to California residents and (ii) **Personal Data** and **Special Category Data**, as applicable to individuals in Europe. If you are an individual covered by this Notice located in a location outside the United States and Europe, your personal data may be subject to similar laws as individuals 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, as amended from time to time, and any relevant local legislation (the “**EU GDPR**” and together with the UK GDPR, the “**GDPR**”), and the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act of 2020, together with its implementing regulations, each as may be amended from time to time (the “**CCPA**”).

2. FIRM AND DATA CONTROLLER CONTACT DETAILS

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

E-mail: privacy@hf.com

Phone: +1 (415) 788-5111

Post: Hellman & Friedman LLC, 415 Mission Street, Suite 5700, San Francisco, CA 94105

- 2.2 Depending on who your or your employer's relationship is with (or for Restricted persons, your related person's relationship), the data controller is either Hellman & Friedman LLC (having the above contact information) or Hellman & Friedman LLP with the following contact information:

E-mail: privacy@hf.com

Phone: +44 (0)20 7839 5111

Post: Hellman & Friedman LLP, The Brunel Building, 2 Canalside Walk, London, W2 1DG

3. SCOPE

- 3.1 This Notice applies only to Hellman & Friedman Business Contacts and their Restricted Persons, where applicable, whose Personal Information (defined below) is collected and used by the Firm.

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

4. 3.3 **"Personal Information" or "Personal Data"** means information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual, or which otherwise constitutes "personal data", "personal information", "personally identifiable information" or other equivalent term under privacy and data protection laws but which is not publicly available. Where the rights or obligations with respect to both Personal Information and Personal Data apply, we use the term Personal Information. **WHICH CATEGORIES OF PERSONAL INFORMATION DOES THE FIRM COLLECT PURSUANT TO THIS NOTICE AND FOR WHAT PURPOSES?**

- 4.1 The Firm may collect the following Personal Information about Business Contacts and where applicable, their Restricted Persons (defined below), and their emergency contacts, employers and/or references, as related to their relationship with the Firm. If any of your Personal Information changes, please let us know at the earliest opportunity so that our records can be updated (see Section 10 (Your Obligations in Relation to Personal Information) below for more details).

- 4.2 Some of this Personal Information may be considered by applicable law or regulation to be Sensitive Personal Information or Special Category Data.

- 4.3 Below are the categories of Sensitive Personal Information, pursuant to the CCPA, that Firm may collect pursuant to this Notice and the purposes for their collection and use:

- (a) **Citizenship; Immigration Status** – Which may determine eligibility of contractors to work;
- (b) **Government ID** — Social Security, driver's license, state identification card or passport number, for the purposes of determining eligibility to work;
- (c) **Geolocation** — Through the use of Firm-enabled devices for device tracking purposes;

- (d) **Race and ethnicity** — Racial or ethnic origin, which may be revealed by a Government ID or when disclosed to us, for the purposes of enhancing diversity and inclusion initiatives and as may be requested by our existing or potential investors or required by applicable laws and regulations;
 - (e) **Communications** — Mail, email, and text messages (including through SMS, WhatsApp and similar channels) where the Firm is not the intended recipient, communicated through Firm devices or otherwise to the extent we have access (e.g., through our Wi-Fi), for the purposes of monitoring surveillance and retention (where legally permissible and applicable to members of the Hellman & Friedman Group or the Firm);
 - (f) **Biometrics** — Thumbprints (where required for access to Firm devices, if any);
 - (g) **Health** — such as vaccination-related information, reasonable accommodations, food allergies, meal preferences that may reveal a medical or health condition, and Personal Information related to accident reporting to maintain health and safety and/or to meet reporting obligations, should you visit our offices or attend a Firm event.
- 4.4 A few of the above categories of information are also considered Special Category Data under the GDPR, namely, race/ethnicity information, biometric data (where processed for the purpose of uniquely identifying an individual), and data related to health.
- 4.5 The following are categories and uses of other Personal Information that the Firm may collect pursuant to this Notice and the purposes for their collection and use:
- (a) **Identity information** — such as title, employer, full name, preferred name, previous names and other unique ID numbers, as applicable.

The Firm uses this information, where relevant, for eligibility and engagement purposes, including, verifying eligibility to perform services, obtaining professional and personal references and screening of educational and professional background data prior to and during the course of a relationship with the Firm, including carrying out background checks (where applicable and legally permissible), for monitoring compliance with Firm policies as well as to manage the engagement and services provided to the Firm.
 - (b) **Contact information** — such as home and work address, phone number(s), email address(es) and emergency contact information, as applicable. The Firm uses this information to communicate with its Business Contacts and with respect to independent contractors and vendors, for engagement management and administrative purposes, as well as managing engagements, for work scheduling (both administratively and organizationally), and for planning, drafting and managing working schedules and tasks.
 - (c) **Financial and Transactional Information** — including wire instructions, engagement details, bank account details, and Tax Identification or Social Security Number, as applicable. The Firm uses this information for the administration of payment of invoices and the reimbursement of expenses, where applicable; for monitoring compliance with Firm policies as well as to manage the engagement and services provided to the Firm. Depending on your relationship with the Firm, we may also collect data in relation to insider trading compliance policies, including details of personal trading, accounts,

holdings or other transactions, details of bank or brokerage account and other financial information (such as name of broker, transaction and securities details, account holdings and balances, positions, amounts, account holder information and other account information), in each case in respect of the contractor, the contractor's spouse, registered domestic partner (or the equivalent), any child under the age of 18, any child under the age of 25 for whom the contractor contributes materially to their support or any other relative residing with you ("**Restricted Persons**");

- (d) **Commercial Information** — such as data with respect to relationship management and development, including date of engagement, relationship category, full/part-time status, where applicable, travel for the purposes of the services provided, including credit card details, special meal requests and travel preferences, for the purposes of maintaining the relationship and scheduling any engagement-related travel, where relevant;
- (e) **Professional and Education Information** — such as data with respect to qualifications, references, resumé(s) or curriculum vitae and language(s) spoken, where applicable. The Firm uses this information for engagement eligibility purposes, including verifying eligibility to provide services, obtaining professional and personal references and screening of educational and professional background data prior to and during course of your relationship with Firm, and background checks (as explained further below and where applicable and legally permissible, for engagement management and administrative purposes, where applicable;
- (f) **Background information** — such as background checks (including education, professional licenses, litigation and criminal records, regulatory matters, including sanctions screening, directorships or other outside affiliations, social media and credit checks, where and membership in professional bodies or associations, as legally permissible, for engagement eligibility, where applicable;
- (g) **Communications** . — mail, email, text messages (including through SMS, WhatsApp and similar channels), videoconferencing and collaboration platforms, calls, and voicemail. Certain communications are considered sensitive personal information, because they are subject to monitoring, surveillance and retention by the Firm, even where the Firm is not the intended recipient. Please see above at Section 4.3 (e).
- (h) **Audio, electronic, visual, and similar information** — such as data related to use of building access control systems, including time and location of entry and exit, license plate number, access to restricted zones and security camera footage, data related to access to and usage of office equipment and resources including but not limited to telephones, soft phones (and mobile phones where issued by the Firm), voice messaging, Wi Fi internet and other communication systems, cost recovery systems, document management systems, contact management systems and online databases, and other computer systems, where applicable. The Firm uses this information for management of access controls of premises and usage of the building and facilities of the Firm (including CCTV and parking lot data which may be accessed by the Firm), for management of access to and usage of office equipment, systems and resources including but not limited to telephones, soft phones, (mobile phones, laptops and portable devices, where issued by the Firm) and more generally the computer network and applications, for maintaining the security of the

Firm's network, for physical security, and to manage the engagement and services provided to the Firm;

- (i) **Inferences** — based on information concerning an individual to create a summary about, for example, skills and preferences; and
- (j) **Voluntary information** — Any personally identifiable information about you that is shared with us, for example, during engagement pitches and meetings.

Under the GDPR , we must have a legal basis to process Personal Data. In most cases our legal basis will be one of the following:

- to fulfil our legitimate interests as described above and in Appendix I, where legally permissible, for example to manage engagements and the services provided to the Firm, to communicate with Business Contacts, and for administration purposes;
- to comply with our legal and/or regulatory obligations, for example to comply with regulatory requirements to monitor and retain communications; and
- to fulfil our contractual obligations, for example to ensure that invoices are paid correctly.

Please see Appendix I at the end of this Notice for examples of our purposes to process Personal Data.

If you fail to provide certain Personal Information to us on request, we may not be able to perform the contract we have entered into with you or your employer, and/or may not be able to provide you with information or services you may have requested.

5. FROM WHOM DO WE COLLECT PERSONAL INFORMATION COVERED BY THIS NOTICE?

5.1 Depending on the nature of the engagement or your relationship with the Firm, we may receive Personal Information from the following categories of sources:

- (a) directly from you¹, your employer or agency;
- (b) other entities in the Hellman & Friedman Group or the Firm;
- (c) other of our suppliers, for example:
 - (i) background and verification check providers;
 - (ii) training and communication providers;
 - (iii) compliance monitoring and other compliance service providers;
 - (iv) information security providers;

¹ Such information collected from you may include AI transcription.

- (v) physical security providers;
- (vi) emergency contact, emergency management and health and safety service system providers;
- (d) where applicable, your (and your Restricted Persons') financial advisors, brokerage firms, banks or other financial institutions (including through trading data feeds);
- (e) public sources, such as publicly available media, including social media; and
- (f) government agencies and regulatory bodies.

6. FOR HOW LONG DO WE RETAIN PERSONAL INFORMATION COVERED BY THIS NOTICE?

In general, we will process and store your Personal Information, as applicable, for as long as reasonably necessary to fulfill our contractual, regulatory, and statutory obligations, to defend or pursue legal claims, and otherwise for our legitimate interests. Subject to these qualifications, our goal is to keep Personal Information for no longer than necessary in relation to the purposes for which it is collected. We may retain your Personal Information for as long as we have a relationship with you and for a reasonable period thereafter, due to the above requirements and including to facilitate the transition of our relationship with you or your employer to a new point of contact.

7. TO WHOM DO WE DISCLOSE PERSONAL INFORMATION COVERED BY THIS NOTICE?

- 7.1 Depending on the nature of the engagement or your relationship with the Firm, the categories of third parties to whom we may disclose Personal Information for our business purposes and to comply with applicable laws and regulations are:
- (a) other entities in the Hellman & Friedman Group or the Firm;
 - (b) our service providers such as cloud and other data management and storage providers, IT asset managers, information security and desktop support providers; and IT consultants;
 - (c) physical security providers (e.g., office security);
 - (d) compliance monitoring agencies and other compliance service providers;
 - (e) invoicing, reimbursement and payment tracking services and other payment systems;
 - (f) our professional advisors, such as tax advisors and law firms;
 - (g) emergency contact, emergency management and occupational health and safety service system providers;
 - (h) existing or potential investors in funds affiliated with the Hellman & Friedman Group;
 - (i) financial institutions, business partners of and other vendors to the Firm; and

- (j) corporate services providers to the Firm.

Please see Appendix II at the end of this Notice for examples of categories of Personal Information we may disclose under the CCPA.

- 7.2 Where the Firm is required by applicable law and regulation to do so, it will disclose Personal Information to regulators, courts, arbitration tribunals, self-regulatory organizations, pursuant to mandatory ethics rules, law enforcement or tax authorities, or in connection with litigation, regulatory investigations, or other legal or regulatory matters. The Firm will use reasonable efforts to disclose the minimum information necessary in such cases.
- 7.3 Personal Information may also be disclosed to other third parties, upon your request.
- 7.4 We do not, and will not, sell or share Personal Information, as those terms are used in the CCPA, including on residents under age 16, pursuant to this Notice.

8. **SAFEGUARDING PERSONAL DATA; INTERNATIONAL DATA TRANSFERS**

To protect your Personal Data from unauthorized access, use and disclosure, we use security measures that comply with applicable laws.

Where we transfer your Personal Data to our group entities that are outside the UK or the European Economic Area, this will be done, to the extent applicable to you, under the European Commission's standard contractual clauses (the "SCCs") for the transfer of Personal Data to third countries, pursuant to Commission Implementing Decision 2021/914 of 4 June 2021, and the UK GDPR, including Section 119A of the UK Data Protection Act 2018 (as amended by the Data (Use and Access) Act 2025) and the associated UK addendum to the SCCs, each as amended from time to time, or other appropriate safeguard which complies with applicable laws and regulations. You can contact us at privacy@hf.com for more information.

9. **PERSONAL DATA REQUESTS**

We detail below certain rights in relation to Personal Data and Personal Information, which may apply to you under applicable laws or regulations, depending on your location.

- 9.1 Under the GDPR and similar international laws, depending on your location:

- **Right to be Informed:** You have the right to be informed about the collection and use of your Personal Data.
- **Right to Access:** You may have the right to ask us to access your Personal Data and be provided with certain information about how we use your Personal Data and who we disclose it to.
- **Right to Rectification:** You may have the right to ask us to correct your Personal Data where it is inaccurate or incomplete.
- **Right to Erasure:** In certain circumstances, you may have the right to ask us to delete your Personal Data:

- where you believe that it is no longer necessary for us to hold your Personal Data;
 - where you have withdrawn your consent to particular processing and there is no other legal ground for processing;
 - where we are processing your Personal Data on the basis of legitimate interests and you object to such processing and we cannot demonstrate an overriding legitimate ground for the processing; or
 - where you believe your Personal Data which we hold is being unlawfully processed by us.
- **Right to Restrict Certain Processing:** You may have the right to ask us to restrict (stop any active) processing of your Personal Data:
 - where you believe your Personal Data is inaccurate and while we verify accuracy;
 - where we want to erase your Personal Data as the processing is unlawful, but you want us to continue to store it;
 - 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 defence of legal claims; or
 - where you have objected to us processing your Personal Data based on our legitimate interests and we are considering your objection.
 - **Right to Object:** You may have the right to object to our processing of your Personal Data based on our legitimate interests and we may no longer process your Personal Information unless we can demonstrate an overriding legitimate ground.
 - **Right to Portability:** You may have the right to ask us for a copy of your Personal Data in a structured, machine-readable format and to ask us to share (port) this data to another data controller.
 - **Right regarding Automated Processing:** While you may have the right to contest a decision made about you based solely on automated processing, we do not currently use automated decision making, as that term is used in applicable law or regulatory guidance
 - **Right to Withdraw Consent:** Where you have provided your consent to us processing your Personal Data, you may have the right to withdraw your consent, but this does not affect the validity of processing carried out prior to your withdrawal.
 - **Right to Complain:** You have the right to complain directly to the controller concerning how your Personal Data is processed.

How to Exercise these Rights: To exercise any of these rights above, please email us at privacy@hf.com, which is without prejudice to your right to raise a concern with the applicable data protection supervisory authority.

9.2 Under the CCPA, if you are a California resident:

- **Right 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:
 - The categories of Personal Information we have collected;
 - The categories of sources from which the Personal Information was collected;
 - The business or commercial purpose for which we collected the Personal Information;
 - The categories of third parties to whom we disclose Personal Information; and
 - Specific pieces of Personal Information that we have collected about you.
- **Right to Delete:** You may have the right to ask us to delete Personal Information that we collected from you, subject to exceptions.
- **Right to Correct:** You may have the right to request that we correct inaccurate Personal Information that we maintain about you.
- **Right to Limit Use of Sensitive Personal Information:** The Firm does not use or disclose your Sensitive Personal Information other than as permitted for purposes specified in section 7027, subsection (m) of the CCPA. Accordingly, this right is inapplicable with respect to your Sensitive Personal Information.
- **Right to opt-out of sale/sharing:** You may have the right to opt out of the sale/sharing of your Personal Information. The Firm does not sell or share your Personal Information with third parties as those terms are used in section 7013, subsection (g) of the CCPA. Accordingly, this right is inapplicable with respect to your Personal Information.
- **Right with respect to Automated Decision-Making Technology:** The Firm does not use your Personal Information with automated decision-making technology, as that term is used in the CCPA. Accordingly, these rights are inapplicable with respect to your Personal Information.
- **Right to Equal Treatment:** If you are a California resident, you have the right not to receive discriminatory treatment by us for the exercise of privacy rights conferred by the CCPA.
- **How to Exercise these Rights:** To exercise any of the above rights, you may submit a request by:
 - Calling us toll-free at +1 (877) 215-0023;
 - Visiting <https://hf.com/your-california-consumer-privacy-act-rights/>; or
 - Emailing us at privacy@hf.com.

- 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.

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 to reasonably verify that you have authorized them to act on your behalf.

10. YOUR OBLIGATIONS IN RELATION TO PERSONAL INFORMATION AND THIS NOTICE

- 10.1 It is important that changes in personal circumstances are conveyed to us 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 emergency contact information;
 - (c) any bank details for payment of invoices; and
 - (d) any of your Restricted Persons.
- 10.2 Any Business Contact that has personnel interacting with us is to provide a copy of this notice to such personnel.
- 10.3 Should you have Restricted Person(s), as defined above, you are to provide a copy of this Notice to them.
- 10.4 You may have access to Personal Information about other people and use this data during the course of your relationship with the Firm. Under applicable law and regulation, the Firm must ensure that the Personal Information it holds about its investors, employees, contractors, vendors and other third parties are held securely. Accordingly, you must take all reasonable steps to maintain the security of all Personal Information held by the Firm to which you may have access and always use such Personal Information appropriately.
- 10.5 Failure to comply with this Notice may result in termination of your relationship with the Firm without notice.

11. CHANGES TO THIS NOTICE

- 11.1 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 PERSONAL DATA²

Purpose of Use	Categories of Personal Data Processed/Collected for Each Purpose	Legal Basis for Processing Personal Data
To manage our contractual relationship with you or your employer.	Contact information, identity information.	Necessary for Firm's performance of a contract/
To enter into and manage our relationship with you, where you are an independent contractor.	Background check information, bank account details, Tax ID.	Necessary for Firm's performance of a contract.
To protect the safety of our employees and visitors to the Firm's facilities.	Monitoring visitor access, including identity, time of entry and exit, vehicle number plate, time of access to restricted zones and security camera footage.	Necessary for Firm's legitimate interests.
To identify and address bugs or system errors.	IP address, network information, device information, usage information.	Necessary for Firm's legitimate interests.
To protect the security and integrity of Firm systems and facilities, including by investigating malicious or other unauthorized activity.	IP address, network information, device information, usage information.	Necessary for the Firm's legitimate interests.
To protect the Firm's property and to enforce the Firm's rights.	Contact information, identity information, audio, electronic, visual, and similar information (including building access data, security camera footage, license plate numbers), IP address, network information, device information, usage information, communications.	Necessary for the Firm's legitimate interests.

² 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 Personal Data
To comply with anti-fraud, money laundering and sanctions requirements.	Contact Information, Identity Information, Usage Information, Network Information, Biometric information where you are issued a Firm device.	Necessary for Firm's legal obligations.
To manage office health and safety services, the health, safety and well-being of workers (including statutory health and safety reporting).	Contact information, identity information, information regarding gifts and entertainment with Firm personnel. Health information, which may include health conditions, disabilities accident-related data and any other health information related to COVID or other pandemic or public health matter, including, but not limited to, current or former diagnostic test data, symptom information or health check questionnaire information.	Necessary for Firm's legal obligations.

APPENDIX II

COLLECTION, USE AND DISCLOSURE OF CALIFORNIA-BASED CANDIDATE INFORMATION³

<u>Category</u>	<u>Examples</u>	<u>Collected/Used?</u>	<u>Disclosed</u>
Identifiers	Names and other identity information; IP addresses; contact information such as email and postal addresses.	YES, see Section 4,5 (a), (b).	YES, see Section 7.1.
Personal Information	Any information that identifies, relates to, or could reasonably be linked to you.	YES, see Section 4.5.	YES, see Section 7.1.
Financial Information	Financial account information, e.g., account numbers, wiring instructions, deposit information, trading information, as applicable,	YES, see Section 4.5 (c)	YES, for Firm-enabled devices, see Section 7.1.
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 4.5 (g).	YES, see Section 7.1.
Professional or Employment Information	Employment history and other related data.	YES, where applicable, see Section 4.5 (e).	YES, where applicable, see Section 7.1.
Education Information	Non-public information related to education.	YES, where applicable, see Section 4.5 (e).	YES, where applicable, see Section 7.1.
Inferences	Data derived from other information, suggestive of your preferences.	YES, see Section 4.5 (h).	YES, see Section 7.1.

³ We may use automated tools, including artificial intelligence and machine learning, to analyze data for the purposes described in this notice.

Commercial Information	Data related to commercial relationships and effecting	YES, see Section 4.5 (d).	YES, see Section 7.1.
Sensitive Personal Information	Citizenship and immigration status: Where applicable Government identifiers: Social Security number, passport number, or other government-issued ID information. Race and Ethnicity: When voluntarily disclosed. Communications: Where monitored, retained. Biometric Information: For Firm-enabled devices. Health information: Health-related data, where applicable.	YES, see Section 4,3.	YES, see Section 7.1.
Other Personal Information	Any other information that identifies, relates to, or could reasonably be linked to you or your Restricted Persons.	YES, see Section 4.5.	YES, see Section 7.1.