

LINCOLN INTERNATIONAL, LP CANDIDATE PRIVACY NOTICE

Effective March 10, 2025

This Candidate Privacy Notice (“**Candidate Privacy Notice**”) sets out the basis on which Lincoln International, LP and/or its subsidiaries and affiliates (“**we**,” “**us**,” “**our**,” or “**Company**”) will process any personal information that you provide to us, including information we receive directly from you, or indirectly from third parties, in connection with your job application.

By providing personal information to us, you acknowledge the practices described in this Candidate Privacy Policy. If your application is successful, we will provide you with a separate privacy policy setting out how we process your personal information during the course of your employment or your consulting or temporary contract with us, as applicable.

The types of data we receive and how we use it

- **Information you provide as part of your application.** You provide certain information directly to us when you apply for a position with the Company. This includes information that you provide when you call us, email us, or submit your resume and/or cover letter, such as your name, title, gender, date of birth, contact information, work experience, educational qualifications, current salary information, name and contact details of any referees, and any other information you choose to submit to us. This also includes any video recording done as part of the interview process.
- **Information from third parties.** We receive information from third parties in connection with your application, such as your past employers, recruiters, and references you provide, which we use to evaluate your application and verify your credentials.

How we use your information

We use the information we collect from or about you to evaluate your application, verify your credentials, and to contact you.

How we share your information

We share your information with companies who perform services on our behalf. These companies are prohibited from retaining, using, or sharing your information for any purpose other than providing their services to us. These categories of recipients include IT service providers and background check providers.

Security

We implement and maintain reasonable security measures to protect the information submitted to us from accidental loss and from unauthorized access, use, alteration, and disclosure. However, no physical or electronic security system is impenetrable, and there is no completely secure or error-free method of data transmission over the internet. As such, we cannot and do not guarantee the security of your information, nor can we guarantee that information you provide won't be intercepted while being transmitted over the internet or other networks.

Retention of Data

We will only retain your personal information for as long as reasonably necessary to fulfill the purposes we collected it for, including for the purposes of satisfying any legal, regulatory, tax, accounting or reporting requirements.

Changes to this Candidate Privacy Notice

This Candidate Privacy Notice may be updated from time to time by us at our discretion. Any updated version will be made available to you at <https://www.lincolninternational.com/privacy/>.

Contact Us

If you have any questions regarding this Candidate Privacy Notice, please contact Human Resources at the contact details below:

- Email: ushr@lincolninternational.com

California Data Subject Rights

The CCPA and CPRA provide California residents with specific rights regarding their personal information. This section describes your rights and explains how to exercise those rights.

The Right to Know or Correct

You have the right to request that we disclose certain information to you about our collection and use of your personal information over the past 12 months. You also have the right to request that we correct any personal information about you.

The Right to Delete

Subject to certain exceptions, you have the right to request that we delete your personal information that we collected from you and retained.

Exercising Your Rights

To exercise your rights described above, please submit a request to us by contacting Human Resources at ushr@lincolninternational.com.