

Hg Privacy Notice

This privacy notice (“**Notice**”) describes how Hg Capital LLP (a UK entity) and its related companies, including Hg entities in France (Hg France SAS), Germany (Hg Capital Verwaltungs GmbH, Hg Advisory GmbH & Co KG), Luxembourg (HgCapital (Luxembourg) S.a.r.l), Singapore (HgCapital Investments (Singapore) Pte. Ltd) and USA (Hg, Inc.), (“**Hg**” or “**we**” or “**us**” or “**our**”) collect, use and share personal data of individuals (“**you**”), both via this website, <https://www.hgcapital.com/> and any other Hg website where this Notice is posted (the “**Sites**”), as well as through other sources as set out below, e.g. through recruitment exercises, attending events or our offices, through third party sources (e.g. via data brokers and/or via LinkedIn) and otherwise engaging with us.

We are the controller of personal data meaning we are the organization legally responsible for deciding how and for what purposes it is used. This Notice does not apply to websites that post different statements. This Notice does not apply to our processing of personal data regarding Hg personnel.

This Notice applies in addition to any relevant terms and conditions that may apply to the Sites and other privacy notices that may be provided to you. If you are an investor with Hg, or an investor-related party, please also refer to the data protection/privacy notice/s available in the Investor Portal and/or the applicable subscription document.

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1. CHANGES TO THIS NOTICE

WE MAY UPDATE THIS NOTICE TO REFLECT CHANGES TO OUR INFORMATION PRACTICES. WE ENCOURAGE YOU TO PERIODICALLY REVIEW THIS PAGE FOR THE LATEST INFORMATION ON OUR NOTICE. WHEN WE MAKE CHANGES TO THIS NOTICE WE WILL REVISE THE LAST UPDATED DATE TOO. THIS VERSION WAS LAST UPDATED 28 NOVEMBER 2025.

2. SOURCES OF PERSONAL DATA

We collect and otherwise process different categories of personal data from multiple sources, including:

- **From Individuals:** We collect personal data directly from you, e.g., when you provide such information because you are interested in working with us or for us, or one of our portfolio companies, when you subscribe to our newsletters, attend our events or offices, you use or enquire about any of our services, you are a supplier of services to Hg or our portfolio companies and/or other encounters;
- **Automatically generated:** personal data may be automatically generated about you, e.g., through interactions with the Sites or via the placement of cookies (please see our Cookies Notice accessible from the footer of the Sites for more information. You can change your cookie preferences at any time using our Cookies Settings tool also accessible from the footer of the Site); and
- **Third Parties:** We receive personal data about you from third parties or publicly available information, e.g., from recruiters, background check agencies, referees, representatives, counterparties, regulators, service providers, third party data brokers.

3. THE CATEGORIES OF DATA WE PROCESS ABOUT YOU

We collect and otherwise process different categories of personal data about you, including:

- **Identity/contact data:** such as your name, title, work/personal email address, work/personal phone number, work/personal mobile number, office/personal address, gender, and passport/identity information;
- **Services data:** such as your log-in details, such as usernames and passwords when logging into our Sites, other details of services you have obtained from us or we have obtained from you, dietary requirements, and your interest, feedback and survey responses;
- **Bank account information:** your bank account details, fiscal identification number;
- **Professional information:** such as your job title, employment status, employer name, previous positions, training information, social media handle, CVs/resumes, academic history, qualifications, salary information, board memberships, track record and professional experience;
- **Physical access data:** logs relating to your visits to our premises, and CCTV/security camera recordings;
- **Usage data:** such as IP address, browser settings, website usage and other technical data such as details of your visits to our Sites, or information collected through cookies and other tracking technologies (please refer to our [Cookie Notice](#) for more details);
- **Background check information:** such as your educational qualifications, reference checks (e.g. from former line managers or colleagues), credit & financial history;
- **Interview information:** such as information from any tests conducted as part of the interview process or shared by you during the recruitment and interview stages or references; and

- **Publicly available information:** such as information from public registers of individuals; public registers of companies, charities, law firms, chartered accountant, stock or commodities exchange participants, mutual and other entities; public registers of sanctioned persons and entities; media search results, other public sources such as from LinkedIn.

We may not always collect more sensitive personal data, known as “Special Category Personal Data”, but we may require this in certain circumstances as would be notified to you and/or you may offer this as part of your interactions with us, e.g. to let us know dietary or access requirements. Such information may include:

- **Health information:** such as information about your health, including any medical condition, dietary requirements or disability.
- **Diversity information:** such as information about your race or ethnicity, religious beliefs, sexual orientation.
- **Criminal conviction information:** such as information about criminal convictions and offences.

4. PURPOSES OF PROCESSING & LEGAL BASIS

Under certain data protection laws, we can only process your personal data if we have a lawful basis, this is generally because:

- you have given consent (“**consent**”);
- it is necessary for the performance of a contract with you or to take steps at your request before entering into a contract (“**contract**”);
- the processing is necessary for compliance with a legal obligation which we are subject to (“**legal obligation**”); or
- it is in our legitimate interests or those of a third party (e.g. a portfolio company) (“**legitimate interests**”).

To the extent required by law, we will only process Special Category Personal Data where a further lawful basis is also met. Usually this will mean:

- that the processing is legally required under employment or health & safety law (“**legal obligation**”); or
- where there is a substantial public interest (“**substantial public interest**”); or
- where you have provided explicit consent (“**explicit consent**”).

The nature of your interaction with us will determine how we will process your personal data. The purposes and lawful bases (to the extent required by applicable data protection laws) for which we process your personal data are set out in the tables below:

- A. Visitors to and users of our Sites and services
- B. Individuals we interact with for marketing purposes
- C. Visitors to our offices for events
- D. Representatives of our consultants, advisers, business partners, suppliers or other counterparties
- E. Representatives (e.g. business owners, entrepreneurial leaders, employees) of our portfolio companies or prospective portfolio companies
- F. Recruitment candidates (for roles, including consulting roles, in Hg group or our portfolio companies)

G. For all visitors, users, representatives, consultants, advisers, business partners, suppliers, portfolio company employees or prospective portfolio employees or other counterparties

A. Visitors to and users of our Sites and services

Purpose of Processing	Category of Personal Data	Lawful Basis
1.To operate and maintain our Sites and improve our sites and services	Identity/Contact data Services data Usage data	Where your consent is required by applicable laws; Or, in all other cases, where it is in our/a third party's legitimate interests to process such data in order for Hg to operate its Sites, platform services, and business, such as (i) for IT operations; (ii) IT security and maintenance, and systems controls; (iii) to be efficient so we can deliver the best service to you; (vi) to place cookies or similar technologies on our webpages in order to track users as set out in our Cookie Notice where consent is not required.
2.To respond to comments and questions and provide services.	Identity/Contact data Services data Professional information	Where it is in our legitimate interests to process such data in order to provide the expected service, including to send technical notices, updates, security alerts, and support and administrative messages.

B. Individuals we interact with for marketing purposes

Purpose of Processing	Category of Personal Data	Lawful Basis
1.To market to you (either directly or with the support and assistance of third parties)	Identity/Contact data Professional information	Where you have provided consent ; Or, in all other cases, where it is in our/a third party's legitimate interests to process such data in order to market to you and provide information about our businesses.

C. Visitors to our offices and for events

Purpose of Processing	Category of Personal Data	Lawful Basis
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1.To register your attendance at our offices or events (including training, hangouts, forums, webinars, conferences), whether online or in person), to book accommodation, and to otherwise manage such visits, and events	Identity/Contact data Professional information Services data Health information	To comply with our legal obligations , including to comply with any applicable health and safety obligations; Where we have your consent/explicit consent ; Or, in all other cases, where it is in our legitimate interests such as (i) to ensure safety and security in our offices, (ii) to provide the expected service, and (iii) to manage the event.
2.For safety and security	Physical access data	Where it is in our/a third party's legitimate interests to ensure safety and security in our offices or at our events.

D. Representatives of our consultants, advisers, business partners, suppliers or other counterparties

Purpose of Processing	Category of personal data	Lawful Basis
1.To conduct business with you/the business you represent and otherwise maintain our business relationships	Identity/Contact data Professional information	Where it is in our legitimate interests such as to (i) to contact you; (ii) to manage our relationship.
2.To invoice you or pay you	Identity/Contact data Bank account information	In order to perform our obligations under our contract (with you or the entity you represent); Or, in all other cases, where it is in our legitimate interests to manage our relationship.

E. Representatives (e.g. business owners, entrepreneurial leaders, employees) of our portfolio companies or prospective portfolio companies

Purpose of Processing	Category of personal data	Lawful Basis
1.To consider prospective investment/divestment opportunities for Hg Group or portfolio companies and to conduct due diligence	Identity/Contact data Professional information Background check information Interview information	In order to perform our obligations under our contract (with you or the entity you represent); Where we are under a legal obligation (e.g. for AML/KYC purposes); Or, in all other cases, where it is in our/a third party's legitimate interests as part of

Purpose of Processing	Category of personal data	Lawful Basis
	Publicly available information	a decision-making exercise whether to invest in/buy/sell a company (whether within or outside Hg or portfolio of companies).
2.To conduct business with you/the business you represent, to identify prospective business customers (i.e. businesses or business departments) who may wish to purchase portfolio companies' services, and to otherwise maintain our business relationships, including for Hg portfolio community management purposes and value creation purposes e.g. networking and knowledge sharing	Identity/Contact data Professional information Publicly available information	Where it is in our/a third party's legitimate interests such as (i) to contact you; and (ii) to manage our relationship; (iii) to identify potential sales leads or investment opportunities.
3.To pay director fees and other transaction related fees	Identity/Contact data Bank account information	In order to perform our obligations under our contract (with you or the entity you represent).
4.For reporting purposes, e.g. for ESG monitoring (where possible aggregated and anonymised data is used)	Identity/Contact data Professional information	Where it is in our legitimate interests such as (i) to manage our relationship; and (ii) for internal and external reporting purposes.

F. Recruitment candidates (for roles, including consulting roles, in Hg group or our portfolio companies)

Purpose of Processing	Category of personal data	Lawful Basis
1.To assess your skills, qualifications, and suitability for the role	Identity/Contact data Professional information Interview information	In order to take preparatory steps before entering into a contract with you; Or, in all other cases, where it is in our/a third party's legitimate interests in order to assess your suitability for a role.
2.To carry out background and reference checks, where applicable	Identity/Contact data Background check information	In order to take preparatory steps before entering into a contract with you; Where you have provided consent/explicit consent ;

Purpose of Processing	Category of personal data	Lawful Basis
	Criminal conviction information Publicly available information	Where there is a legal obligation (employment-related); Where it is in the substantial public interest (e.g. for preventing or detecting unlawful acts or regulatory requirements); Or, in all other cases, where it is in our/a third party's legitimate interests in order to (i) assess your suitability for a role, including those roles that require a high degree and trust and integrity); (ii) for security and prevention of fraud and crime purposes.
3.To communicate with you about the recruitment process	Identity/Contact data	Where it is in our/a third party's legitimate interests so that we can engage with you where appropriate as part of the recruitment exercise/s.
4.To keep records related to our hiring processes and for other administrative and management purposes	Identity/Contact data Background check information Professional information Interview information	Where it is in our/a third party's legitimate interests so that we have information available in relation to the recruitment process.
5.To contact you about potential roles you may be interested in, either at Hg or in one of our portfolio companies.	Identity/Contact data Professional information	Where we have your consent or where it is in our/a third party's legitimate interests .
6.To provide accommodations/adjustments to your during recruitment	Health information	To comply with our employment related legal obligations .
7.For equal opportunity monitoring and reporting	Diversity Information	Where there is a legal obligation (employment-related), or where you have provided consent/explicit consent unless such information is collected on an aggregated and anonymous basis.

G. For all visitors, users, representatives, consultants, advisers, business partners, suppliers, portfolio company employees or prospective portfolio employees or other counterparties

Purpose of Processing	Category of Personal Data	Lawful Basis
1.To meet current or future legal and regulatory obligations.	Identity/Contact data Services data Professional information Background check information	To comply with our legal obligations ; Or, in all other cases, where it is in our/a third party's legitimate interests to protect and enhance our business and operations, including (i) to comply with applicable regulations and guidance as well as internal policies and procedures; (ii) for audit purposes and quality checks, and (iii) to respond to requests from legal, regulatory, judicial, administrative, governmental and other official bodies.
2.To share with third parties as further outlined below	Identity/Contact data Services data Professional information	To comply with our legal obligations ; Or, in all other cases, where it is in our/a third party's legitimate interests to operate our business and provide relevant services in the expected manner and to support the other purposes as set out in these tables.
3.To protect our rights, including initiating and defending claims, protect, investigate, and deter against fraudulent, unauthorized, or illegal activity.	Identity/Contact data Services data Professional information	Where it is in our/a third party's legitimate interests to protect our business including by: (i) collecting amounts from you; (ii) enforcing our legal rights; (iii) initiating claims; (iv) defending claims; (v) preventing and detecting crime, fraud and other abuses; (vi) investigating and attending to enquiries; and (vii) creating and maintaining our risk related models.
4.In case of sale, merger, reorganization, restructuring, investment or similar	Identity/Contact data Services data Professional information	Where it is in our/a third party's legitimate interests to manage and develop our business by enabling corporate transactions. Such transactions may require the provision of your personal data to actual or potential buyers, investors, merger entities, or assignees of our business or assets. Such data provision may also occur to allow such parties to evaluate or complete the corporate transaction.

In general, we will not conduct any processing activities relating to your personal data that involves any automated decision-making (including profiling). Typically, there is always human involvement. However, where we make a decision or profile through automated means, then we will put systems in place that comply with applicable laws.

Failure to provide us with the relevant personal data, in cases where you are legally or contractually required to provide it, may result in our being unable to hold up our end of the contract or meet legal requirements. We will inform you should this be the case.

COMMUNICATIONS TO AND FROM Hg

Please be aware that messages sent to and from Hg (including via email, WhatsApp, SMS, i-message) may be monitored for security purposes, to ensure compliance with legal and regulatory obligations and our internal policies.

5. DISCLOSURES OF YOUR PERSONAL DATA

For the purposes set out in this Notice, Hg may share your personal data with other entities within the Hg group of companies as well as with its portfolio companies (details of which you can find on this Site).

In addition, we share your personal data with third parties set out below for the purposes listed and as otherwise described in this Notice. Some of these third-party recipients are also data controllers, as they decide the purpose and means of processing personal data about you. In such cases their data protection/privacy notices will apply to the processing of your personal data too.

- Service providers e.g. who provide us with computing, analytics, project management, and hosting services, to enable our services to operate.
- Recruitment agents, PR agencies, customer relationship management providers to assist in our marketing efforts as described above, and to support our growth.
- Background check agencies, or referees to support us in the recruitment process, anti-money laundering or other legal, regulatory compliance and due diligence purposes.
- Professional advisers including consultants, lawyers, bankers, auditors and insurers who provide consultancy, banking, legal, insurance and accounting services to support our services.
- Regulators, law enforcement and other government agencies, including courts and tribunals.
- Hg existing portfolio companies for the purposes of considering investment or other M&A transaction opportunities.
- Actual or potential buyers, sellers, co-investors or joint venture partners and our and their advisers in connection with any actual or potential acquisition, sale, co-investment, joint venture or similar transactions in connection with Hg and/or the portfolio companies managed and/or invested by Hg.

6. INTERNATIONAL TRANSFERS OF PERSONAL DATA

Hg has offices and operations globally. In addition, some of the third-party recipients may be based or process personal data outside the UK or the European Economic Area (“EEA”). Your personal data may therefore be shared outside of the UK or EEA.

In case of international transfers of personal data, the laws of certain jurisdictions may provide a lower level of protection with respect to your personal data relative to the laws of your home country.

Whenever we transfer your personal data out of the UK or EEA, we ensure a similar degree of protection is afforded to it by ensuring at least one of the following safeguards is implemented:

- We will transfer your personal data to a country that has been deemed to provide an adequate level of protection for personal data by the ICO, the European Commission or other applicable regulator.
- We may use specific contracts approved by the relevant authorities which give your personal data the same protection it has in the UK and/or EEA.

Please use the contact details below to find out more about the transfer mechanisms relied upon.

7. DATA RETENTION

We endeavour not to keep personal data in a form that allows an individual to be identified for any longer than is reasonably necessary for achieving permitted purposes. To determine the appropriate retention period for personal data, we consider the volume, nature, and sensitivity of the personal data, the potential risk of harm from unauthorized use or disclosure of the personal data, the purposes for which we process personal data, whether we can achieve those purposes through other means, and the applicable legal and/or regulatory requirements.

In relation to usage data collected about visitors to the Site, please see our Cookies Notice.

8. DATA SECURITY

We maintain appropriate administrative, technical, and physical safeguards to help prevent unauthorized access, use, or disclosure of your personal data. While we seek to protect your information to ensure that it is kept confidential, we cannot absolutely guarantee that any information, during transmission through the Internet or while stored on our system or otherwise in our care, will be absolutely safe from intrusion by others, such as hackers.

9. U.S. STATE SUPPLEMENT

If you are a resident of California, please refer to the [U.S. State Supplement](#) for more details as to our data processing.

10. YOUR LEGAL RIGHTS

Depending upon applicable law and the applicable circumstances, you have the right to:

- (a) **request us to provide access** to personal data we hold about you;
- (b) **request us to rectify** any inaccuracies in your personal data that we hold;
- (c) **request us to delete** your personal data;
- (d) where we process your personal data based on your consent, **withdraw your consent** so that we stop that particular processing;
- (e) **request us to port** your personal data or to request the transmission of such data to another organization;

- (f) **object** to processing of your personal data based on legitimate interests;
- (g) **object** to processing of your personal data for direct marketing purposes (including any profiling activities in connection with direct marketing); or
- (h) **request us to restrict** how we process your personal data e.g. whilst a data protection complaint is being investigated.

If you wish to exercise any of the rights set out above, including if you wish to be removed from our marketing lists or change marketing preferences, please contact us using the details below or in the case of marketing, please use the unsubscribe link in the footer of all our marketing emails.

We endeavour to keep the personal data we store about you accurate. Please notify us if your personal details change or if you become aware of any inaccuracies in the personal data we hold about you.

You also have the right to make a complaint to applicable data supervisory authorities. Should you have a complaint or concern please allow us to deal with your concerns before you approach such authorities by contacting us in the first instance by emailing privacy@hgcapital.com.

In the UK, your local regulator is the Information Commissioner, whose website is available at <https://ico.org.uk>

In Germany, your local regulator is the Bavarian Data Protection Authority, whose website is available is <https://www.lda.bayern.de>

In France, your local regulator is Commission Nationale Informatique & Libertés, whose website is available at <https://www.cnil.fr>

In Luxembourg, your local regulator is Commission Nationale pour la Protection des Données, whose website is available at <https://cnpd.public.lu>

In Singapore, your local regulator is Personal Data Protection Commission, whose website is available at <https://www.pdpc.gov.sg/>

11. LINKS & SOCIAL MEDIA

Our Site includes links to third-party websites, plug-ins and applications. Clicking on those links or enabling those connections may allow third parties to collect or share data about you. We do not control these third-party websites and are not responsible for their privacy practices. When you leave our Site, we encourage you to read the data protection/privacy notice of every website or app that you visit.

We maintain a presence on several social networking platforms, such as LinkedIn, and X, and we also incorporate some third-party social networking features onto our Sites. Through these platforms and features, we receive some data about you as described above, and this Notice applies to that information as well. In addition, third-party social networking platforms have their own privacy policies that explain how the third parties that provide them will use and protect your information. We encourage you to read their privacy policies when using such platforms. In accordance with those policies (and your privacy settings within your social networking accounts), information about your activities on our Sites may be published to your social network.

12. HOW TO CONTACT US

You can contact us about any query or concern or complaint in relation to this Notice by emailing privacy@hgcapital.com.

In accordance with the Singapore Personal Data Protection Act 2012, HgCapital Investments (Singapore) Pte. Ltd has appointed a Data Protection Officer (DPO). In the event of any complaints or queries, please contact the DPO by emailing: privacy@hgcapital.com.

U.S. Supplement for Residents of California

This U.S. State Supplement ("**Supplement**") provides information for residents of California ("**you**"). This Supplement should be read with our [Privacy Notice](#) to fully understand our collection, use and disclosure of your personal information.

For purposes of this Supplement, "personal information" shall mean any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, to any individual or a household. Any other terms used here and not otherwise defined in our Privacy Notice shall have the meanings given to them in the Consumer Privacy Act, Cal. Civ. Code § 1798.100 et seq., as amended by the California Privacy Rights Act of 2020, and the regulations promulgated thereunder (collectively, the "**CCPA**").

We may collect (and may have collected in the preceding 12 months) the following categories of personal information for the purposes of processing described in Section 3 of our Privacy Notice:

- **Identifiers**, such as name, contact information (e.g., email address, physical address, telephone number), online identifiers (e.g., IP address, device IDs, social media identifiers, advertising ID).
- **Personal Information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e))**, such as your government identification numbers (e.g., driver's license number) and bank account information.
- **Protected classification characteristics under California or federal law**, such as race, gender, ethnicity, immigration status, religious belief or philosophical beliefs, union membership or information concerning your health.
- **Commercial Information** such as records of personal property, records of products or services purchased, obtained, or considered, or and other purchasing histories or tendencies.
- **Internet or other electronic network activity information**, such as searches or browsing histories on our Site, information about your interactions with our Site, and videos viewed thereon.
- **Geolocation information**, such as approximate (non-precise) location information.
- **Sensory data**, such as audio, electronic, visual, and similar information, including photographs for identification or security purposes, photographs at our hosted events, video and call recordings and security camera footage.
- **Professional or employment-related information**, such as, your job title, job history and employment information, background check information, including criminal records or driving records information.
- **Education information**, such as your education and training background and information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).

- **Inferences** drawn from any of the information identified above to create a profile about you reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

Sensitive Personal Information

Certain categories of personal information listed above may be considered sensitive personal information as defined under the CCPA. We do not collect or use sensitive personal information for the purpose of inferring characteristics about you. We do not use or disclose (and have not used or disclosed in the past twelve (12) months) sensitive personal information for any purposes other than the purposes permitted under the CCPA. Thus, we do not use or disclose sensitive personal information in any way that would require us to provide an opt-out opportunity under the CCPA.

We collect (and may have collected in the past preceding twelve (12) months) the categories of personal information above from you and from the following categories of partners and services:

- our affiliates and other entities within the Hg group of companies;
- our portfolio companies;
- our service providers and vendors performing services for us or on our behalf;
- our business partners, such as our strategic partners, consultants, advisers, suppliers, business owners, entrepreneurial leaders, portfolio companies and/or prospective portfolio companies and their representatives;
- social networks e.g. LinkedIn and X; and
- data brokers, such as background check services and providers of prospect data.

We may disclose (and may have disclosed in the preceding 12 months) the categories of personal information above to the following third parties:

- our affiliates and other entities within the Hg group of companies;
- our service providers and vendors performing services for us or on our behalf;
- our professional services providers, such as our professional advisors;
- our business partners, such as our strategic partners, consultants, advisers, suppliers, business owners, entrepreneurial leaders, portfolio companies and/or prospective portfolio companies and their representatives;
- social networks e.g. LinkedIn and X; and
- data brokers, such as background check services.

We do not sell or share and have not sold or shared any personal information in the preceding twelve (12) months. We do not have any actual knowledge of selling or sharing personal information of minors under 16 years of age.

Your Rights

Subject to certain exceptions, the CCPA provides you with specific rights regarding your personal information.

- Access Right. You have the right to receive certain information regarding our processing of your personal information:
 - the categories of personal information we collected about you
 - the categories of sources from which we collected your personal information

- the categories of personal information disclosed to third parties and categories of third parties to whom such personal information was disclosed
- our business or commercial purpose(s) for collecting or disclosing your personal information
- the specific pieces of personal information we have collected about you
- Correction Right. You have the right to request that we correct any inaccuracies in the personal information we have collected about you.
- Deletion Right. You have the right to request that we delete the personal information we have collected from you.

We do not use or disclose your personal information for profiling in furtherance of decisions that produce legal or similarly significant effects on you without either your explicit consent or where otherwise permitted by applicable law.

How to Exercise Your Rights

To exercise your rights to access, correct or delete your personal information, please send us an email at privacy@hgcapital.com. Only you, or someone legally authorized to act on your behalf, may make a request. Your request must provide sufficient information that allows us to reasonably verify you are the person about whom we collected personal information or an authorized representative and describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it. Depending on the nature of your request, we may ask that you verify that the request comes from you such as by requiring a signed written permission from you that authorizes the agent to act on your behalf. A valid power of attorney will constitute signed written permission, but you are not required to obtain a power of attorney to use an authorized agent.

We reserve the right to deny requests as allowed by applicable law, such as where we have a reasonable belief that the request is fraudulent, where your identity cannot be confirmed, or where we must retain your personal information consistent with applicable law. We endeavor to respond to a verifiable request within forty-five (45) days of its receipt. If we require more time (up to another 45 days), we will inform you of the reason and extension period in writing. We will only use personal information provided in the request to verify the requestor's identity or authority to make it. You have the right not to receive discriminatory treatment if you exercise any of the rights explained in this Supplement.

Other California Privacy Rights

California's "Shine the Light" law (Civil Code Section § 1798.83) permits users of our Site that are California residents to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. To make such a request, please send an email to privacy@hgcapital.com.

Questions about this Supplement

If you have any questions about this Supplement or our privacy practices, please send an email to privacy@hgcapital.com.

UK Associate Recruitment Supplement

This supplement is applicable to you if you are wishing to become an Hg associate recruitment in our London offices.

Stage 1: You will be asked to complete a cognitive aptitude test, run by Criteria (CCAT). The tests are marked using an automated system, and while Hg has set a minimum score to be achieved to move to the next round, all results are checked by our recruitment team to ensure the strongest candidates are selected. You can choose not to complete the CCAT. However, this means you will not be able to continue your recruitment journey with Hg.

Stage 2: The first interview is run by one of our investment executives. It covers a number of areas, including technical abilities, commercial and business judgment.

Stage 3: Successful candidates will be given a case study, which will be examined together with our investment executives.

Stage 4: Successful candidates will be asked to complete three Hogan Assessments (HPI, HDS & MVPPI). We use Hogan Assessments to help inform our recruitment decisions; it is one source among other data points in the recruitment process. For candidates who become Hg employees, we may continue to use the assessment results in the form of reports to help guide your development and learning at Hg, unless you ask us not to. You can choose not to complete the Hogan Assessments. However, this means you will not be able to continue your recruitment journey with Hg.

The reports are not shared with anyone other than those authorised by Hg who are involved in recruitment and talent development, including the Hg People Team, external coaches, facilitators involved in recruitment and development programs, and investment executives as applicable. We understand reports are confidential. Should reports need to be shared with others for purposes not related to recruitment or talent development, we will give you prior notice and ask for your consent, unless this is not permissible for legal or compliance purposes.

Stage 5: Successful candidates will be invited to a final interview. The results of the Hogan Assessments will be used to inform a more insightful discussion during this interview.

Stage 6: If successful and to equip you with as much insight and self-awareness as possible, as you start your career at Hg, you will be offered a debrief of the report findings in a 1:1 coaching session.

Please know that candidates are never automatically rejected because of a CCAT or Hogan Assessments. There is always someone from Hg recruitment who checks scores. In addition, all Hogan results are reviewed at least by a professional recruitment advisor. You can ask us at any stage of the recruitment process for access to your Hogan reports or ask us to stop using the CCAT or Hogan Assessments. You can also ask us to delete this information. Should you decide to ask us to stop using the reports and/or to delete the Hogan Assessment outputs, we will facilitate your request, but this means you will not be able to continue your recruitment journey with Hg.

If you have any questions, please contact Hg's recruitment team.