

# Privacy Statement

LEHMAN Capital LIMITED

We highly appreciate you visiting [www.Lehman.com](http://www.Lehman.com) (the "Website") and your interest in the LEHMAN Capital LIMITED ("Lehman"). We collect information from you when you choose to share it with us by visiting the Website or communicating with us through other means. Your privacy is important to us, and we will follow all applicable laws with respect to such data and information you provide to us.

When you supply information to us, Lehman aims to carefully and safely use your information in line with applicable privacy laws, rules, and regulations. This Privacy Statement explains how Lehman may collect, use, store, and disclose your information.

If you have any questions or concerns about Lehman's use of your information after reading this Privacy Statement, you can contact us through the contact details provided below.

Finally, we would like to point out that we are continually developing and improving our recruitment procedure and the Website. If this brings about any material changes in the way we process your information, this will be reflected in this Privacy Statement. At a minimum, this Privacy Statement will be reviewed and updated annually, and Lehman reserves the right to change, modify, add, remove, or otherwise revise portions of this Privacy Statement at any time.

Therefore, it is recommend that you regularly take notice of the Privacy Statement for any updates.

### **Information submitted by you**

When you visit the Website, contact us or request information from us, communicate with Lehman on behalf of a Business, or apply for a job at Lehman through the Website, Lehman processes your information and uses cookies and similar technologies. For information on how we use cookies and similar technologies, please read our Disclaimer and Cookie Statement.

If you apply to a job positing at Lehman through the Website, you will be required to submit information though our Careers webpage as part of your application, otherwise we will not be able to process your application.

The information we collect from you through our Website may include:

- Contact information such as you name, address, phone number and email address;
- If applying for a position at Lehman, information related to the recruitment and selection process such as resumes, employment history, education history, test scores, assessment results, and references. During the interview process, personal information such as gender, date of birth, and known traveler identification numbers may be collected to book travel for you to come onsite for interviewing. Later in the employment offer or onboarding process, personal information such as date of birth and social security number may be necessary to verify your identity and confirm your eligibility to work. Upon acceptance of employment,

Lehman may collect additional personal information from you for use in an employment context, and such information and permissible use will be detailed to you at the point of collection if required by applicable law;

- Geolocation/IP address of any computer, mobile device, or other electronic device you use to access the Website.

Information collected by Lehman

Categories and examples of personal information Lehman may collect from you directly or obtain from other sources	
Categories of personal information	Examples of specific personal information
Identifiers	Name, address, phone number, email address, date of birth, social security number, FINRA CRD number, and known traveler identification number IP address, cookie information
Protected classification information	Gender
Internet usage or other similar network activity	Geolocation information, IP address, and/or cookie information collected when using the Website
Geolocation data	Physical location, generally, while using the Website or while onsite at an IMC office
Audio, electronic, visual, thermal, olfactory, or similar information	Audio or visual recordings when you visit an Lehman office or take part in communications with Lehman through a video/chat software
Professional or employment-related information	Information detailed on your resume or CV, information about you available on your current employer's website, industry-related group membership information, information provided by a recruiting firm, and information which appears in a background check report
Education history information	Information detailed on your resume or CV, information provided by a recruiting firm or university, and information which appears in a background check report
Other personal information covered by relevant statute	Bank account information (for reimbursement or payment purposes)
Inferences drawn from personal information categories to create a profile reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, or aptitudes	Pre-employment testing results and reports facilitated by third parties

When communicating with Lehman generally, we may collect personal information reflecting written or verbal communications or transactions between Lehman and you (acting as an employee, owner, director, officer, or contractor of a business, company, corporation, partnership,

sole proprietorship, nonprofit, or government agency (a “Business”)) which occur in the context of Lehman conducting due diligence regarding, or providing or receiving a product or service to or from a Business.

We obtain the categories of personal information listed above from the following categories of sources:

- Directly from you and those acting on your behalf when using the Website or communicating with us;
- Indirectly from you or those acting on your behalf;
- Directly and indirectly from our Website;
- From third parties that interact with us in connection with the services we receive or perform.

Please note that we do not direct the Website to children under the age of sixteen, nor do we knowingly collect any information from children under the age of sixteen. If we learn that a child under the age of sixteen has provided information to the Website, IMC Chicago will use reasonable efforts to remove such information from our systems.

#### Lehman’ s use of your information

If you have shown interest in Lehman or a position at Lehman and have submitted information through our Website or communicated with us, we may store your information in our email archival system or our recruitment databases. The processing of your information is necessary for IMC Chicago to assess if your profile, background and capacities meet IMC’ s requirements for our vacancies and to find suitable candidates. We use the information in these databases to:

communicate with you and answer your questions; process your application; determine whether your qualifications and profile meet the requirements of a specific vacancy; book travel for you as necessary for the interview process; assess your skills and interest in career opportunities at Lehman; inform you about any other (future) vacancies; invite you for recruitment activities or events; and send you promotional material.

We may also use your information to:

- Fulfill or meet the reason for which the information is provided;
- Fulfill and perform contractual obligations;
- Provide you with the information, products, or services that you request from Lehman;
- Conduct due diligence regarding, or providing or receiving a product or service to or from a Business;
- Enhance your online experience, including as a way to recognize you and welcome you back to the Website;
- Review the usage and operations of our Website and to improve our content;
- Protect the security and integrity of our Website;
- Respond to inquiries or requests from government authorities and respond to judicial

processes.

Further, we may use your personal information for other lawful purposes which shall be described to you at the point of data collection, if required by law.

**Who has access to your information?**

If your information was submitted to apply for a job with Lehman, all our Lehman employees involved in the recruitment process have access to your information, but only to the extent necessary to fulfill their respective tasks. These employees may include our recruiters, HR employees, the relevant (hiring) manager and other employees that are involved in your application process.

If your information was collected as part of communicating with Lehman on behalf of a Business and Lehman conducts due diligence regarding, or providing or receiving a product or service to or from the Business, then all Lehman employees who have or may have a need to know such information may have access to or receive your personal information.

Your information may be accessed by other relevant Lehman departments, including but not limited to Finance, Legal, Risk & Compliance and Information Security, but only to the extent reasonably necessary to fulfil their respective tasks related to business operations.

Your information may be transferred to other Lehman offices outside of the United States. In the event your information is transferred to an Lehman office outside of the United States, the privacy statement of that particular IMC office shall apply from the time of the transfer (and such privacy statements are available here for your review).

The following external parties may have access to your information where relevant for the provisioning of their services to Lehman or to comply with the law, including but not limited to:

- Recruitment agencies
- Assessment centers and pre-employment testing vendors
- Travel-related vendors (including travel agencies, transportation companies, and hotels)
- Background screening companies
- Government, regulatory, and self-regulatory authorities
- Recruitment/Employee Onboarding/Human Resources-related software and cloud software vendors
- Data and website analytics vendors
- Other service providers

Additionally, your information may be shared as necessary if we believe that there has been a violation of the terms of our Website or of our rights or of the rights of any third party. Your information may be used and disclosed in response to inquiries or requests from government authorities or to respond to judicial process in the countries in which Lehman operates.

**How does Lehman secure your information?**

Globally, Lehman takes measures to ensure that your information is adequately protected.

Lehman has implemented and maintains appropriate and reasonable technical and organizational security measures to protect your information and prevent unauthorized access, acquisition, use, modification, or disclosure of your information.

**How long does Lehman store your information?**

The retention period for your information may differ depending on the purpose for which Lehman uses the information. Lehman complies with all applicable federal and state laws with respect to the storage and retention of your information.

**Questions**

We hope Lehman's Privacy Statement adequately addresses any questions you may have about Lehman's collection, use, disclosure, security, and storage of your information when you visit our Website. However, if you have any additional questions about the way Lehman processes your information, please contact Lehman's Legal Department:

When was the last modification made to this Privacy Statement?

This Lehman Privacy Statement applies since June 2020. The last modifications to this Privacy Statement were made on December 3, 2021