

**ADDITIONAL INFORMATION FOR CALIFORNIA RESIDENTS EMPLOYED BY, OR
APPLYING FOR WORK WITH, FIRST MANHATTAN AND ITS AFFILIATES**

This Additional Information for California Residents (the “Supplement”) supplements the First Manhattan Privacy Notice.

This Supplement is provided for purposes related to the California Consumer Privacy Act (“CCPA”) as amended by the California Privacy Rights Act (“CPRA”) and applies to the personal information of California residents who apply to First Manhattan and its affiliates that are subject to CCPA and CPRA. As used in this Supplement, “Personal Information” means information that is considered personal information as set forth in the CCPA and CPRA and is not otherwise excluded from the scope of the CCPA and CPRA.

COLLECTION AND DISCLOSURE OF PERSONAL INFORMATION

There are a number of potential purposes for processing employee personal information. These purposes include, but are not limited to: recruitment and fulfillment of employee contracts, completion of financial matters such as payroll and pensions, management and organization of the workplace, management of the employment lifecycle from onboarding and training through termination, equality and diversity initiatives, health and safety initiatives, safeguarding employees during emergencies and health matters, safeguarding business interests including confidential information and maintaining security, availability, and resilience of our premises, information systems, and technology, completion of investigations, claims, etc. and defense or pursuit of legal claims, and complying with legal obligations.

The following chart details which categories of Personal Information we *may* collect and process, as well as which categories of Personal Information we disclose to third parties for our operational business and hiring purposes, including within the 12 months preceding the date this Policy was last updated.

Through various operating subsidiaries, FMC Group Holdings LP (“First Manhattan”) provides a range of brokerage and investment advisory services. First Manhattan Securities LLC (Member SIPC, FINRA, NYSE, and MSRB), a wholly owned subsidiary of First Manhattan, is a registered broker-dealer. First Manhattan Co. LLC, a wholly owned subsidiary of First Manhattan, is an investment adviser registered with the SEC. None of First Manhattan, its affiliates, and its or their personnel provide banking services or legal, tax, or accounting advice.

Categories of Personal Information	Third Parties Receiving Personal Information for Operational Business Purposes
<p>Identifiers, such as name, alias, postal address, unique personal identifiers, email address, online identifiers, and government-issued identifiers (e.g., Social Security number, driver’s license, passport number)</p>	<p>Service providers that provide services such as recruitment, employment screening and background checks, tax services, human resources, consulting, expense management and payroll, IT, and other services; professional advisors such as lawyers; public and governmental authorities, such as regulatory authorities, self-regulatory organizations, and law enforcement as required</p>
<p>Personal information as defined in the California customer records law, such as name, contact information, signature, passport number; financial, education, and employment information; physical characteristics or description</p>	<p>Service providers that provide services such as recruitment, employment screening and background checks, tax services, human resources, consulting, expense management and payroll, IT, and other services; professional advisors such as lawyers; public and governmental authorities such as regulatory authorities, self-regulatory organizations, and law enforcement as required</p>
<p>Protected Class Information, such as characteristics of protected classifications under California or federal law such as sex, age, gender, race, disability, citizenship, military or veteran status, gender identity and expression, primary language, and immigration status</p>	<p>Service providers that provide services such as recruitment, employment screening and background checks, tax services, human resources, consulting, expense management and payroll, IT, and other services; professional advisors such as lawyers; public and governmental authorities such as regulatory authorities, self-regulatory organizations, and law enforcement as required</p>
<p>Commercial Information, such as travel information and expenses</p>	<p>Service providers that provide services such as travel arrangements and expense management, human resources, IT, and other services; public and governmental authorities, such as regulatory authorities, self-regulatory organizations, and law enforcement as required</p>
<p>Biometric Information, such as when we collect your fingerprints to conduct a background check. The processing of biometric information is for the purpose of uniquely identifying an individual.</p>	<p>Service providers that provide services such as employment screening and background checks, IT, and other services; public and governmental authorities,</p>

	such as regulatory authorities, self-regulatory organizations, and law enforcement as required
Internet or network activity information , such as access and usage information regarding our website or online application portal, timestamp information, and access and activity logs	Service providers that provide services such as IT, human resources, and other services; professional advisors such as lawyers; public and governmental authorities, such as regulatory authorities, self-regulatory organizations, and law enforcement as required
Audio/Video Data - audio, electronic, visual, and similar information, such as your resume or cover letter, if you participate in a video interview with us or are attending a meeting electronically	Service providers that provide services such as IT, human resources, and other services; public and governmental authorities, such as regulatory authorities, self-regulatory organizations, and law enforcement as required
Education Information subject to the federal Family Educational Rights and Privacy Act such as student transcripts, grade point averages, grades, academic standing, disciplinary records, and confirmation of graduation	Service providers that provide services such as background checks and human resources; public and governmental authorities, such as regulatory authorities, self-regulatory organizations, and law enforcement as required
Employment Information. Professional or employment-related information, such as work history, prior employer, information from reference checks, experience, qualifications, training and skills, work authorization, CV, résumé, cover letter, professional and other work-related licenses, permits and certifications held, work badge or identification card, professional performance reviews, and publicly accessible information posted on your professional social media accounts	Service providers that provide services such as recruitment, talent acquisition, employment screening and background checks, human resources, consulting, IT, and other services; professional advisors such as lawyers; public and governmental authorities such as regulatory authorities, self-regulatory organizations, and law enforcement as required
Sensitive Personal Information. Personal Information that reveals an individual's Social Security number, driver's license, state identification card, or passport number; account log-in; racial or ethnic origin, religion, or philosophical beliefs, citizenship, immigration status, or union membership	Service providers that provide services such as employment screening and background checks and human resources; public and governmental authorities such as regulatory authorities, self-regulatory organizations, and law enforcement as required

In addition, please see the following sections in First Manhattan's Privacy Notice for additional types of personal information we may collect, other sources from which we may obtain information, and why First Manhattan collects personal information and how we use it.

We may also disclose the above categories of personal information to a third party in the context of any reorganization, financing transaction, merger, sale, joint venture, partnership, assignment, transfer, or other disposition of all or any portion of our business or assets (including in connection with any bankruptcy or similar proceedings).

SELLING AND SHARING OF PERSONAL INFORMATION

First Manhattan *does not* sell your personal information for payment or for any other compensation. Under the CPRA, sharing is defined as the disclosure of personal information to third parties for purposes of "cross-context behavioral advertising." First Manhattan does not sell or share your PI and has not done so within the past twelve (12) months.

We engage third-party service providers, including marketing and advertising providers, and social media platforms (providers) to personalize your browsing experience on our websites, to provide certain targeted advertising services for us, and to help us measure the effectiveness of our websites and our online advertising. When you visit our websites, we and our providers collect certain information about your activity on our websites, including cookies and similar data stored on or collected from your browser or device. In some cases, our providers may combine this information collected on our websites with information about your activity on other, unaffiliated websites or social media platforms to deliver our ads to you when you are visiting other websites or platforms. This sharing of your information with certain third parties via cookies and similar methods, and our providers' use of certain cookies, may be considered a "sale" of personal information or "sharing" of personal information for "cross-context behavioral advertising" under the CCPA and CPRA. California residents covered by the CCPA and CPRA have the right to opt out of this "sale" or "sharing" of personal information. To opt out of this sale or sharing of your personal information, please contact us at the following toll-free number: 888.808.4919 or the First Manhattan Chief Compliance Officer at 212.756.3300.

In the 12 months preceding the date of this Supplement, we "sold" and/or "shared" personal information for "cross-context behavioral advertising", with respect to California residents covered by the CCPA and CPRA. We do not knowingly "sell" or "share" for "cross-context behavioral advertising" personal information of minors under 16 years of age as we do not have clients or employees that are under 18 years of age.

USE OF SENSITIVE INFORMATION

We may use sensitive personal information for the purposes of performing services for our business, providing services as requested by you, and ensuring the security and integrity of our business, infrastructure, and the individuals with whom we interact. This includes, without limitation, receiving and processing your job application, evaluating your suitability for the position you are applying for, conducting background checks, analyzing demographic information, issuing an offer

(subject to our discretion), fulfilling administrative functions, complying with law, legal process, or requests from governmental or regulatory authorities, and exercising or defending legal claims. The information is meant to support human resources in the processes of recruitment and hiring and the decisions related to providing benefits to candidates and their dependents, managing all aspects of compensation, operating and managing facilities and resources, and performing employment research and processing potential candidates and new hires.

INDIVIDUAL REQUESTS

If you are an individual who resides in California and whose personal information is collected and processed by First Manhattan, you may, subject to applicable law, have the right to:

- request that we disclose, free of charge, the categories and specifics of the personal information we collect about California residents, the sources from which the personal information was collected, the business purpose for collecting personal information, and the categories of personal information about you that we otherwise disclosed and the categories of third parties to whom we disclosed such personal information (if applicable);
- request the correction of any inaccuracies in your personal information;
- request that we delete your personal information that we have collected from you, subject to exceptions defined in the CCPA and CPRA. Following our verification of the request, we may comply with the request and delete certain personal information in our possession that we collected from you and/or any or all such personal information in the possession of our service providers, unless otherwise restricted by law or regulation.
- choose to opt-out of the sale of personal information. Currently, however, First Manhattan does not sell personal information for compensation.
- receive a copy of your personal information, including specific pieces of personal information, including a copy of the personal information you provided to us in a portable format.

First Manhattan will not unlawfully retaliate against you for making a request under the CCPA and CPRA. You may make a privacy request by contacting us at the following toll-free number: 888.808.4919 or the First Manhattan Chief Compliance Officer at 212.756.3300. We will verify and respond to your request consistent with applicable law, considering the type and sensitivity of the personal information subject to the request. We may need to request more personal information from you, such as email address and phone number, to verify your identity and protect against fraudulent requests. If you make a request to delete, we may ask you to confirm your request before we delete your personal information.

AUTHORIZED AGENTS

If an agent would like to make a request on your behalf as permitted by applicable law, the California resident's authorized agent may make a request on behalf of the California resident by contacting us at the following toll-free number: 888.808.4919 or the First Manhattan Chief Compliance Officer at 212.756.3300. As part of our verification process, we may request that you

provide, as applicable, identifying information and/or documentation of both the person making the request and granting the authority and confirmation of authorization to make the request.

AMENDMENTS

We reserve the right to amend this Supplement at any time without advance notice to address changes or future developments at First Manhattan, our business, our websites, or applicable law, rule, or regulation. When we do, we will communicate changes and updates to this policy by posting the updated policy and/or supplement to our websites and updating the “Version” date on the bottom right corner.