

Subject medical/health records (e.g., fitness for duty information); (d) Personal Data obtained from a US individual reporting agency and subject to the Fair Credit Reporting Act; and (e) Personal Data regarding EU-residents that is classified as “Special Categories of Data” under EU law, which consists of the following data elements: (1) race, (2) ethnicity, (3) religion or political beliefs, (4) trade union membership, (5) health information or biometric data, (6) sexual orientation or information about the Data Subject’s sex life, and (7) information about crimes or alleged crimes committed by the Data Subjects.

“Third Party” or “Third Parties” is/are any natural or legal person(s), public authority, agency or body other than the Data Subject, Hill or Hill’s agents.

11.0 CALIFORNIA NOTICE AT COLLECTION AND SUPPLEMENTAL NOTICE FOR RESIDENTS OF CERTAIN U.S. STATES

This Supplemental Notice for residents of states that have adopted comprehensive privacy legislation and others that may come into effect from time to time, including, but not limited to, California, Connecticut, Colorado, Utah, Iowa, and Virginia (collectively, “**Applicable State Laws**”).

Sharing in the last 12 months. . The following table describes the categories of Personal Data Hill has collected from Clients and Suppliers in the preceding 12 months, and whether we have disclosed that Personal Data for a business purpose (e.g., to a service provider). For more information about each category of third party, see Section 4.1 above.

Category	Category of Third Parties Information is Disclosed to
<p>Identifiers</p> <p>A real name, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, or other similar identifiers.</p>	<ul style="list-style-type: none"> • Other Clients and Suppliers • Data Analytics Providers • Service Providers
<p>Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e))</p> <p>A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.</p>	<ul style="list-style-type: none"> • Other Clients and Suppliers • Data Analytics Providers • Service Providers
<p>Sensitive personal information</p> <p>A Social Security, driver’s license, state identification card, or passport number, an account log-in, financial account, debit card or credit card number in combination with any required security or access code, password, or credentials allowing access to an account, precise geolocation, racial or ethnic origin, religious or philosophical beliefs, or union membership, contents of a consumer’s mail, email,</p>	<ul style="list-style-type: none"> • Service Providers

and text messages unless the business is the intended recipient of the communication, or genetic information.	
Protected classification characteristics under California or federal law Age (40 years or older), race, color, ancestry, national origin, citizenship, sex veteran or military status (as found on government ID).	<ul style="list-style-type: none"> • Other Clients and Suppliers • Service Providers
Commercial information Records of products or services purchased, obtained, or considered, or other purchasing histories.	<ul style="list-style-type: none"> • Data Analytics Providers • Service Providers
Internet or other electronic network activity Browsing history, information on a consumer's interaction with an internet website, application, or advertisement.	<ul style="list-style-type: none"> • Data Analytics Providers • Service Providers
Geolocation data Physical location or movements of Client employees (of Company-owned vehicles, tools or other devices)	<ul style="list-style-type: none"> • Other Clients and Suppliers • Data Analytics Providers • Service Providers
Inferences drawn from other personal information to create a profile about a consumer. Profile reflecting a consumer's preferences.	<ul style="list-style-type: none"> • Data Analytics Providers • Service Providers

The following table describes the categories of Personal Data Hill has collected from Employees and Contractors in the preceding 12 months, and whether we have disclosed that Personal Data for a business purpose (e.g., to a service provider).

Category	Category of Third Parties Information is Disclosed to
Identifiers A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number or other similar identifiers.	<ul style="list-style-type: none"> • Government entities (as part of a proposal or project only) • Service Providers
Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)) A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical	<ul style="list-style-type: none"> • Government entities (as part of a proposal or project) • Service Providers

information, or health insurance information.	
<p>Sensitive personal information</p> <p>A Social Security, driver’s license, state identification card, or passport number, an account log-in, financial account, debit card or credit card number in combination with any required security or access code, password, or credentials allowing access to an account, precise geolocation, racial or ethnic origin, religious or philosophical beliefs, or union membership, contents of a consumer’s mail, email, and text messages unless the business is the intended recipient of the communication, or genetic information.</p>	<ul style="list-style-type: none"> • Government entities (for compensation, taxes and other administrative purposes) • Service Providers
<p>Protected classification characteristics under California or federal law</p> <p>Age (40 years or older), race, color, ancestry, national origin, citizenship, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).</p>	<ul style="list-style-type: none"> • Service Providers
<p>Geolocation data</p> <p>Physical location or movements (of Company-owned vehicles, tools or other devices).</p>	<ul style="list-style-type: none"> • Service Providers
<p>Biometric information</p> <p>Biological characteristics that can be used to establish individual identity, or imagery of the iris, retina, fingerprint, face, hand, palm, vein patterns, and voice recordings, from which an identifier template such as a faceprint, a minutiae template, or a voiceprint, can be extracted.</p>	<ul style="list-style-type: none"> • Government entities (as part of security for a project only) • Service Providers
<p>Professional or employment-related information</p> <p>Current or past job history or performance evaluations.</p>	<ul style="list-style-type: none"> • Government entities (as part of a proposal or project only) • Service Providers

In addition, we may share any data we hold about you with the parties described in Section 4.1 above.

How We Collect and Use Your Personal Data. Information about the sources from which we collect Personal Data and the purposes for which we collect such information are set forth in Section 2 “Transparency/Notice-What Personal Data We Collect and How We Use It.” Examples of these purposes include: (i) to provide our services to you, (ii) to advertise and market our products and services to you, (iii) to comply with our legal obligations, and (iv) to ensure security and integrity of our systems.

“Sales” of Personal Information under the California’s CCPA and other state laws. For purposes of Applicable State Laws, we do not “sell” personal information, nor do we have actual knowledge of any “sale” of personal information of minors under 16 years of age as the term “sell” is commonly understood. That said, we may share your (i) “identifiers” (online identifiers only), (ii) “Internet or other electronic network activity”, and (iii) “inferences drawn from other personal information” (inferences based on online identifiers only) with third-party advertising partners for the purpose of promoting our

Services as described above, such as for cross-context behavioral advertising. To the extent that such sharing is considered a “sale” or “sharing” or disclosing for targeted advertising under California or other Applicable State Law, you may limit such sharing by:

- **Modifying Your Cookie Preferences.** When you first visit our website, you will be presented with a banner which offers you a choice to accept our use of cookies and similar tracking technologies, the use of which may constitute a “sale” or “share” of personal information under applicable law. Our cookie banner also includes a link to a “Cookie Settings” menu, on which you may enable or disable cookies by category. Please note that your request to opt-out of sale/sharing will be linked to your browser identifier only. If you use a different computer or Internet browser to access our sites, you will need to renew your cookie management choices.
- **Global Privacy Control.** You may exercise your opt-out right by broadcasting an opt-out preference signal, such as the Global Privacy Control (GPC) (on the browsers and/or browser extensions that support such a signal). Please note that your request to opt-out of sale/sharing will be linked to your browser identifier only. If you use a different computer or Internet browser to access our sites, you will need to renew your opt-out request.

Sensitive Personal Information. As outlined in the charts above, we only process Sensitive Personal Information relating to our employees. This processing is carried out exclusively for the purposes outlined in Section 2.3 above, to the extent permitted under law. This processing activity may include service providers and government entities.

Retention. As outlined in Section 6, Hill will retain Personal Data for as long as you use our Sites or as necessary to fulfill the purpose(s) for which it was collected, provide our products and services, resolve disputes, establish legal defenses, conduct audits, pursue legitimate business purposes, enforce our agreements, or based upon such other criteria required to comply with contracts, Hill policies and applicable laws.

Your Privacy Rights. You, or, for California residents, your authorized agent, may make a verifiable consumer request related to your personal information, to exercise the rights described in Section 5 above. To designate an authorized agent, please contact us as described in Section 8 above and provide written authorization for the agent you would like to exercise your rights. To protect your account, we may verify your identity, for instance by asking you questions about your use of our services.

12.0 SUPPLEMENTAL NOTICE FOR NEVADA RESIDENTS

If you are a resident of Nevada, you have the right to opt-out of the sale of certain Personal Data to third parties who intend to license or sell that Personal Data. You can exercise this right by contacting us at privacyofficer@hillintl.com with the subject line “Nevada Do Not Sell Request” and providing us with your name and the email address associated with your account. Please note that we do not currently sell your Personal Data as sales are defined in Nevada Revised Statutes Chapter 603A.

13.0 SUPPLEMENTAL NOTICE FOR CHINA RESIDENTS

This Supplemental Notice for China only applies to our processing of Personal Data that is subject to the applicable data protection laws of China, including the Personal Information Protection Law (“PIPL”).

Your Privacy Rights. In addition to the applicable rights listed above in Section 5, you have the following additional data subject rights: the right to request an explanation on how your Personal Data is handled, the right to file a lawsuit, and the right to allow your next of kin to exercise any of your rights unless other arrangements have been made before your death. For purposes of the PIPL, the Hill Privacy Officer/Grievance Officer is your data handler, and data subject requests may be directed to the contact information provided in Section 8 above.

International Transfers. When transferring Personal Data which originates in China internationally, we will comply with the applicable requirements governing the transfer and processing of such data. Providing Hill information for employment or otherwise during the Services or through the website constitutes your consent for our international transfer of your data.

List of Entrusted Persons. If permitted under applicable law, data subjects may request a copy of our service providers (entrusted persons).

14.0 SUPERSEDED DOCUMENTS

Document Number & Revision	Title
DMWEST #6675537 v2 (August 2015)	Hill International Inc., Safe Harbor Privacy Policy
(May 2017)	Hill International, Inc., Privacy Shield Policy

15.0 CHANGE LOG

Document all modifications to this Policy by date (oldest to the most recent), and include when Policy was initially released and expired.

Date	Rev	Change Made	Reason	Name
September 23, 2016	A	New Policy	EU-U.S. Privacy Shield	Aileen R. Schwartz
April 12, 2017	B	Revised Policy	Swiss-U.S. Privacy Shield	Aileen R. Schwartz
May 8, 2017	C	Revised Policy	Information Regarding Children Updated Legal Entities	Aileen R. Schwartz
May 26, 2017	D	Revised Policy	Information Regarding Applicant Tracking Updated	Aileen R. Schwartz
March 1, 2018	E	Revised Policy	Information Regarding Automated Profiling Updated	Aileen R. Schwartz
September 24, 2018	F	Revised Policy	Updated to address Business Units, Legal Entities, Mobile Applications and Analytics	Aileen R. Schwartz

May 2, 2019	F	Revised Policy	Updated to address Title Changes, Legal Entities, Analytics and New Privacy Requirements	Aileen R. Schwartz
September 21, 2020	G	Revised Policy	Updated to address New CCPA and Other Privacy Requirements	Aileen R. Schwartz
August 10, 2021	H	Revised Policy	Removed Privacy Shield and updated list of affiliates, and added reference to India	Aileen R. Schwartz
August 9, 2022	I	Revised Policy	Updated New CPRA, PIPL, and other Privacy Requirements	Aileen R. Schwartz
April 28, 2023	J	Revised Policy	Updated to address Final CCPA/CPRA Regulations	Aileen R. Schwartz