

MAYER BROWN PRIVACY POLICY FOR CALIFORNIA AND TEXAS CONSUMERS

LAST UPDATED: JANUARY 2025

This privacy policy is for our clients, potential clients, and users of our websites, collaboration sites, blogs, apps and other digital media mobile applications, and online services who are California or Texas consumers for purposes of the applicable data privacy laws (this “**California and Texas Privacy Policy**”) and supplements the information contained in Mayer Brown’s Privacy Notice located at www.mayerbrown.com (the “**Mayer Brown Privacy Policy**”).

This notice does not cover how we manage your personal information if you are a partner of or work for Mayer Brown or are applying for a position at Mayer Brown. If you are applying for a position at Mayer Brown, you can find relevant information about how we handle your personal information on the recruitment pages of our website.

1. SUMMARY OF PERSONAL INFORMATION HANDLING PRACTICES

Mayer Brown may collect personal information from you in different ways and for different purposes, as described further below. The table below describes the categories of personal information we may have collected about California and Texas consumers in the twelve (12) months prior to the date of this California and Texas Privacy Policy, the sources from which we may have collected that personal information, the purposes for which we may have used that personal information, and the categories of third parties to whom we may have disclosed that personal information. It is important to note that the types of personal information we collect will depend on your interaction with us, including the type of representation for which we are hired and your relationship with the firm. Please note that our prior 12-month practices are the same as our current personal information handling practices.

CATEGORY OF PERSONAL INFORMATION COLLECTED	SOURCE(S) FROM WHICH PERSONAL INFORMATION WAS COLLECTED	BUSINESS OR COMMERCIAL PURPOSE(S) FOR WHICH PERSONAL INFORMATION WAS COLLECTED, USED AND DISCLOSED	CATEGORIES OF RECIPIENTS OF PERSONAL INFORMATION
Personal Identifiers, including name, address, telephone number, email address, business contact information, social security number, driver's license number, and passport number or other government identifier	Consumers Third party databases of publicly available information	Business intake/conflicts checking Maintaining our Alumni Network Client collaboration on particular matters Business continuity Facilitating client communications Enabling access for and security for our offices Billing and expense reimbursement Facilitating the provision of legal advice and services Facilitating marketing/business development communications	Commercial research services Translation services Collaboration platform providers Extranet services Email backup services provider Mobile application provider Cloud based file sharing utility IT service provider Off-site records storage/management Government agencies Government database research service Local counsel for clients of the Global Mobility & Migration practice area Cloud-based software provider Consumers' other professional advisers Alumni Network members

CATEGORY OF PERSONAL INFORMATION COLLECTED	SOURCE(S) FROM WHICH PERSONAL INFORMATION WAS COLLECTED	BUSINESS OR COMMERCIAL PURPOSE(S) FOR WHICH PERSONAL INFORMATION WAS COLLECTED, USED AND DISCLOSED	CATEGORIES OF RECIPIENTS OF PERSONAL INFORMATION
<p>Personal information described in the California Customer Records Act (Cal. Civ. Code § 1798.80(e)), such as education and employment history, bank account information, tax returns, insurance policy information</p>	<p>Consumers</p>	<p>Maintaining our Alumni Network Client intake/conflicts checking Facilitating the provision of legal advice and services Facilitating fee and retainer payments Facilitating marketing/business development communications</p>	<p>Database provider Commercial research services Local counsel for clients of the Global Mobility & Migration practice area Government agencies Cloud-based software provider Accounting application provider Consumers' other professional advisers Alumni Network members</p>
<p>Personal records, such as, birth certificates, marriage certificates, divorce/adoption decrees, wage statements, police clearance certificates, medical exams and other health information, employment records including compensation data, photographs, diplomas, arrest/conviction records, dependent</p>	<p>Consumers</p>	<p>Facilitating the provision of legal services</p>	<p>Local counsel for clients of the Global Mobility practice area Government agencies Cloud-based software provider</p>

CATEGORY OF PERSONAL INFORMATION COLLECTED	SOURCE(S) FROM WHICH PERSONAL INFORMATION WAS COLLECTED	BUSINESS OR COMMERCIAL PURPOSE(S) FOR WHICH PERSONAL INFORMATION WAS COLLECTED, USED AND DISCLOSED	CATEGORIES OF RECIPIENTS OF PERSONAL INFORMATION
information and travel information			
Characteristics of protected classifications under California or federal law, such as race, color, gender, marital status	Consumers	Facilitating the provision of legal advice and services	Local counsel for clients of the Global Mobility & Migration practice area Government agencies Cloud-based software provider Consumers' other professional advisers
Commercial information, including asset ownership and valuation and utility bills	Consumers	Facilitating the provision of legal services Client intake	Consumers' other professional advisers Government database research service
Internet and other electronic network or communication activity information, such as interactions with Mayer Brown emails, Mayer Brown's website and substantive content sent through email	Consumers	Facilitating the provision of legal services Facilitating website registration Facilitating our understanding of our marketing emails' effectiveness Providing users information about other events or services in their areas of interest	IT service provider Cloud-based software provider

CATEGORY OF PERSONAL INFORMATION COLLECTED	SOURCE(S) FROM WHICH PERSONAL INFORMATION WAS COLLECTED	BUSINESS OR COMMERCIAL PURPOSE(S) FOR WHICH PERSONAL INFORMATION WAS COLLECTED, USED AND DISCLOSED	CATEGORIES OF RECIPIENTS OF PERSONAL INFORMATION
Audio, electronic, visual, thermal, olfactory, or similar information, such as video or photographic images	Consumer Closed circuit television in our New York office Videoconference meetings	Building security Facilitating training sessions and the provision of legal services Administering and maintaining the Alumni Network Administering and maintaining our website	IT service provider Cloud based software provider Alumni Network members Website users

2. ADDITIONAL PURPOSES FOR USING/DISCLOSING PERSONAL INFORMATION

In addition to the purposes identified above, we may also use and disclose the categories of Personal Information identified above to:

- Address legal or regulatory disputes or investigations involving our work, including potential and actual negligence claims and professional discipline matters;
- Prosecute or defend lawsuits or other legal disputes in which you are involved and for which you hire us to represent you;
- Comply with a legal obligation;
- Address fraud, security or technical issues; or
- Otherwise protect our rights or property or security of other parties, our clients and visitors or the public.

In such instances, we may disclose Personal Information about you to our co-counsel, opposing counsel, external electronic discovery vendors, external subject matter or expert witnesses/consultants, or our insurers.

Additionally, if you retain us to represent you in connection with a legal dispute, we may collect additional categories of Personal Information from you (or at your direction) depending on the subject matter of the representation. The use and disclosure of such Personal Information will be consistent with the uses outlined above.

3. RETENTION OF PERSONAL INFORMATION

We have document retention and destruction practices relating to data which differ according to geographical region, practice area/business support team, the nature of the information, its format and type of documentation. In determining the appropriate retention period for personal information we consider such factors as the nature of the information, the purposes for which the data is retained, appropriate security measures, relevant technical constraints and applicable legal requirements.

Please contact us if you want further information about our record retention policies.

4. NO SALE OR SHARING OF PERSONAL INFORMATION

We do not sell or share your personal information with third parties. We also do not knowingly sell, share, use for cross-context behavioral advertising or disclose the personal information of children under the age of 16. If we change our practices in the future for any new information that we collect from you, we will notify you by updating this California and Texas Privacy Policy.

5. SENSITIVE PERSONAL INFORMATION

Certain types of personal information are considered "sensitive" personal information and require additional data privacy rights and obligations. Depending on your relationship to Mayer Brown, we may collect from you your social security number, driver's license number, state identification number, passport number, racial or ethnic origin, religious or philosophical beliefs, or union membership, as described in the Summary of Personal Information Handling Practices section above, which may be considered sensitive personal information under applicable data privacy laws in the United States. We only collect this sensitive personal information where necessary to provide the legal services for which we were retained or for business intake and conflicts checking purposes ("Permitted Uses"). Because Mayer Brown uses this sensitive personal information for Permitted Uses, there is no need for it to provide a Limit Use and Disclosure of Sensitive Personal Information right under applicable United States data privacy laws. Where required by law, we will obtain your consent before processing your sensitive Personal Information.

6. RIGHTS FOR CALIFORNIA AND TEXAS CONSUMERS

California's and Texas's data privacy laws provide California and Texas consumers the following rights with respect to their personal information, subject to certain exceptions. This Section explains those rights. If you are a California or Texas consumer and would like to exercise any of those rights, please see Section 7 below for more information on how to submit a request.

A. RIGHT TO KNOW ABOUT AND ACCESS YOUR PERSONAL INFORMATION

You may have the right to request that we provide you with the Personal Information we have collected about you, including the categories of Personal Information; the categories of sources from which the Personal Information is collected; the business or commercial purpose for collecting or sharing Personal Information; and the specific pieces of Personal Information we have collected about you.

B. RIGHT TO DATA PORTABILITY

You have the right to receive the information under right (A) in a format, to the extent technically feasible, that is portable, usable, and allows you to transmit the personal information to a person without impediment, where the processing is carried out by automated means.

C. RIGHT TO DELETE YOUR PERSONAL INFORMATION

You may have the right to request that Mayer Brown delete certain of your personal information that we have collected from you. However, this right to deletion may not apply to any of your personal information that is subject to an exception under the applicable United States data privacy laws. Once we receive your request and verify your identity, we will delete (and direct our contractors and service providers to delete) your personal information in our records that is not subject to any of the applicable exceptions.

D. RIGHT TO CORRECT

You have the right to request us to correct inaccurate personal information we maintain about you.

E. RIGHTS RELATED TO SHARING FOR CROSS-CONTEXT BEHAVIORAL ADVERTISING OR SALE

We do not share your personal information for cross-context behavioral advertising or sell your personal information.

F. RIGHTS RELATED TO SENSITIVE PERSONAL INFORMATION

California and Texas data privacy laws provide additional protection for sensitive personal information. Please see the Sensitive Personal information section above for more information.

G. RIGHT TO NON-DISCRIMINATION

Mayer Brown will not discriminate against any California or Texas consumer who exercises any of the rights described above. Specifically, except as permitted by the applicable data privacy law, we will not deny you goods or services; charge you different prices or rates, including through granting discounts or other benefits, or imposing penalties; provide you with a different level of service or quality of goods or services; or suggest that you may receive a different price or rate for goods or services or a different level or quality of goods or services.

H. RIGHT TO APPEAL

Under the Texas Data Privacy and Security Act, you may have the right to appeal our response to your privacy request. If we decline to take action in response to your exercise of a privacy right, we will inform you of the reason for denying your request and provide you instructions on how you may be able to appeal the decision.

7. HOW TO SUBMIT A REQUEST

If you are a California or Texas consumer and would like to exercise any of the applicable data privacy rights identified above, you may submit a request by completing this form, by calling us toll-free at (844) 936-1724, or emailing us at privacy@mayerbrown.com. In some instances, we will need to verify your identity before honoring your privacy right request. To verify your identity, we will ask that you provide the following information when you submit your request: your name, address, telephone number, email address, and a description of your relationship to Mayer Brown (e.g., client, website user, or member of Mayer Brown alumni website), and the nature of your request under the relevant data privacy law (e.g., request to delete or request to know). Depending on your type of request or the information requested by you, we may require additional information in order to verify your identity and fulfill your request. If we cannot successfully verify your identity, we will inform you of that fact. We cannot fulfill your request or provide you with your personal information if we cannot verify your identity or that you have authority to make the request and confirm the personal information relates to you.

Making a verifiable consumer request does not require you to create an account with us. We will honor your privacy rights request within 45 calendar days of receipt, unless we request an extension under the applicable data privacy law.

8. SUBMITTING A REQUEST THROUGH YOUR AUTHORIZED AGENT

You may exercise your privacy rights through an authorized agent. If we receive your request from an authorized agent, we may ask for evidence that you have provided such agent with a power of attorney or that the agent otherwise has valid written authority to submit requests to exercise rights on your behalf.

9. CONTACT FOR MORE INFORMATION

If you have any questions or concerns about this California and Texas Privacy Policy or our privacy practices, or to request this California and Texas Privacy Policy in another format, please contact privacy@mayerbrown.com.