

EMPLOYMENT PRIVACY NOTICE

Micron Employment Privacy Notice

Micron Technology, Inc. and its group companies (collectively “Micron”, “we”, “us” or “our”) are committed to conducting business with uncompromising integrity and professionalism, and this includes respecting your privacy and protecting your personal data.

In this Employment Privacy Notice (this “Notice”), we provide you with details about how we process your personal data during and after your work relationship with Micron - whether as a team member, contract worker, intern, trainee or apprentice. “Processing” means collecting, using, sharing, transferring and storing of your personal data.

It is important that you read and retain this Notice, as well as any other communications, policies, documents, or postings from Micron regarding your privacy that we may provide when we are processing your personal data.

We encourage you to contact us (see “How to Contact Us” below) if you have any questions or concerns. If you are working through an agency or contracting service, we encourage you to review that organization’s privacy policies and practices in addition to this Notice. This Notice normally would not apply to their processing of your personal data.

Last Updated: May 15, 2024

1. SCOPE OF THIS EMPLOYMENT PRIVACY NOTICE

This Notice applies globally to all team members, interns, trainees, apprentices, independent contractors and contract workers (collectively “Employees”) whose personal data (defined in section 3 below) we may process during and after their work relationship with Micron.

This Notice describes how we process your personal data, whether collected by Micron or our agents, or provided by you, in connection with your work relationship with us.

This Notice does not create or form part of any contract for employment, whether permanent or temporary, or any other contract to provide services to or receive services from Micron. When we use the terms ‘employment’, ‘employee’, or ‘team member’ throughout this Notice, we do so for simplicity and in no way is such use intended to imply the existence, where there is none, of an employment relationship between you and Micron.

Please remember that our [Terms of Use](#), our Micron [Privacy Notice](#) and other policies and procedures, as applicable, may also govern your use of our products, networks, systems, applications, assets, services or websites.

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2. YOUR RIGHTS AND PREFERENCES

Privacy and data laws in different countries and regions around the world give individuals certain rights in relation to their personal data. We conduct our global employment privacy practices according to this Notice, our [Applicant Privacy Notice](#) and the relevant laws of the countries or regions in which we interact with you.

3. INFORMATION WE COLLECT ABOUT YOU

When used in this Notice, “personal data” means any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with an individual (“data subject”), and includes “personal data” or “personal information” as defined applicable data protection laws. Data that cannot be associated with you, such as aggregated or de-identified information, is not personal data. The chart below indicates the categories of personal data that Micron collects about you during and after your employment with Micron, the sources of personal data, Micron’s purposes of processing, the categories of third parties to whom we recently disclosed the data leading up to the effective date of this Notice, and how long we retain the categories of personal data in Micron systems.

Categories of personal data Micron collects	Sources	Purpose(s) of processing personal data	Categories of third parties to whom we disclose	Retention of personal data
Personal identifiers: Personal contact details such as name, title, address, date and place of birth, employee ID, telephone number and email address Bank account details, payroll records, and tax status information Driver’s license number, passport number, nationality/visa status, or related information Social Security number, national identification number, or other government-issued numbers	(a) Directly or indirectly from you (b) From third parties	(a) Business purposes (b) Administering payments and benefits (c) Security measures (d) Compliance	(a) Payroll services and benefits providers (b) Auditing and accounting firms (c) Professional services consultants (d) Vendors that assist with employment processes (e) Data analytics services (f) Security vendors (g) IT vendors (h) Customer service providers (i) Professional service providers, including external auditors	Permanent
Biometric information: fingerprints, retinal scans, facial scans	Directly from you	(a) Security measures	(a) Security vendors (b) IT vendors	3 years
Internet or other similar network activity: Information about your use of Micron computers, devices, systems and networks, email or other electronic communications	(a) Directly or indirectly from you	(a) Business purposes (b) Compliance (c) Security measures	(a) IT vendors (b) Security vendors (c) Customer service providers	2 years

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Categories of personal data Micron collects	Sources	Purpose(s) of processing personal data	Categories of third parties to whom we disclose	Retention of personal data
Information collected through cookies and similar technologies when browsing our websites			(d) Professional service providers, including external auditors	
Geolocation data	(a) Directly or indirectly from you	(a) Security measures	(a) IT vendors (b) Security vendors (c) Customer service providers (d) Professional service providers	5 years
Sensory data: Audio, electronic, visual, thermal, olfactory, or similar information. Photographs, video conferencing recordings, CCTV recordings, telephone calls, communications over electronic channels and applications	(a) Directly or indirectly from you	(a) Business purposes (b) Security measures (c) Compliance	(a) IT vendors (b) Security vendors (c) Customer service providers (d) Professional service providers	2-5 years
Professional or employment-related information: Wages, salary, compensation, annual leave, retirement, work performance, disciplinary actions, grievances, and/or internal investigations, job titles, salary history, work history, working hours, holidays, absences, training records, professional memberships, board memberships, and other professional activities or roles. Information from publicly available social media or networking sites or applications, and from other electronic search services.	(a) Directly from you (b) From third parties	(a) Decisions related to employment (b) Business purposes (c) Security measures (d) Compliance	(a) Vendors that assist with employment processes	Permanent
Education records: Grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	(a) Directly from you	(a) Decisions related to employment (b) Business purposes (c) Compliance	(a) Vendors that assist with employment processes	Permanent
Inferences drawn from other personal data collected: Information about additional skills that our systems infer that you may have.	(a) Directly from you (b) From third parties	(a) Decisions related to employment (b) Business purposes	(a) Vendors that assist with employment processes	3 years
Sensitive personal data or “sensitive personal information” collected: Social security number, driver’s license, state identification card, government	(a) Directly from you (b) From third parties	(a) Business purposes	(a) Payroll services and benefits providers (b) Auditing and accounting firms	Permanent

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Categories of personal data Micron collects	Sources	Purpose(s) of processing personal data	Categories of third parties to whom we disclose	Retention of personal data
Identification number or passport number Background check information Biometric information 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, political or philosophical beliefs, or union membership The contents of mail, email, and text messages Children's information Personal information collected and/or analyzed concerning health Personal information collected and/or analyzed concerning sexual orientation		(b) Administering payments and benefits (c) Security measures (d) Compliance	(c) Professional services consultants (d) Vendors that assist with employment processes (e) Data analytics services (f) Security vendors (g) IT vendors (h) Professional service providers, including external auditors	

4. HOW WE COLLECT YOUR PERSONAL DATA

We may collect personal data about Employees through the application and recruitment process, directly from candidates, from employment agencies, from employers of contractors, through screening services, and/or background-check providers. We may collect additional information from third parties including former employers, credit reference agencies, publicly available websites such as LinkedIn, or other sources that supply employment or identity verification services.

We may collect additional personal data in the course of job-related activities throughout the time period that you work with us or receive benefits from us. Such collection may occur by you directly providing us with your information or we may automatically collect information about you, such as through monitoring Micron computer and systems access and usage.

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Individuals who are under the applicable legal age of employment in their geography should not supply any personal data to any Micron or affiliate website for the purposes of applying for, obtaining or maintaining a job, internship or apprenticeship/traineeship with Micron.

5. HOW WE USE YOUR PERSONAL DATA

Purposes of Processing Personal Data

Unless we specifically disclose otherwise, you understand that Micron and third-party partners may use any of your collected personal data for the following legitimate and lawful purposes:

- **Decisions related to employment:**
 - 'Professional or employment-related information' may be used for reviewing your performance; evaluating your development as an Employee; setting your job duties and assessing our staffing needs; assessing your qualifications for other roles within the company or promotions; determining salary and compensation; preparing for grievance or other disciplinary procedures, including termination; or
 - dealing with legal disputes involving you or other Employees, including accidents at work.
- **Business Purposes:**
 - conducting data analytics studies to review and better understand employee demographics, performance, retention, and attrition rates;
 - communicating with you through chat, customer service and marketing channels;
 - ascertaining and fulfilling education, training, and development requirements and opportunities; or
 - ensuring the effective operation of our facilities, resources and systems, and enabling authorized access to these facilities, resources and systems by Employees.
- **Administering payments and benefits:**
 - making tax and other required deductions;
 - making decisions about salary and compensation; and
 - coordinating the provision of benefits.
- **Security measures:**
 - ensuring the physical safety of, and lack of threats to, our facilities, resources, Employees and other people interacting with Micron;
 - preventing fraud and securing our systems, data, resources, and facilities from unauthorized access or exploitation;
 - monitoring compliance with our IT policies- the level of monitoring of your use of company equipment and systems may vary depending on your location, applicable law, the type of relationship you have with us, and the type of work that you perform for Micron. We monitor and may restrict access to our systems, even when using personal devices (e.g., we monitor and may restrict access to certain websites when you access our guest WIFI/network or systems)

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- ensuring network and information security, including preventing unauthorized access to our computer and electronic communications systems, and preventing malicious software distribution; or
- investigating theft and other illegal activities.
- **Compliance:**
 - verifying your identity and nationality;
 - ensuring that you are legally permitted to work;
 - conducting internal investigations; or
 - monitoring diversity in accordance with the applicable law.

6. DISCLOSURE OF YOUR PERSONAL DATA

We may disclose any personal data as described in this Notice to our affiliates, subsidiaries, and other Micron companies, as well as to third party service providers we use to support our business.

Through our contracts with our service providers, we strive to require that they only use personal data we share with them for the purposes for which we disclose it to them. The categories of service providers that we share information with and the services they provide are:

- **Payroll services and benefits providers** that assist us in calculating, handling, and disbursing your salary, benefits, and other compensation.
- **Auditing and accounting firms** that assist us with the creation, maintenance and auditing of our financial and business records.
- **Professional services consultants** that perform analytics, assist with improving our business, provide legal services, or supply project-based resources and assistance.
- **Vendors** that assist with employment processes, customer service, and verifying compliance with Micron policies and applicable laws.
- **Data analytics services** that analyze data from internal and external sources and assist with various data trends to improve our Employee relationships and experiences.
- **Security vendors** that assist with security incident verification and response, service notifications, and fraud prevention.
- **IT vendors** that assist with system design, architecture and implementation, hosting and maintenance, data and software storage, and network operations.

We may also disclose personal data to other external parties when required by law or to protect Micron or other persons, as described in this Notice.

We may disclose personal data to a buyer or other successor in the event of a merger, divestiture, restructuring, reorganization, dissolution, sale or other transfer of some or all of Micron's assets, in which personal data held by Micron about our Employees is among the assets transferred.

We may disclose de-identified or aggregated information without restriction.

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7. DATA SECURITY

We strive to implement measures to help safeguard your personal data from accidental loss and from unauthorized access, use, alteration, and disclosure. We use physical, administrative, and technical safeguards for these purposes. Depending on the data and system, these may include data minimization, aggregation, anonymization, cyber and logistics security, encryption, physical security, business continuity and disaster recovery, and risk management systems and processes.

8. DATA RETENTION AND MANAGING YOUR DATA

Your personal data is retained for the duration of your time with Micron, plus a reasonable time period thereafter, and as necessary to fulfill our business purposes disclosed in this Notice. The specific duration of retention depends on many factors, including the record type, your relationship with Micron, and your location. Rights that may depend on the country or region in which you are resident are covered more extensively in our [Micron Privacy Notice](#) and under Sections 9 and 10 below. Our [Micron Privacy Notice](#) provides additional information on how we will respond to you if you exercise your data protection rights in accordance with applicable data protection laws.

With respect to your activities with Micron, the Micron affiliate that employs or appoints you is considered to be the “controller” of your personal data under applicable data privacy regulations. Other entities that we work with may also act as controllers of your personal data and you should contact them if you have any questions about how they use your personal data.

9. INTERNATIONAL DATA TRANSFERS AND THE DATA PRIVACY FRAMEWORK

We may transfer, process or store your personal data in countries or regions other than those in which you are located.

Where permitted by applicable law, Micron may transfer, process or store your personal data in any country or region where we have facilities, business operations, or engage service providers, or where the other recipients of personal data described in this Notice are located. By using our site or otherwise interacting with us, you acknowledge the transfer of your personal data to, and the processing and storage of your personal data in, countries outside of your country of residence or the point of collection.

Micron complies with the EU-U.S. Data Privacy Framework (EU-U.S. DPF), the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF) as set forth by the U.S. Department of Commerce. Micron has certified to the U.S. Department of Commerce that it adheres to the EU-U.S. Data Privacy Framework Principles (EU-U.S. DPF Principles) with regard to the processing of personal data received from the European Union in reliance on the EU-U.S. DPF and from the United Kingdom (and Gibraltar) in reliance on the UK Extension to the EU-U.S.

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DPF. Micron has certified to the U.S. Department of Commerce that it adheres to the Swiss-U.S. Data Privacy Framework Principles (Swiss-U.S. DPF Principles) with regard to the processing of personal data received from Switzerland in reliance on the Swiss-U.S. DPF. If there is any conflict between the terms in this privacy policy and the EU-U.S. DPF Principles and/or the Swiss-U.S. DPF Principles, the Principles shall govern. To learn more about the Data Privacy Framework (DPF) program, and to view our certification, please visit [Data privacy framework website](#).

Some countries may have data protection laws that are different from the laws of your country. However, Micron has taken appropriate safeguards to require that your personal data remains protected in accordance with law when it is being transferred, processed and stored.

The Micron U.S. entities and subsidiaries that adhere to the E.U.-U.S. Data Privacy Framework (EU-U.S. DPF), the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF) as well as the EU-U.S. DPF Principles and the Swiss-U.S. DPF Principles include: Authentia Services LLC; Elements Properties, LLC; Keystone Technology Solutions, LLC; Micron Consumer Products Group LLC; Micron Customs Brokerage Services, Inc.; Micron Federal Systems, LLC; Micron Idaho Semiconductor Manufacturing (Triton) LLC; Micron Lehi Development, LLC; Micron Memory Finance LLC; Micron New York Semiconductor Manufacturing LLC; Micron Semiconductor Asia, LLC; Micron Semiconductor Products, Inc.; Micron Semiconductor Receivables LLC; Micron Technology Asia Pacific, Inc.; Micron Technology Finance LLC; Micron Technology Foundation, Inc.; Micron Technology Services, Inc.; Micron Technology Utah, LLC; Micron Technology, Inc.; Micron Virginia Semiconductor Manufacturing LLC; Ovonyx, Inc.; S-Squared Insurance Company, Inc.; and Technology No. 3, LLC.

Accountability for Onward Transfers – Third Parties Who May Receive Personal Data. Micron uses third party service providers to assist us in providing services to individuals such as, helping with certain technical operations, transmission of data, and data storage services. These third parties may process or store personal data in the course of providing their services. Micron maintains contracts with these third parties restricting their access, use, and disclosure of personal data in compliance with our DPF obligations. To the extent provided by the DPF principles, Micron remains responsible and liable under the DPF if a third party that Micron engages to process personal data on its behalf does so in a manner inconsistent with the DPF Principles, unless Micron establishes it is not responsible for the action giving rise to the damage.

Questions or Complaints In compliance with the DPF Principles, Micron commits to resolve complaints about our collection or use of your personal data. Individuals with inquiries or complaints regarding our Privacy Notice should first contact us by using our “Contact Us” information provided below. You may also use the self-help tools we make available to you on our websites to learn more about your rights with respect to data transfers and to request access to, limit the use of, or limit the disclosure of, your personal data. If you make a request that involves personal data, you will need to provide certain authentication and verification information in order for us to respond to your request.

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In compliance with the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF and the Swiss-U.S. DPF, Micron commits to cooperate and comply respectively with the advice of the panel established by the EU data protection authorities (DPAs) and the UK Information Commissioner's Office (ICO) and the Swiss Federal Data Protection and Information Commissioner (FDPIC) with regard to unresolved complaints concerning our handling of human resources data received in reliance on the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF and the Swiss-U.S. DPF in the context of the employment relationship.

The Federal Trade Commission has jurisdiction over Micron US operations' compliance with the EU-U.S. Data Privacy Framework (EU-U.S. DPF) and the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF).

Binding Arbitration. Under certain conditions, and as a last resort, it may be possible for you to invoke binding arbitration for complaints regarding DPF compliance not resolved by any of the other DPF mechanisms. For additional information, see the [U.S. Department of Commerce's Arbitration Procedures \(dataprivacyframework.gov\)](https://www.dataprivacyframework.gov). In the event and where necessary, if Micron does transfer personal data to a country outside of the EEA, EU, UK or Switzerland which is not considered 'adequate' by the European Commission ('Restricted Transfer'), Micron will ensure that it will put into place adequate protection for the transfer of such personal data. This includes data transfer mechanisms such as the EU Standard Contractual Clauses and the UK Standard Contractual Clauses for Restricted Transfers.

If you have specific questions about employment practices in your jurisdiction, please refer to the contact information for your jurisdiction listed in Section 10.

10. ADDITIONAL COUNTRY OR REGIONAL PRIVACY CONSIDERATIONS

We operate in many different countries and regions. This Notice sets out the privacy principles and procedures we adhere to globally, but specific laws may apply to you based on the country or region in which you are located.

Micron has adopted a global approach on privacy with the intent of providing individuals with strong privacy protections regardless of where they reside. We recognize and implement high standards for privacy rights compliance on a global scale.

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SINGAPORE

Controlling Law:

As a resident of Singapore, during your interactions with us as an Employee, the processing of your personal data is described in this Notice, which is intended to capture applicable privacy rules, including the Personal Data Protection Act and its subsidiary legislations.

Managing Your Data:

Micron will ensure that the personal data in its records is accurate and necessary for the purposes for which it was collected.

You have the right to request access to your personal data as processed by us and to have it corrected. You have also the right to obtain explanations of this Notice.

To exercise any of these rights, please use our [online form](#). Please note, we may request additional information from you, if necessary, to verify your identity or find your unique records in our systems.

We respect your right to privacy and will not take any negative actions against you for asserting your rights. If consent is required for us to process your personal data, you may withdraw or modify such consent at any time by contacting us.

Micron Semiconductor Asia Pte. Ltd.
Attention: Global People Services
1 North Coast Drive
Singapore 757432
Phone: +65 6637 0708

Micron Semiconductor Asia Operations Pte. Ltd.
Attention: Global People Services
1 North Coast Drive
Singapore 757432
Phone: +65 6637 0708

Micron Semiconductor Asia Pte. Ltd.
Attention: Singapore Data Protection Officer
1 North Coast Drive
Singapore 757432
Email: privacy@micron.com

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11. CHANGES TO OUR NOTICE.

We may make changes to this Notice, our [Micron Privacy Notice](#), or any of our supporting privacy procedures to reflect our data processing activities. You can view the current Employment Privacy Notice at <https://www.micron.com/Privacy/employment-Privacy-Notice>.

12. HOW TO CONTACT US.

Please contact us if you have questions or comments about this Notice, our [Micron Privacy Notice](#), or privacy questions generally. We welcome your feedback and comments.

A. Via Email. Contacting us by email at privacy@micron.com.

B. Via Telephone. You may also contact us by telephone at +1-800-336-8915.

C. Via Direct Mail. You may contact us by direct mail at:

Micron Technology, Inc.
Attn: Legal-Privacy
8000 South Federal Way
Post Office Box 6
Boise, Idaho 83707-0006, USA

D. To Micron's People Organization: You may also reach out to your local People organization contact, as identified in Section 10 above, for more information on our general employment policies and practices for your jurisdiction.