

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: January 1, 2023

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.

2. YOUR RIGHTS AND PREFERENCES

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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, de-identified or anonymized information (“Anonymous Information”), is not personal data.

We may process the following categories of personal data about you:

- **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 to verify and process payments.
 - Driver’s license number, passport number, nationality/visa status, or related information to verify your employment eligibility, provide travel arrangements or provide other services to you.
 - Social Security number, national identification number, or other government-issued numbers for tax purposes.
- **Protected Classifications and Sensitive Personal Data:**
 - Your marital status and dependents for tax and benefits administration purposes.
 - Information about disability, your race, ethnicity, religion, veteran’s status, or sexual orientation if you choose to provide on a strictly voluntary basis.
 - Information about your health, such as medical conditions and health and sickness records. This includes details of any absences (other than holidays) from work, including family leave and sick leave; information related to biological screenings or testing for controlled substances; information provided through health surveys and questionnaires, records related to administering and maintaining your healthcare and other benefits; and information about a condition needed for processing benefits when you leave Micron and the reason is related to your health.
 - Background checks (for select Employees in certain countries).
- **Biometric Information:**
 - We may collect biometric information about you, such as fingerprints, retinal scans, facial scans, etc.
- **Internet or Other Electronic Network Activity Information:**

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- We collect information about your use of Micron computers and networks, including your use of the internet and your email or other electronic communications when you are using company websites or systems, or company computers or other company-provided devices such as mobile phones or tablets.
- 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).
- Information collected through cookies and similar technologies when browse our website, subject to any consents or preference settings (see our Micron [Privacy Notice and Cookie Policy](#) for further information).
- Information about how Micron protects its digital intellectual property, trade secrets, and our systems and equipment monitoring policies and procedures, is available at micron.policytech.com.
- **Location Data:**
 - We may collect location data about you where it is relevant to the fulfillment of your employment duties at Micron.
 - We collect information regarding your access to and use of our facilities and systems (e.g. badges, login data, recordings, security devices).
 - We may collect data regarding your operation of company owned, issued or compensated devices (e.g. computers, mobile phones, motor vehicles).
- **Audio, electronic, visual, thermal, olfactory, or similar information:**
 - We may collect photographs of you for identity verification. Your image may be recorded on building security cameras or through video conferencing if you come to one of our locations or engage in video conferencing with us.
 - Your telephone calls, online meetings or other communications over electronic channels and applications may be monitored or recorded when accessing company resources (e.g., IT services), interacting with customers or members of the public.
 - We do not routinely collect any of your thermal, olfactory or similar biometric information, but reserve the right to do so for site security or if health and safety concerns require us to do so.
- **Professional or employment-related information:**
 - We collect information regarding your wages, salary, compensation, annual leave, retirement, work performance, disciplinary actions, grievances, and/or internal investigations.
 - We may also collect information regarding job titles, salary history, work history, working hours, holidays, absences, training records, professional memberships, board memberships, and other professional activities or roles.
 - We may collect information from publicly available social media or networking sites or applications, and from other electronic search services.

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- Your employment records include information you provided during the application process about the educational institutions you have attended or your level of education including educational records. We also collect and maintain information about any professional licenses you hold, certifications you receive, or additional education or training you undertake.

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.

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

Unless we specifically disclose otherwise, you understand that we may use any of your collected personal data for any of the purposes described in this Notice (as permitted by applicable law), including:

- **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;
 - ascertaining and fulfilling education, training, and development requirements and opportunities; or

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- 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 and complying with health and safety obligations:**
 - 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;
 - 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.

We may also process your personal data for other purposes with your consent or at your direction, which consent you may withdraw or modify at any time by contacting us. Such purposes shall be specified from time to time to you.

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.

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- **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, including 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 Anonymous Information without restriction.

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.

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9. INTERNATIONAL DATA TRANSFERS

Where permitted by applicable law, we may process your personal data in any country or region where we have facilities, business operations, affiliates, subsidiaries, or in which we engage service providers, and we may transfer your personal data amongst these countries, regions, and entities. Some countries may have data protection laws that are different from the laws of your country. 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.

Micron complies as a self-certifying entity with the EU-U.S. and Swiss-U.S. Privacy Shield Frameworks, as described in our [Privacy Shield Policy](#), where you can find additional information regarding how Micron complies with the Privacy Shield Frameworks. However, Micron no longer relies on those Frameworks for its own transfers of personal data from the European Union (“EU”), the European Economic Area (“EEA”), the United Kingdom (“UK”), or Switzerland (“CH”) to jurisdictions that they have not recognized as having laws that provide an adequate level of protection. Instead, Micron relies on the legal mechanisms such as the European Commission approved Standard Contractual Clauses or your consent (in limited circumstances) for such transfers and for other transfers to jurisdictions that have not been recognized as having laws that provide adequate protection. For a copy of the Clauses, you may contact us as described below.

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.

CHINA

Controlling Law:

As a resident of China, 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 Information Protection Law, the Cybersecurity Law and General Principles of The Civil Law.

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Contacting Micron's People Organization in China:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of personal data. Third parties should be contacted directly. Micron and its affiliates may be contacted globally as indicated under "How to Contact Us" or at our regional Chinese operations located at: 18F, Building 1, 1535 Hong Mei Road, Xuhui District, Shanghai, P.R.China.

JAPAN

Controlling Law:

As a resident of Japan, 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 Act on the Protection of Personal Information.

Contacting Micron's People Organization in Japan:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of personal data. Third parties should be contacted directly. Micron and its affiliates may be contacted globally as indicated under "How to Contact Us" or at our regional Japanese operations located at:

Micron Japan, Ltd.

Attention: Global People Services

2-70, Konan 1-chome, Minato-ku, Tokyo 108-0075 Japan

Micron Memory Japan, K.K.

Attention: Global People Services

2-70, Konan 1-chome, Minato-ku, Tokyo 108-0075 Japan

THE EU, EEA, SWITZERLAND AND UNITED KINGDOM

Micron Employees who are located in the EU, EEA, UK or CH have the following data privacy protections. These measures apply to the processing by Micron or its affiliates of personal data.

Controlling Law:

As a European Union (EU), European Economic Area (EEA), Switzerland (CH) or United Kingdom (UK) resident, 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 General Data Protection Regulation 2016/679 ("GDPR"), the UK GDPR and the Data Protection Act 2018 for the UK, the Federal Act on Data Protection 2020 for CH, and other local GDPR derogations, as each may be updated or amended.

Legal Basis for Processing Under the GDPR:

The Micron must have a "legal basis" for the processing of your personal data. The applicable legal basis often depends on the types of data and the specific context in which it is processed.

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The chart below provides information regarding our processing activities and the corresponding legal basis.

Micron's Processing Activities	Legal Bases to Process Your EU Personal Data
Provide administrative functions to you	(a) Necessary for performance of the employment contract (b) Necessary for our legitimate interests, including to effectively run our business
Conduct diagnostic or troubleshooting activities	(a) Necessary for our legitimate interests, including to effectively run and develop our business
Conduct security, monitoring or internal investigation activities	(a) Necessary for our legitimate interests (b) Necessary to comply with a legal obligation, such as health and safety and equality laws
Conduct business planning, forecasting and reporting	(a) Necessary for our legitimate interests, including to effectively run and develop our business (b) Necessary to comply with a legal obligation, such as corporate financial requirements
Comply with legal obligations and certain law enforcement requests or support legal claims related to a contract	(a) Necessary to comply with a legal obligation, such as when we are required by a court order or other governmental body, or because of a regulatory requirement to do so (b) Necessary for our legitimate interests
Collect and track certain data for security and health and safety initiatives	(a) Necessary to comply with a legal obligation, such as health and safety and equality laws (b) Necessary for our legitimate interests, in securing our confidential data, IT infrastructure, facilities, and the safety of individuals
Seek to improve or personalize your experiences with Micron	(a) Necessary for our legitimate interests, including to gather Employee feedback so we can make informed improvements
Engage in activities with you related to your employment	(a) Necessary for the performance of the employment contract (b) Necessary for our legitimate interests
Process payments and provide benefits and other incentives	(a) Necessary for the performance of the employment contract (b) Necessary for our legitimate interests

Managing Your Data:

Processing of personal data is necessary to fulfill contractual obligations, for the performance of the employment relationship and to comply with applicable law.

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Upon request, Micron will provide you with a copy of personal data we hold about you, correct your personal data, or delete your personal data.

- You also have the right to object to our processing of your personal data.
- We will respond to properly submitted and verified requests within 30 days.

Please note, pursuant to the law, certain personal data is exempt from the above requests. 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.

Contacting Micron's People Organization in the EU and the UK:

Micron, its affiliates, and its authorized third parties may be separate autonomous controllers of personal data, as appropriate and taking into consideration the relationships existing between each of such entities and the involved data subjects. Third party controllers of your personal data should be contacted directly by you. Micron and its affiliates may be contacted globally as indicated under "How to Contact Us" or at our regional EU, EEA, CH and UK operations located at:

Micron Semiconductor France, SAS
Attention: Legal-Privacy
23, avenue Carnot
91300 Massy
France 91300

Micron (Deutschland) GmbH
Attention: Legal-Privacy
Leopoldstrasse 250B
Munich, D-80807

Micron Semiconductor Italia S.r.l.
Attention: Legal-Privacy
Via Trento, 26
Vimercate, MB 20871, Italy

Micron Europe Limited
Attention: Legal-Privacy
Greenwood House
London Road
Bracknell, Berkshire, RG12 2AA, UK

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Individuals in other EEA countries or CH may contact our Data Protection Officer at:

Thomas Neumayer
Micron (Deutschland) GmbH
Attention: Legal-Privacy
Leopoldstrasse 250B
Munich, D-80807
Email: germanyDPO@micron.com

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INDIA

Controlling Law:

As a resident of India, 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 Constitution of India, Indian Penal Code, 1860, Code of Criminal Procedure 1908, Information Technology Act, 2000 (IT Act).

Contacting Micron's People Organization in India:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of personal data. Third parties should be contacted directly. Micron and its affiliates may be contacted globally as indicated under "How to Contact Us" or at our regional Indian operations located at:

For Employees:

Through the PeopleNow portal in India.

For contractors and other external users:

Micron Technology Operations India LLP

The Skyview, 20 7th floor, Sy. No. 83/1, Raidurgam, Madhapur, Hyderabad, Telangana 500081
Phone: +91 40 68110900

Contacting Micron's Grievance Officer:

Micron's Grievance Officer may be contacted at:

Grievance Officer

Grant Barrett

Privacy Director

Legal - Director, Global Data Privacy and Data Security

Email: privacy_india@micron.com

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MALAYSIA

Controlling Law:

As a resident of Malaysia, 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 under the Malaysian Personal Data Protection Act 2010.

Contacting Micron's People Organization in Malaysia:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of personal data. Third parties should be contacted directly. Micron and its affiliates may be contacted globally as indicated under "How to Contact Us" or at our regional Malaysian operations located at:

Micron Memory Malaysia Sdn. Bhd. (MMP)
Attention: Director, Malaysia Country Business People Partner
PMT 779, Lingkaran Cassia Selatan
Taman Perindustrian Batu Kawan
Seberang Perai Selatan
14110 Bandar Cassia, Pulau Pinang
Phone: +60 6956 2629
Email: moorthy@micron.com

Micron Semiconductor Malaysia Sdn. Bhd. (MMY)
Attention: Director, Malaysia Country Business People Partner
Tanjung Agas Industrial Area
P.O. Box 62
Muar Johor 84000, Malaysia
Phone: +60 6956 2629
Email: moorthy@micron.com

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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.

Contacting Micron's People Organization in Singapore:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of personal data. Third parties should be contacted directly. Micron and its affiliates may be contacted globally as indicated under "How to Contact Us" or at our regional Singapore operations located at:

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_singapore@micron.com

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TAIWAN

Controlling Law:

As a resident of Taiwan, during your interactions with us, the processing of your personal data will occur under the terms of this Notice, as modified or supplemented by those Taiwanese privacy terms which are intended to capture applicable privacy rules, including the Personal Data Protection Act.

Contacting Micron's People Organization in Taiwan:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of personal data. Third parties should be contacted directly. Micron and its affiliates may be contacted globally as indicated under "How to Contact Us" or at our regional Taiwanese operations located at:

Micron Technology Asia Pacific, Inc. (Taiwan Branch)
Attention: Global People Services
Rm. 2508, 25F., 333, Sec. 1, Keelung Rd.,
Xinyi Dist., Taipei City 110, Taiwan (R.O.C.)

Micron Technology Taiwan, Inc.
Attention: Global People Services
No. 667, Fusing 3rd Road, Gueishan Dist.
Taoyuan City 33383, Taiwan

Micron Memory Taiwan Co., Ltd.
Attention: Global People Services
No. 369, Sec. 4, Sanfeng Rd., Houli Dist.,
Taichung City 42152, Taiwan (R.O.C.)

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.

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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.

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UNITED STATES- CALIFORNIA

Controlling Law:

As a California resident, during your interactions with us as an Employee, the processing of your personal data or “Personal Information” as defined by the California Privacy Rights Act of 2020 (“CPRA”) will occur under the terms of this Notice, as modified or supplemented these additional provisions, which are intended to capture applicable privacy rules, including the CPRA, as may be updated or amended.

A. Collection, Use, and Disclosure of Personal Data:

Micron collects all of the information described in Section 3 of our [Privacy Notice](#) from and about California residents. You should refer to that section for more detail, but this information generally falls into the categories listed in the chart below, to the extent it is personally identifiable. The chart also indicates the sources of the data, Micron’s purposes of processing, 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.

Micron does not receive any monetary compensation for data it shares with vendors or service providers. Micron shares or “sold” (as that term is defined under the CPRA) “identifiers” (like IP addresses), “internet or other electronic network activity information” (like information regarding an individual’s browsing interactions on a website), and “commercial information” (like the fact that a browser visited our webpage,) to third parties that assist us, such as marketing or analytics providers.

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
<p>Personal identifiers: Personal contact details such as name, title, address, date and place of birth, employee ID, telephone number and email address</p> <p>Bank account details, payroll records, and tax status information to verify and process payments</p> <p>Driver’s license number, passport number, nationality/visa status, or related information</p> <p>Social Security number, national identification number, or other government-issued numbers</p>	(a) Directly or indirectly from you (b) From third parties	(a) Business purposes (b) Administering payments and benefits (c) Security measures and complying with health and safety obligations (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) Professional service providers, including external auditors	Permanent
<p>Protected Classifications and Sensitive Personal Data: Marital status and dependent information, information about disability, your race, ethnicity, religion, veteran’s status, or sexual orientation, health information, such as medical conditions and health and sickness records, background check information</p>	(a) Directly or indirectly from you (b) From third parties	(a) Business purposes (b) Administering payments and benefits (c) Security measures and complying with health and safety obligations (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) Professional service providers, including external auditors	Permanent
<p>Biometric information: fingerprints, retinal scans, facial scans</p>	Directly from you	(a) Security measures and complying with health and safety obligations	(a) Security vendors (b) IT vendors	3 years
<p>Internet or other similar network activity: Information about your use of Micron computers and networks, email or other electronic communications</p> <p>Information collected through cookies and similar technologies when browsing our website</p>	(a) Directly or indirectly from you	(a) Business purposes (b) Compliance	(a) IT vendors (b) Security vendors (c) Professional service providers, including external auditors	2 years
<p>Geolocation data</p>	(a) Directly or indirectly from you	(a) Security measures	(a) IT vendors (b) Security vendors (c) Professional service providers	5 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
<p>Sensory data: Audio, electronic, visual, thermal, olfactory, or similar information. Photographs, video conferencing recordings, CCTV recordings, telephone calls, communications over electronic channels and applications</p> <p>We do not routinely collect any of your thermal, olfactory or similar biometric information, but reserve the right to do so for site security or if health and safety concerns require us to do so.</p>	(a) Directly or indirectly from you	(a) Business purposes (b) Compliance	(a) IT vendors (b) Security vendors (c) Professional service providers	2-5 years
<p>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.</p> <p>Information from publicly available social media or networking sites or applications, and from other electronic search services.</p>	(a) Directly from you (b) From third parties	(a) Decisions related to employment (b) Business purposes (c) Compliance	(a) Vendors that assist with employment processes	Permanent
<p>Education records: Grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.</p>	(a) Directly from you	(a) Decisions related to employment (b) Business purposes (c) Compliance	(a) Vendors that assist with employment processes	Permanent
<p>Inferences drawn from other personal data collected: Information about additional skills that our systems infer that you may have.</p>	(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
<p>Sensitive personal data or CPRA “sensitive personal information” collected:</p>	(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
<p>Social security number, driver’s license, state identification card, or passport number</p> <p>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.</p> <p>Precise geolocation</p> <p>Racial or ethnic origin, religious or philosophical beliefs, or union membership</p> <p>The contents of mail, email, and text messages unless the business is the intended recipient of the communication</p> <p>The processing of biometric information for the purpose of uniquely identifying an individual</p> <p>Personal information collected and analyzed concerning health</p> <p>Personal information collected and analyzed concerning sexual orientation</p>		<p>(b) Administering payments and benefits</p> <p>(c) Security measures and complying with health and safety obligations</p> <p>(d) Compliance</p>	<p>(c) Professional services consultants</p> <p>(d) Vendors that assist with employment processes</p> <p>(e) Data analytics services</p> <p>(f) Security vendors</p> <p>(g) IT vendors</p> <p>(h) Professional service providers, including external auditors</p>	

B. Right to Opt Out of “Sale” of Personal data:

Californians have a right to ask us not to “sell or share” certain personal data as those terms are defined under the CPRA. You can make such a request by performing the following steps:

1. **Marketing opt-out:** Use the “[Your Privacy Choices](#)” link in the footer of Micron websites, click on the “opt-out” option to opt out of sharing and sales of your personal data, which includes any sharing of your information for targeted advertising. As an alternative to using the link referenced above, you may call +1-800-336-8915 between the hours of 8:00AM and 4:00PM Pacific Time to submit your request; and

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2. **Cookies and online tracker opt-out:** If you'd like to opt-out of CPRA "sales or sharing" that happen through cookies and related technologies, follow the steps below on each Micron website you use:
 - a. Click the cookie icon in the bottom left corner of the website.
 - b. Select the "Reject All" option.

Please note, you must repeat this process for each device and browser that you use to access Micron websites.

C. Right to Limit Processing of Sensitive Personal data:

Micron processes sensitive personal data in its role as a prospective employer, but only for lawful purposes.

D. Right to Access, Correct, or Delete Personal data:

If you are a California resident, California law requires Micron to:

- Provide you the categories of personal data we have recently collected or disclosed about you; the categories of sources of such information; the business or commercial purpose for collecting or disclosing your Personal data; the categories of third parties with whom we disclosed Personal data; and the length of time we retain this information.
- Upon request, provide a copy of personal data we hold about you, correct your personal data, or delete your personal data.

Please note, pursuant to the law, certain personal data is exempt from the above requests.

To exercise any of these rights, please use our [online form](#), or call +1-800-336-8915. 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.

E. Requests Made by Authorized Representatives:

If you are the authorized representative making an access, correction or deletion request on behalf of a California resident, we must take steps to verify your authority. This will require you to provide written proof of your authority.

F. Contacting Us:

You may contact us:

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Via email: privacy@micron.com.

Via direct mail:

Micron Technology, Inc.
Attention: Legal - Privacy
8000 South Federal Way
Boise, Idaho 83707-0006, USA
Via telephone:1-800-336-8915