

APPLICANT PRIVACY NOTICE

Micron Applicant 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 Applicant Privacy Notice (this “Notice”), we provide you with details about how we process your personal data when you are pursuing a job, internship, apprenticeship, traineeship or other work relationship with us, or when we are otherwise processing your personal information for recruitment purposes. “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 information.

Last Updated: May 15, 2024

1. SCOPE OF THIS APPLICANT NOTICE

This Notice applies globally to all individuals whose personal data (defined in Section 3 below) we may process regarding potential interest in working at Micron, whether as an employee, contract worker, trainee, intern or apprentice, as well as other individuals whose personal data we process for recruitment purposes (such as for evaluation of whether to contact them about working with us) (collectively “Candidates”).

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

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.

Please remember that our [Terms of Use](#), our [Micron Privacy Notice](#), and other policies and procedures, as applicable, also govern your interactions with us and any use of our 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 privacy practices according to this Notice, our [Micron Privacy Notice](#), our Employment 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 in 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 a recruitment interaction, 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, candidate ID, telephone number and email address 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) Professional services consultants (b) Vendors that assist with employment processes (c) Customer service vendors (d) Security vendors (e) IT vendors (f) Professional service providers, including external auditors	3 years
Protected Classifications and Sensitive Personal Data/ Sensitive Personal 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	(a) Directly or indirectly from you (b) From third parties	(a) Business purposes (b) Administering payments and benefits (c) Security measures (d) Compliance	(a) Professional services consultants (b) Vendors that assist with employment processes (c) Data analytics services (d) Security vendors (e) IT vendors	3 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
Internet or other similar network activity: Information about your use of Micron computers and networks, email or other electronic communications Information collected through cookies and similar technologies when browsing our website	(a) Directly or indirectly from you	(a) Business purposes (b) Security measures (c) Compliance	(a) IT vendors (b) Security vendors (c) Professional service providers, including customer service providers and external auditors	2 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 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.	(a) Directly or indirectly from you	(a) Business purposes (b) Security measures (c) Compliance	(a) IT vendors (b) Security vendors (c) Professional service providers including customer 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 recruitment and employment (b) Business purposes (c) Compliance	(a) Vendors that assist with recruitment and employment processes	3 years
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 recruitment and employment (b) Business purposes (c) Compliance	(a) Vendors that assist with recruitment and employment processes	3 years
Inferences drawn from other personal data collected:	(a) Directly from you	(a) Decisions related to	(a) Vendors that assist with recruitment and employment processes	3 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 about additional skills that our systems infer that you may have.	(b) From third parties	recruitment and employment (b) Business purposes		
Sensitive personal data/ Sensitive Personal Information collected: Social security number, driver's license, state identification card, passport number, or other government issued identification number Racial or ethnic origin, religious or philosophical beliefs, or union membership Personal information collected and analyzed concerning health Personal information collected and analyzed concerning sexual orientation	(a) Directly from you (b) From third parties	(a) Business purposes (b) Administering payments and benefits (c) Security measures (d) Compliance	(a) Professional services consultants (b) Vendors that assist with recruitment and employment processes (c) Data analytics services (d) Security vendors (e) IT vendors	3 years

4. HOW WE COLLECT YOUR PERSONAL DATA

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

If you are under the applicable legal age of employment in your geography, do not supply any personal data to any Micron or affiliate websites for the purposes of applying for or obtaining a job, internship, apprenticeship or traineeship with Micron.

5. HOW WE USE YOUR PERSONAL INFORMATION

We will only process your personal data as permitted by applicable law and our policies.

Micron and third-party partners may use your personal data for the following legitimate and lawful purposes:

A. Decisions Related to Recruitment and Employment:

- ascertaining your fitness for work;
- assessing your candidacy for specific open job positions or your qualifications for other roles within Micron; and

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- making decisions about your application; determining whether to offer you a position and on what terms.

B. Related Business Purposes:

- conducting data analytics studies to review and better understand Candidate demographics and our application process;
- communicating with you through chat, customer service and marketing channels;
- attracting and maintaining a diverse workforce;
- arranging travel and other accommodations;
- setting up access to IT systems and support to enable access to our facilities, resources and systems; and
- handling legal disputes.

C. Security Measures:

- ensuring your safety along with the safety of 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.

D. Compliance:

- verifying your identity, nationality, and employment status;
- ensuring that you are legally permitted to work in your geography of hire;
- complying with equal employment opportunity legislation and other legal requirements applicable to us in the application and employment context; or
- monitoring equal opportunities and diversity in accordance with the applicable law.

For “Decisions related to recruitment and employment” listed above, we process your personal data based on your consent or at your direction, which consent you may withdraw or modify at any time by contacting us.

The remaining purposes described above, which are required or authorized by law, do not rely on your consent.

6. DISCLOSURE OF YOUR PERSONAL DATA

We may disclose any personal data as described in this Notice to third party service providers we use to support our business.

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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:

- A. Professional services consultants** that assist with our recruitment process, provide legal services, or supply project-based resources and assistance;
- B. Vendors** that assist with recruitment and employment processes, including assessing Candidate qualifications, providing the platform through which candidates submit their candidacy, providing Candidates with customer support and chat functionality, conducting background checks, and verifying compliance with Micron policies and applicable laws;
- C. Security vendors** that assist with security incident verification and response, service notifications, and fraud prevention; and
- D. IT vendors** that assist with system design, architecture and implementation, hosting and maintenance, data and software storage, and network operations.

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

We may disclose your 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 you is among the assets transferred.

We may disclose de-identified or aggregated 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, 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 as long as necessary to fulfil our business purposes disclosed in this Notice, and for any longer period as may be permitted or required by law, or as may be necessary in connection with any ongoing relationship you may have with Micron. 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](#), [Employment Privacy Notice](#)

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and under Sections 9 and 10 below. These notices provide additional information on how we will respond to you if you exercise your data protection rights in accordance with applicable data protection laws.

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. 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: Authenta 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

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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.

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.

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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

Because Micron has adopted a global view on privacy with the intent of providing strong privacy rights regardless of where an individual resides, our use of terminology in this Notice should be interpreted to reflect that intent. You can find additional privacy terms that may be relevant to your specific country or region below. In addition to contacting Micron, you may also contact your local Data Protection Authority with any questions or concerns regarding your privacy rights.

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INDIA

Controlling Law:

As a resident of India, during your interactions with us for purposes of finding or applying for a job, the processing of your personal data will occur under the terms of this Notice, as modified or supplemented by those Indian privacy terms which are intended to capture applicable privacy rules, including the Digital Personal Data Protection Act, 2023 (DPDP Act), the Constitution of India, Indian Penal Code, 1860, Code of Criminal Procedure 1908, Information Technology Act, 2000 (IT Act).

Managing Your Data:

To make further inquiry about your personal data processed by Micron under the employment relationship, use our [online form](#). We may request additional information from you, as necessary, to verify your identity and the substance of your request.

We respect your right to privacy and will not take any negative actions against you based on your request.

Contacting Micron 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:

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@micron.com

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11. CHANGES TO OUR NOTICE.

From time to time, we may change this Notice, our [Micron Privacy Notice](#), our Employment Privacy Notice or any of our supporting privacy procedures. We reserve the right to make such changes at any time and without prior notice to you.

If we make material changes to the way we process your personal data in relation to our recruitment activities, we will provide you notice by making the most current version of this Notice, our Micron Privacy Notice, and/or any supporting privacy procedures (to the extent that such procedures are normally made publicly available by Micron) available to you, such as by posting on our websites or sending it via email. Please review any changes we provide carefully.

All changes to this Notice are effective immediately upon publication and your continued interaction with us for the purposes of searching or applying for a job shall constitute your agreement to all changes.

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

Please note, if you make a request that involves personal data, you will be required to provide certain authentication and verification information in order for us to fully respond to your request.