

## APPLICANT PRIVACY NOTICE

### 申请人隐私声明

#### 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

#### 美光申请人隐私声明

美光科技股份有限公司及其集团公司（统称为“美光”、“我们”或“我们的”）致力于以毫不妥协的诚信和专业精神来经营业务，包括尊重您的隐私并保护您的个人数据。

在本《申请人隐私声明》（本“声明”）中，我们向您详细介绍了在您寻求与我们建立工作、实习、学徒、培训或其他工作关系时，或者在我们出于招聘目的处理您的个人信息时，我们将如何处理您的个人数据。“处理”是指收集、使用、共享、传输和存储您的个人数据。

您务必阅读和保留本声明以及我们在处理您个人数据时可能提供的关于您隐私权的任何其他美光通信、政策、文档或帖子。

如果您有任何疑问或顾虑，欢迎联系我们（参见下面的“如何联系我们”）。如果您通过某中介机构或外包服务为我们工作，我们建议您查看该机构的隐私政策和做法以及本声明。本声明通常不适用于他们对您个人信息进行的处理。

最后更新日期：2024 年 5 月 15 日

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#### 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.

#### 1. 本申请人声明的适用范围

本声明在全球范围内适用于由于对在美光工作有潜在兴趣而导致其个人数据（定义见下文第 3 节）受到我们处理的所有个人（无论是员工、合同工、培训生、实习生还是学徒）以及我们出于招聘目的（例如，评估是否联系他们为我们工作）处理其个人数据的其他个人（统称为“求职者”）。

本声明描述了我们如何处理与我们的招聘流程相关的您的个人数据，无论是由美光或我们的中介收集的，还是由您提供的个人数据。

本声明不建立或构成任何长期或临时雇佣合同的组成部分，或任何其他旨在向美光提供服务或接受美光所提供的服务的合同。

请知悉，美光 [《使用条款》](#)、[《美光隐私声明》](#) 和其他政策和程序在适用的情况下也管辖着您与美光的互动以及对美光的网络、系统、应用程序、资产、服务或网站的使用。

#### 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.

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## 2. 您的权利和偏好

全球不同国家/地区的隐私和数据法律赋予了个人对其个人数据享有某些权利。我们根据本声明、[《美光隐私声明》](#)、我们的《雇佣隐私声明》以及我们与您互动所在的国家/地区的相关法律来实施我们的隐私做法。

## 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
<b>Personal identifiers:</b> 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
<b>Protected Classifications and Sensitive Personal Data/ Sensitive Personal Information:</b> 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
<b>Internet or other similar network activity:</b> 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
<b>Sensory data:</b> 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
<b>Professional or employment-related information:</b> 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
<b>Education records:</b> 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

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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
<b>Inferences drawn from other personal data collected:</b> Information about additional skills that our systems infer that you may have.	(a) Directly from you (b) From third parties	(a) Decisions related to recruitment and employment (b) Business purposes	(a) Vendors that assist with recruitment and employment processes	3 years
<b>Sensitive personal data/ Sensitive Personal Information collected:</b> 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

### 3. 我们收集的关于您的信息

本声明中使用的“个人数据”一词指的是任何能直接或间接地识别、与之关联、描述或能（或可能）直接或间接地合理关联至个人（“数据主体”）的信息，并且包括适用的数据保护法律中定义的“个人数据”或“个人信息”。个人数据不包括那些无法与您关联的数据，例如汇总的或去身份识别的信息。

下表指明，美光在与您开展招聘互动期间和之后所收集的与您相关的个人数据的类别；个人数据的来源；美光处理个人数据的目的；在本声明生效之前，美光近期向其披露数据的第三方的类别；以及我们在美光系统中存储各类别个人数据的期限。

美光收集的個人資料的类别	资料来源	处理个人数据的目 的	我们向其披露数据的第 三方的类别	个人数据的 保留
<b>个人标识符:</b> 个人联系信息，例如姓名、职位、地址、出生日期和出生地点、求职者ID、电话号码和电子邮件地址  驾照编号、护照编号、国籍/签证身份或相关信息	(a) 直接 或间接从您那里 获得  (b) 从第三方 获得	(a) 业务用途 (b) 管理付款和福利 (c) 安全措施 (c) 合规性	(a) 专业服务顾问 (b) 协助雇佣流程的供应商 (c) 客户服务供应商 (d) 安全供应商 (e) IT 供应商	3 年

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美光收集的个人数据的类别	资料来源	处理个人数据的目 的	我们向其披露数据的第 三方的类别	个人数据的保留
社会保障编号、国民身份证编号或其他由政府签发的编号			(f) 专业服务提供商，包 括外部审计师	
<b>受保护类别和敏感个人数据/敏感个人信息：</b> 与残疾情况、种族、族群、宗教、退伍军人身份或性取向相关的信息；健康信息，如医疗状况、健康和疾病记录；背景调查信息	(a) 直接或间接从您那里获得 (b) 从第三方获得	(a) 业务用途 (b) 管理付款和福利 (c) 安全措施 (d) 合规性	(a) 专业服务顾问 (b) 协助雇佣流程的供应商 (c) 数据分析服务 (d) 安全供应商 (e) IT 供应商	3 年
<b>互联网或其他类似网络活动：</b> 有关您使用美光计算机和网络、电子邮件或其他电子通信的信息  浏览我们的网站时，通过 Cookie 和类似技术收集的信息	(a) 直接或间接从您那里获得	(a) 业务用途 (b) 安全措施 (c) 合规性	(a) IT 供应商 (b) 安全供应商 (c) 专业服务提供商（包括客户服务提供商和外部审计师）	2 年
<b>传感数据：</b> 音频、电子、视觉、热像、嗅觉或类似信息。 照片、视频会议记录、闭路电视记录、电话、电子渠道通信和应用程序  我们通常不会收集任何您的热像、嗅觉或类似生物特征信息，但保留收集此类信息的权利，以便保障场地安全或消除健康与安全顾虑。	(a) 直接或间接从您那里获得	(a) 业务用途 (b) 安全措施 (c) 合规性	(a) IT 供应商 (b) 安全供应商 (c) 专业服务提供商（包括客户服务提供商）	2-5 年
<b>职业或雇佣相关信息：</b> 工资、薪水、薪酬、年假、退休、工作绩效、纪律处分、申诉和/或内部调查、职称、薪资历史、工作履历、工作时数、假期、缺勤、培训记录、专业会员身份、董事会成员身份和其他专业活动或角色。  可从社交媒体、交友网站或应用程序公开获得的信息，或者从其他电子搜索服务商处收集的信息。	(a) 直接从您那里获得 (b) 从第三方获得	(a) 与招聘和雇佣相关的决定 (b) 业务用途 (c) 合规性	(a) 协助招聘和雇佣流程的供应商	3 年
<b>教育记录：</b> 成绩、成绩单、班级名单、学生课程表、学生识别码、学生财务信息或学生纪律记录。	(a) 直接从您那里获得	(a) 与招聘和雇佣相关的决定 (b) 业务用途 (c) 合规性	(a) 协助招聘和雇佣流程的供应商	3 年
<b>根据所收集的其他个人数据作出的推论：</b> 我们的系统推测您可能拥有的其他技能的信息。	(a) 直接从您那里获得 (b) 从第三方获得	(a) 与招聘和雇佣相关的决定 (b) 业务用途	(a) 协助招聘和雇佣流程的供应商	3 年

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美光收集的个人数据的类别	资料来源	处理个人数据的目 的	我们向其披露数据的第 三方的类别	个人数据 的保留
所收集的敏感个人数据/敏感个人信息： 社会保障号码、驾照、国家身份证、 护照号码、或政府签发的其他身份证 号码  种族或族群血统、宗教或哲学信仰或 工会会员身份  收集和分析的有关健康的个人信息  收集和分析的有关性取向的个人信息	(a) 直接从您 那里获得 (b) 从第三方 获得	(a) 业务用途 (b) 管理付款和福 利 (c) 安全措施 (d) 合 规性	(a) 专业服务顾问 (b) 协助招聘和雇佣流程 的供应商 (c) 数据分析服务 (d) 安全供应商 (e) IT 供应商	3 年

#### 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.

#### 4. 我们如何收集您的个人数据

我们可能通过申请和招聘流程、直接从您、从猎头公司、通过筛查服务商和/或背景调查服务提供商收集关于您的个人数据。我们可能从第三方（包括前雇主、其他推荐机构、招聘服务提供商、信用机构以及 LinkedIn 等公共网站或者其他提供就业或身份认证服务的来源）收集其他信息。

如果您未达到您所在地区的相应法定工作年龄，请勿为了申请或获得与美光之间的工作、实习或学徒/培训关系而将任何个人数据提供给任何美光或附属公司网站。

#### 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:

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#### **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
- 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.



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#### 5. 我们如何使用您的个人信息

*我们只在适用法律和我们的政策允许的范围内处理您的个人数据。*

美光及其第三方合作伙伴可能将您的个人数据用于以下合法目的：

**A. 与招聘和雇佣相关的决定：**

- 确定您是否适合工作；
- 评估您是否具备特定空缺职位的求职资格或您是否具备美光其他职位的资格；以及
- 做出关于您应聘的决定；确定是否要录用您以及录用条款。

**B. 相关业务目的：**

- 开展数据分析研究，以审查和更好地了解求职者的人口统计信息和我们的申请流程；
- 通过聊天、客户服务和营销渠道与您沟通；
- 吸引和保持多元化的员工队伍；
- 安排差旅和其他住宿；
- 设置对信息技术系统和配套设备的访问权限，以便能够访问我们的设施、资源和系统；以及
- 处理法律纠纷。

**C. 安全措施：**

- 确保您的安全以及我们的设施、资源、员工和其他与美光互动的人员的安全；
- 防止欺诈，并使我们的系统、数据、资源和设施免遭未经授权的访问或利用；
- 监控我们 IT 政策的遵守情况；
- 确保网络和信息安全，包括防止未经授权访问我们的计算机和电子通信系统，以及防止恶意软件传播；或
- 调查盗窃或其他非法活动。

**D. 合规性：**

- 核实您的身份、国籍和就业状况；
- 确保您已取得法律许可，有权在您所在的雇佣地域工作；
- 在应聘和雇佣过程中遵守平等就业机会法律和其他适用于我们的法律要求；或者
- 根据适用的法律来监控平等机会和多元化。

对于上述“与招聘和雇佣相关的决定”，我们会根据您的同意或指示处理您的个人数据，您可以随时通过联系我们来撤销或修改该同意。

以上所述的其他目的符合法律要求或授权，因此无需征得您的同意。

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#### 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.

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.

#### 6. 披露您的个人数据

我们可以根据本声明所述条款，将任何个人数据披露给受我们委托以支持我们业务的第三方服务提供商。

通过我们与服务提供商之间的合同，我们尽力要求他们只把从我们收到的个人数据用于我们披露给他们时的预定用途。我们向其分享信息的服务提供商以及他们提供的服务如下：

- A. 协助我们的招聘流程、提供法律服务或提供项目相关资源和协助的专业服务顾问；**

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- B. 在招聘与雇佣流程方面提供帮助（包括评估候选人资质、提供候选人提交资质所需的平台、为候选人提供客户支持和聊天功能、实施背景调查、核实美光政策和适用法律的遵守情况）的**供应商**；
- C. 在安全事件核实和响应、服务通知和欺诈防范方面提供协助的**安全供应商**；以及
- D. 在系统设计、架构和实施、托管和维护、数据和软件存储以及网络运营方面提供协助的**IT 供应商**。

我们还可能按照本声明将您的个人数据披露给其他外部方（如监管机构、法院和其他部门），以满足法律的要求或者保护美光或其他个人。

如果部分或全部美光资产发生合并、分立、重组、重构、解散、出售或其他转让，导致美光持有的关于您的个人数据也一并转让，则我们可能把您的个人数据披露给买方或其他继任者。

我们可以不受限制地披露去身份识别或汇总信息。

## 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.

### 7. 数据安全性

我们尽力实施各种措施以帮助保护您的个人数据免遭意外丢失和未经授权的访问、使用、篡改和披露。为此，我们使用物理、行政和技术防护措施。视数据和系统而定，这些措施可能包括数据缩小、汇总化、网络和后勤安全、加密、物理安全、业务连续性和灾难复原以及风险管理系统和流程。

## 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](#) and under Sections 9 and 10 below. These notices provide additional information on how we will

## APPLICANT PRIVACY NOTICE

### 申请人隐私声明

respond to you if you exercise your data protection rights in accordance with applicable data protection laws.

#### 8. 数据保留以及管理您的数据

您的个人数据的保留期限应为满足本声明中披露的我们的业务目的所需的时间，以及法律允许或要求的任何更长时间，或您与美光持续任何关系所需的时间。具体的保留期限取决于许多因素，包括记录类型、您与美光之间的关系以及您的地点。视您的居住国家/地区而定的权利详见《[美光隐私声明](#)》、《[雇佣隐私声明](#)》和下文第 9 节和第 10 节。这些声明详细阐述了在您根据适用的数据保护法律行使数据保护权利时我们会如何回应您。

#### 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

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(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 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).

## APPLICANT PRIVACY NOTICE

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**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.

## 9. 国际数据传输和数据隐私框架

*我们可能会在您所在国家或地区以外的国家或地区传输、处理或存储您的个人数据。*

在适用法律允许的情况下，美光可能会在我们拥有设施、经营业务或雇用服务提供商所在的任何国家或地区或者本声明中所述个人数据的其他接收者所在的地点传输、处理或存储您的个人数据。使用我们的网站或以其他方式与我们互动，即表示您同意将您的个人数据传输到您所居住的国家/地区或信息收集点以外的国家/地区，并同意在这些国家/地区处理和存储您的个人数据。

美光遵守美国商务部制定的《欧盟-美国数据隐私框架》（以下简称“欧盟-美国”DPF）、“欧盟-美国”DPF 的英国扩展条款以及《瑞士-美国数据隐私框架》（以下简称“瑞士-美国”DPF）。美光已向美国商务部证明，在处理依据“欧盟-美国”DPF 从欧盟收到的个人数据，以及依据“欧盟-美国”DPF 的英国扩展条款从英国（和直布罗陀）收到的个人数据时，美光遵守《欧盟-美国数据隐私框架原则》（以下简称“欧盟-美国”DPF 原则）。美光已向美国商务部证明，在处理依据“瑞士-美国”DPF 从瑞士收到的个人数据时，美光遵守《瑞士-美国数据隐私框架原则》（以下简称“瑞士-美国”DPF 原则）。如果本隐私政策中的条款与“欧盟-美国”DPF 原则和/或“瑞士-美国”DPF 原则有任何冲突，应以《原则》为准。如需了解有关《数据隐私框架》(DPF) 计划的更多信息，并查看我们的认证，请访问 [数据隐私框架网站](#)。

一些国家/地区的数据保护法律可能与您所在国家/地区的法律有所不同。然而，美光已依法采取适当的保护措施来确保您的个人数据在传输、处理和存储时得到保护。

遵守《欧盟-美国数据隐私框架》（以下简称“欧盟-美国”DPF）、“欧盟-美国”DPF 的英国扩展条款以及《瑞士-美国数据隐私框架》（以下简称“瑞士-美国”DPF）以及“欧盟-美国”DPF 原则和“瑞士-美国”DPF 原则的美光美国实体和子公司包括：Authenta Services LLC、Elements Properties, LLC、Keystone Technology Solutions, LLC、Micron

## APPLICANT PRIVACY NOTICE

### 申请人隐私声明

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、Ovonix, Inc.、S-Squared Insurance Company, Inc.和 Technology No. 3, LLC。

**继续传输责任-可能接收个人数据的第三方。**美光会聘请第三方服务提供商协助我们向个人提供服务，例如个别技术操作协助、数据传输和数据存储服务。此类第三方在提供相应服务的过程中可能会处理或存储个人数据。美光会与此类第三方签署协议，要求其遵守我们的 DPF 规定，限制其对个人数据的访问、使用和披露。在 DPF 原则规定的范围内，如果美光聘用的第三方在处理个人数据时的行为与 DPF 原则不符，则美光仍需根据 DPF 承担相应责任和义务，除非美光能够证明其对造成损害的行为不承担责任。

**问题或投诉**根据 DPF 原则，美光承诺解决与我们收集或使用您个人数据相关的投诉。如果您对我们的隐私声明有任何疑问或投诉，请首先通过下方提供的“联系我们”信息与我们联系。您也可以使用我们在网站上为您提供的自助工具，详细了解您在数据传输方面的权利，并请求访问、限制使用或限制披露您的个人数据。如果您提出涉及个人数据的请求，则将需要提供某些身份验证和校验信息，以便我们回应您的请求。

根据“欧盟-美国”DPF、“欧盟-美国”DPF 的英国扩展条款以及“瑞士-美国”DPF，美光承诺，就我们依据“欧盟-美国”DPF、“欧盟-美国”DPF 的英国扩展条款以及“瑞士-美国”DPF 处理与雇佣关系相关的人力资源数据的未决投诉案件，与欧盟数据保护机构 (DPA)、英国信息专员办公室 (ICO) 以及瑞士联邦数据保护和信息专员 (FDPIIC) 成立的小组合作，并遵守其建议。

美国联邦贸易委员会对美光美国运营中对《欧盟-美国数据隐私框架》（以下简称“欧盟-美国”DPF）、“欧盟-美国”DPF 的英国扩展条款以及《瑞士-美国数据隐私框架》（以下简称“瑞士-美国”DPF）的遵守情况拥有管辖权。

**具有约束力的仲裁。**在某些情况下，作为最后手段，如果您对 DPF 合规性提出的投诉未能通过任何其他 DPF 机制得到解决，您可以提起具有约束力的仲裁。如需了解更多信息，请参阅美国商务部的《仲裁程序》([dataprivacyframework.gov](https://www.dataprivacyframework.gov))。在必要情况下，如果美光确实将个人数据传输至欧洲经济区、欧盟、英国或瑞士以外的国家/地区，而这些国家/地区未被欧盟委员会认定为“条件充分”（“受限传输”），则美光将确保其为此类个人数据的传输提供充分的保护。这包括数据传输机制，如欧盟标准合同条款和英国限制传输标准合同条款。

## **APPLICANT PRIVACY NOTICE**

### **申请人隐私声明**

如果您对于您所在司法辖区的雇佣做法有任何特定疑问，请使用第 10 节所列出的您所在司法辖区的联系信息。

#### **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.

#### **10. 其他国家/地区性隐私考量**

因为美光在隐私方面采取了全球视角（旨在提供强大的隐私权利，而不论个人居住在哪个国家/地区），本声明中使用的各术语应被解读为体现这一意图。您可以在下文中找到与您所在国家/地区相关的额外的隐私术语。除了可以联系美光外，您还可以联系您当地的数据保护当局，以解决任何有关您隐私权利的疑问或顾虑。



## APPLICANT PRIVACY NOTICE

### 申请人隐私声明

#### CHINA

#### 中国

#### Controlling Law:

As a resident of China, 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 these Chinese privacy terms which are intended to capture applicable privacy rules, including the Personal Information Protection Law (PIPL), the Cybersecurity Law and General Principles of The Civil Law.

#### 管辖法律:

作为中国居民，在您为寻找或应聘工作而与我们互动期间，应按照本声明的条款处理您的个人数据，并以旨在体现适用隐私规定（包括《个人信息保护法》(PIPL)、《网络安全法》和《民法通则》）的中国隐私条款加以修改或补充。

#### Sensitive Personal Information:

“Sensitive Personal Information,” as defined by PIPL, collected about individuals located in mainland China will only be processed within mainland China. Please refer to the chart in Section 3 of this Notice for more information about Candidate Sensitive Personal Information.

#### 敏感个人信息:

根据 PIPL 的定义，“敏感个人信息”所收集的位于中国大陆的个人信息仅在中国大陆境内处理。有关候选人敏感个人信息的更多详情，请参阅本声明第 3 节的图表。

#### 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 or deleted, unless Micron is legally required to retain it. You have also the right to restrict or object to our processing of your personal data and 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.

## APPLICANT PRIVACY NOTICE

### 申请人隐私声明

#### 管理您的数据：

美光将确保其记录的个人数据准确无误，并且对于收集目的而言确有必要。

您有权请求访问由我们处理的您的个人数据，有权要求我们更正或删除这些数据，除非美光需要依法保留这些数据。您还有权限制或反对我们处理您的个人数据，并有权获得关于本声明的解释。

如果要行使这些权利，请使用我们的[在线表单](#)。请注意，如有必要，我们可能会要求您提供更多信息，以验证您的身份或在我们的系统中查找您的唯一记录。

我们尊重您的隐私权，不会因您主张自身权利而对您采取任何负面行动。如果我们需要得到您的同意才能处理您的个人数据，您可以通过联系我们来随时撤销同意或修改您的意愿。

#### Contacting Micron 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.

#### 美光在中国的联系方式：

美光及其附属公司和授权第三方是个人数据的相关数据控制方。您应直接联系第三方。您可以根据“如何联系我们”中所述的联系方式来联系美光及其附属公司，或者联系我们在中国区的运营地点：中国上海市徐汇区虹梅路 1535 号 1 号楼 18 层。

## 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 purposes of searching or applying for a job shall constitute your agreement to all changes.

## APPLICANT PRIVACY NOTICE

### 申请人隐私声明

#### 11. 本声明的变更。

我们可能不时变更本声明、《美光隐私声明》、我们的《雇佣隐私声明》或者任何辅助的隐私程序。我们保留随时进行此类变更的权利，而不提前通知。

如果我们处理您的、有关我们招聘活动的个人数据的方式发生了任何重大变更，我们会使本声明、《美光隐私声明》和/或任何辅助隐私程序（但前提是该等程序通常是美光向公众公开的）的最新版本可供您查看，例如发布在我们的网站上，或者通过电子邮件方式发送。请仔细阅读我们所提供的任何变更。

本声明的所有变更在发布后立即生效。您为寻找或申请工作而与我们持续互动，即表示您已同意所有变更。

#### 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](mailto: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.

#### 12. 如何联系我们。

如果您对本声明或《美光隐私声明》有任何疑问或意见，或者如果您有一般的隐私疑问，请联系我们。我们欢迎您提供反馈和意见。

## APPLICANT PRIVACY NOTICE

### 申请人隐私声明

A. 通过电子邮件。您可以发送电子邮件至 [privacy@micron.com](mailto:privacy@micron.com) 联系我们。

B. 通过电话。您可以拨打 +1-800-336-8915 联系我们。

C. 通过直接邮寄方式。您可以通过直接邮寄至下列地址，与我们联系：

Micron Technology Inc.（美光科技股份有限公司）

收件人：Legal-Privacy

8000 South Federal Way

Post Office Box 6

Boise, Idaho 83707-0006, USA

D. 联系您所在区域的美光人力部门：您也可以联系上述第 10 节所述的当地人力组织联系人，以详细了解在您所在司法辖区中的美光雇佣政策和做法。

请注意，如果您提出涉及个人数据的请求，您必须提供某些身份验证和确认信息，以便我们充分处理您的请求。