

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 information.

In this Applicant Privacy Notice (this “Notice”), we provide you with details about how we process your personal information 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 information.

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 information.

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: September 15, 2021

1. SCOPE OF THIS NOTICE

This Notice applies globally to all individuals whose Personal Information (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 Information 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 Information, 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](#), [Micron Privacy Notice](#), [Employment 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.

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 Information. We conduct our privacy practices according to

APPLICANT PRIVACY NOTICE

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 Information” 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” as defined in Article 4(1) of the European Union’s General Data Protection Regulation (the “GDPR”) and other applicable data protection laws. Data that cannot be associated with you, such as aggregated, de-identified or anonymized information (“Anonymous Information”), is not Personal Information.

We may process the following categories of Personal Information about you during and after a recruitment interaction with Micron:

- **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
- **Protected Classifications and Sensitive Personal Information:**
 - Information about your race, ethnicity, religion, disability, veteran’s status, or sexual orientation if you choose to provide it during the application process on a strictly voluntary basis
 - Background checks (for select Candidates in certain countries)
 - Health and medical data, such as information about disabilities
- **Employment- or Education-related Information:**
 - Right-to-work documentation
 - Job titles, salary history, work history, working hours, training records
 - Educational records
 - Professional memberships, board memberships, and other professional activities or roles
 - References
 - Other information included in a CV or cover letter or as part of your application to work at Micron
 - For some roles in some countries, information from career-relevant publicly available social media or networking sites such as LinkedIn
 - Information about additional skills that our systems infer that you may have, if you choose to submit your application through our career portal. More detail is provided in the career portal.
- **Internet activity information:**

APPLICANT PRIVACY NOTICE

- Information collected through cookies and similar technologies when you browse our website, subject to any consents or preference settings (see our [Micron Privacy Notice and Cookie Policy](#) for further information)

4. HOW WE COLLECT YOUR PERSONAL INFORMATION

We may collect Personal Information 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 Information 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 Information as permitted by applicable law and our policies. We use your Personal Information for the following purposes:

- **Decisions related to recruitment:**
 - 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.
- **Related Business Purposes:**
 - conducting data analytics studies to review and better understand Candidate demographics and our application process;
 - 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.
- **Security measures and complying with health and safety obligations:**
 - 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;

APPLICANT PRIVACY NOTICE

- 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, 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.

We may also process your Personal Information for other purposes with your consent or at your direction, which consent you may withdraw or modify at any time by contacting us.

6. DISCLOSURE OF YOUR PERSONAL INFORMATION

We may disclose any Personal Information 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 Information 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:

- **Professional services consultants** that assist with our recruitment process, provide legal services, or supply project-based resources and assistance;
- **Vendors** that assist with application and employment processes, including assessing candidate qualifications, providing the platform through which candidates submit their candidacy, conducting background checks, and verifying compliance with Micron policies and applicable laws;
- **Security vendors** that assist with security incident verification and response, service notifications, and fraud prevention; and
- **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 Information 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 Information 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 Information held by Micron about you is among the assets transferred.

APPLICANT PRIVACY NOTICE

We may disclose Anonymous Information without restriction.

7. DATA SECURITY

We strive to implement measures to help safeguard your Personal Information 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 Information 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 respond to you if you exercise your data protection rights in accordance with applicable data protection laws.

9. INTERNATIONAL DATA TRANSFERS

Where permitted by applicable law, we may process your Personal Information 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 Information amongst these countries, regions, and entities. Some countries may have data protection laws that are different from the laws of your country.

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 Information from the European Union ("EU"), the European Economic Area ("EEA"), the United Kingdom ("UK"), or Switzerland ("CH") to the 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.

APPLICANT PRIVACY NOTICE

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.

CHINA

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 Information will occur under the terms of this Notice, as modified or supplemented by those Chinese privacy terms which are intended to capture applicable privacy rules, including the Personal Information Protection Law, the Cybersecurity Law and General Principles of The Civil Law.

Contacting Micron in China:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of Personal Information. 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 for purposes of finding or applying for a job, the processing of your Personal Information will occur under the terms of this Notice, as modified or supplemented by those Japanese privacy terms which are intended to capture applicable privacy rules, including the Act on the Protection of Personal Information.

Contacting Micron in Japan:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of Personal Information. 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

APPLICANT PRIVACY NOTICE

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

Micron Memory Japan, G.K.

Attention: Global People Services

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

THE EUROPEAN UNION (EU), UNITED KINGDOM (UK), SWITZERLAND (CH) AND EUROPEAN ECONOMIC AREA (EEA)

In addition to the terms of this Notice, Micron wants Candidates who are located in the EU, EEA, UK or CH to understand the following additional privacy and data protection measures which may be applicable. These measures apply to the processing by Micron or its affiliates of Personal Information related to identified or identifiable individuals located in the EU, CH, the UK, and the EEA.

Controlling Law:

As an EU, EEA, CH or UK resident, during your interactions with us for purposes of finding or applying for a job, the processing of your Personal Information (referred to herein as “EU Personal Data”) 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 General Data Protection Regulation 2016/679 (“GDPR”), the Data Protection Act 2018 for the UK, the Federal Act on Data Protection 2020 for CH, and other local GDPR implementation laws, as each may be updated or amended.

Legal Basis for Processing Under the GDPR:

Where applicable, the GDPR requires Micron to have a “legal basis” for the processing of your EU Personal Data. The applicable legal basis often depends on the types of data and the specific context in which it is processed. In some cases, we inform you of the legal basis when interacting you. The chart below provides more details regarding each of our processing activities and the corresponding legal basis that applies to it.

Micron’s Processing Activities	Legal Bases to Process Your EU Personal Data
Communicating with you about possible work with Micron, reviewing your application, making decisions about whether to work with you, analyzing our recruitment process and making arrangements for you during the recruitment process (e.g., travel arrangements or IT access)	Necessary for our legitimate interest in attracting and hiring the best workforce

APPLICANT PRIVACY NOTICE

Inferring additional skills that you may have based on the details you provide if you use our career portal, which uses software to suggest an initial ranking of applications according to our specifications. (Use of AI-based tools will not prevent human review of applications in accordance with our standard application review process.)	Necessary for our legitimate interest in attracting and hiring the best workforce
Ensuring data security and accuracy, such as when we verify the information in applications	Necessary for our legitimate interests in protecting our workforce and intellectual property
Enforcing and defending our rights in the unlikely event we must process your EU Personal Data in connection with a legal dispute or related investigation	We rely on our legitimate interests in defending our rights
Conducting certain background check activities	We rely on your consent
Collecting special categories of data such as ethnicity for our equal employment opportunity initiatives	We rely on your explicit consent
Using cookies that are not strictly necessary	We rely on your consent
Collecting limited health information where necessary to comply with our obligation to provide a safe workplace	(a) Consent (or explicit consent in the case of special categories of EU Personal Data) (b) Necessary to comply with a legal obligation, such as health and safety and equality laws
Collecting right-to-work information to comply with our obligation to employ only eligible individuals	Necessary to comply with legal obligations

Managing Your Data:

Providing of data is voluntary but necessary to submit a job application or to take full advantage of our job-search engine. Should you fail to provide such data in whole or in part, Micron may be unable to effectively or efficiently process your application or provide a skill-matched set of open positions in response to your job search queries.

APPLICANT PRIVACY NOTICE

Micron has adopted internal policies and implemented measures to ensure that the applicable legal requirements are met and that your EU Personal Data is processed with respect and care using the appropriate technology.

- If consent is required for us to process your EU Personal Data, you may withdraw or modify such consent at any time by contacting us or using any self-help tools that we may provide.
- You have the right to request access to your EU Personal Data as processed by us and to have it corrected or deleted unless Micron is legally required to retain it.
- You also have the right to restrict or object to our processing of your EU Personal Data.
- For certain EU Personal Data you have provided to us, you may have a right to receive it in a commonly used and machine-readable format, and you may have the right to have the data transmitted to another entity.

We will respond to your properly submitted and verified requests regarding your EU Personal Data within 30 days.

Without prejudice to the above, you also have the right to complain to a Data Protection Authority about our processing of your EU Personal Data.

Contacting Micron in the EU and the UK:

Micron, its affiliates, and its authorized third parties may be separate autonomous controllers of EU 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 EU 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

APPLICANT PRIVACY NOTICE

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

Individuals in other EEA countries or CH may contact us at:

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

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

Contacting Micron in India:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of Personal Information. 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

Jeffrey Sulman
Legal - Director, Global Data Privacy and Data Security
Email: privacy_india@micron.com

MALAYSIA

APPLICANT PRIVACY NOTICE

Controlling Law:

As a resident of Malaysia, during your interactions with us for purposes of finding or applying for a job, the processing of your Personal Information will occur under the terms of this Notice, as modified or supplemented by those Malaysia privacy terms which are intended to capture applicable privacy rules, including those under the Malaysian Personal Data Protection Act 2010.

Contacting Micron in Malaysia:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of Personal Information. 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

SINGAPORE

Controlling Law:

As a resident of Singapore, during your interactions with us for purposes of finding or applying for a job, the processing of your Personal Information will occur under the terms of this Notice, as modified or supplemented by those Singapore privacy terms which are intended to capture applicable privacy rules, including the Personal Data Protection Act and its subsidiary legislations.

Contacting Micron in Singapore:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of Personal Information. 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:

APPLICANT PRIVACY NOTICE

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

TAIWAN

Controlling Law:

As a resident of Taiwan, the processing of your Personal Information for recruiting purposes 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 in Taiwan:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of Personal Information. 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.

APPLICANT PRIVACY NOTICE

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

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 Information 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.

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 Information, you will be required to provide certain authentication and verification information in order for us to fully respond to your request.