

California Employee and Job Applicant Privacy Notice

Last Updated: **January 1, 2023**

To help you understand our data collection and sharing practices of Chobani Global Holdings, LLC and its subsidiaries and affiliates (collectively, “Chobani”) regarding personal information of HR Covered Individuals (defined below), we have identified below the categories of personal information we may collect and explained how such information may be used. This Privacy Notice applies to the personal information collected by Chobani related to California residents acting as a (1) job applicants to Chobani, (2) Chobani employees, owners, directors, officers or contractors (“Chobani Personnel”); (3) emergency contacts of Chobani Personnel; and (4) individuals related to Chobani Personnel for whom Chobani administers benefits (collectively with Chobani Personnel, “HR Covered Individuals”). Certain terms used in this Privacy Notice have the meanings given to them in the California Consumer Privacy Act of 2018 (as amended by the California Privacy Rights Act of 2020) and its implementing regulations (collectively, the “CCPA/CPRA”).

If you have a disability that prevents or limits your ability to access this notice, please refer to chobani.com/accessibility-statement or privacy@chobani.com. We will work with you to provide this notice in an alternative format.

Notice of Collection and Use of Personal Information

Chobani may collect (and may have collected during the 12-month period prior to the effective date of this Privacy Notice) the following categories of personal information about HR Covered Individuals:

<u>Categories of Personal Information We May Collect</u>
Identifiers such as name, alias, postal address, Social Security number, physical characteristics or descriptions, telephone number, passport number, driver’s license or state identification card number, bank account number, and certain other financial, medical, or health insurance information
Characteristics of protected classifications under California or federal law (e.g., race, religion, gender, marital status and disability)
Beneficiary and emergency contact information
Forms and information relating to the application for, or in respect of changes to, employee health and welfare benefits; including, short- and long-term disability, medical and dental care, etc.
Sick pay, paid time off, retirement accounts, pensions, insurance and other benefits information (including the gender, age, and other identifying information for any spouse, minor children or other eligible dependents and beneficiaries)
Where permitted by law, the results of credit and criminal background checks
Internet or other electronic network activity information including, but not limited to, browsing history and search history (e.g., your browsing and search history using our networks, applications, devices, computers or communications equipment)
Professional or employment-related information (e.g., employment history)

Education information (e.g., level of education, schools and colleges attended, etc.)
Audio, electronic, visual, thermal, olfactory, or similar information (e.g., voicemails, e-mails, correspondence, documents, and other work product and communications created, stored or transmitted using our networks, applications, devices, computers or communications equipment)
Commercial information, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies
Biometric information
Geolocation data
Inferences drawn from any of the information identified in this chart

Chobani may use (and may have used during the 12-month period prior to the effective date of this Privacy Notice) personal information for the purpose of carrying out and supporting HR functions and activities, including the uses described below. In addition to general HR purposes, we list below relevant “Business Purposes” as they are described in the CCPA/CPRA:

<u>HR Purposes and Relevant Business or Commercial Purposes for Collection</u>
Managing all aspects of an employment relationship including, but not limited to, the establishment, maintenance, and termination of employment relationships
Determining eligibility for initial employment, including the verification of references and qualifications
Processing payroll and benefits
Processing background checks of new applicants
Preparing initial employment-related documents, such as employment agreements
Processing employee work-related claims (e.g., worker compensation, insurance claims, etc.)
Assisting you with obtaining immigration or work documentation, when required
Maintaining directories of employees
For employee-related programs, including surveys and training programs
Administering our occupational safety and health programs
Investigating and responding to claims against us
Maintaining emergency contact and beneficiary details
For corporate transactions, which refers to transfers of personal information in the event we sell or transfer, or are considering selling or transferring, all or a portion of our business or assets.

To meet any applicable law (including employment law), regulation, legal process or other legal obligation; protect or prevent harm, fraud, or financial loss; or detect, investigate and help prevent security, fraud or technical issues
Carrying out other purposes as part of our business activities, when reasonably required
Operating and managing our IT, communications systems and facilities, and monitoring the use of these resources
Performing services, including maintaining or servicing accounts, providing customer service, processing or fulfilling orders and transactions, verifying customer information, processing payments, providing financing, providing analytics services, providing storage, or providing similar services
Short-term, transient use
Undertaking internal research for technological development and demonstration
Undertaking activities to verify or maintain the quality or safety of a service or device that is owned, manufactured, manufactured for, or controlled by us, and to improve, upgrade, or enhance the service or device that is owned, manufactured, manufactured for, or controlled by us

Chobani does not collect or process sensitive personal information with the purpose of inferring characteristics about HR Covered Individuals.

Retention of Personal Information

Chobani retains personal information of HR Covered Individuals for the period reasonably necessary to achieve the purposes outlined in this Privacy Notice, unless a longer retention period is required or permitted by applicable law, taking into account applicable statutes of limitations and records retention requirements under applicable law.

Sources of Personal Information

During the 12-month period prior to the effective date of this Privacy Notice, Chobani may have obtained personal information about HR Covered Individuals from the following categories of sources:

- Directly from you;
- Your devices;
- Family or other individuals who provide information about you, for example, in connection with our provision of benefits or services;
- Customers or business partners who provide information about you, such as when they provide feedback;
- Our affiliates and subsidiaries;
- Vendors who provide services on our behalf;
- Government entities;
- Recruiting and talent agencies;
- Social networks; and
- Data Brokers, such as background check services.

Sale or Sharing of Personal Information

Chobani does not sell, or share for cross-context behavioral advertising purposes, personal information about HR Covered Individuals.

Disclosure of Personal Information

During the 12-month period prior to the effective date of this Privacy Notice, Chobani may have disclosed the following categories of personal information about you for a business purpose to the following categories of third parties:

Category of Personal Information	Categories of Third Parties
Identifiers	<ul style="list-style-type: none"> • Our affiliates and subsidiaries • Vendors who provide services on our behalf • Professional services organizations, such as auditors and law firms • Data analytics providers • Internet service providers • Operating systems and platforms • Our business and joint marketing partners • Online advertising services and advertising networks • Social networks • Data brokers, such as background check services •
Characteristics of protected classifications under California or federal law	<ul style="list-style-type: none"> • Some or all of the above Categories
Beneficiary and emergency contact information	<ul style="list-style-type: none"> • Some or all of the above Categories
Benefits forms and information	<ul style="list-style-type: none"> • Some or all of the above Categories
Results of credit and criminal background checks	<p style="text-align: center;">Some or all of the above Categories</p>
Internet or other electronic network activity information	<p style="text-align: center;">Some or all of the above Categories</p>
Professional or employment-related information	<p style="text-align: center;">Some or all of the above Categories</p>
Education information	<p style="text-align: center;">Some or all of the above Categories</p>

Audio, electronic, visual, thermal, olfactory, or similar information	Some or all of the above Categories
Commercial information	• Some or all of the above Categories
Biometric information	• None
Geolocation data	• None
Inferences	None

In addition to the categories of third parties identified above, during the 12-month period prior to the effective date of this Privacy Notice, we may have disclosed personal information about you to the following additional categories of third parties: Government entities; third party recipients in connection with a corporate transaction and relevant due diligence, such as in the event we sell or transfer all or a portion of our business or assets (including in the event of a merger, acquisition, joint venture, reorganization, divestiture, dissolution or liquidation).

California Consumer Privacy Rights

If you are an HR Covered Individual, you have certain choices regarding your personal information, as described below.

- **Request to Know:** You have the right to request, twice in a 12-month period, that we disclose to you the personal information we have collected, used, disclosed, and sold about you during the past 12 months.
- **Request to Correct:** You have the right to request that we correct the personal information we maintain about you, if that information is inaccurate.
- **Request to Delete:** You have the right to request that we delete certain personal information we have collected from you.

How to Submit a Request. To submit an access, correction or deletion request, please use this [interactive webform](#) or call us at +1 (888) 914-9661, PIN 611 362. To submit a request as an authorized agent on behalf of an HR Covered individual, please email privacy@chobani.com.

Verifying Requests. To help protect your privacy and maintain security, we will take steps to verify your identity before granting you access to your personal information or complying with your request. We may verify your identity by requiring you to sign in to your **Chobani** account. If you do not have a **Chobani** account and you request access to, correction of or deletion of your personal information, we may require you to provide certain information to verify your request. In addition, if you do not have a **Chobani** account and you ask us to provide you with specific pieces of personal information, we will require you to sign a declaration under penalty of perjury that you are the HR Covered Individual whose personal information is the subject of the request.

Additional Information. If you choose to exercise any of your rights under the CCPA/CPRA, you have the right to not receive discriminatory treatment by us. To the extent permitted by applicable law, we may charge a reasonable fee to comply with your request.

How To Contact Us

If you have any questions regarding this Privacy Notice or our privacy practices, please contact us at **privacy@chobani.com**.