

Danone USA Public Benefit Corporation

Applicant and Employee Privacy Notice

Last Update: August 17, 2026

This Applicant and Employee Privacy Notice (“**Privacy Notice**” or “**Policy**”) describes how Danone USA Public Benefit Corporation and its subsidiaries (“**Danone USA**”, “**Company**”, “**We**”, or “**Us**”) collect and process personal information about U.S. job applicants, employees, interns, and contractors (collectively, “workforce members”). This Privacy Notice also applies to any personal information that we may collect about emergency contacts of workforce members. For employees, this Privacy Notice also applies to personal information we may collect about other individuals to administer employment benefits.

This Privacy Notice supplements other agreements and Danone USA policies and may be updated from time to time. If you use Danone USA’s websites or utilize any Danone USA products in your personal capacity, the [Danone USA Privacy Policy](#) applies.

This Notice does not constitute or form part of any contract or agreement of employment with you and the Company.

1. Categories of Sources

We collect personal information about our workforce members from the following categories of sources:

- Directly from you, during recruitment and hiring (e.g., the application form that you complete during the recruitment process, or in interviews or through the completion of any tests or surveys), as well as from specific third-party sources (e.g., references and background checks);
- Directly from you, when you input the information into one of our Human Resources (“HR”) systems or otherwise provide it to a representative of the Company;
- Created by you and others, when information about your employment is generated by you, your managers, and other employees;
- Automatically, such as when you physically enter a Danone USA location or office, use a device issued by Danone USA, or use a technology system operated by Danone USA;
- From our service providers, such as those who administer payroll and employee benefits;
- From our affiliated companies or subsidiaries;
- When you are an emergency contact or beneficiary of our workforce members, we may collect personal information about you from the workforce member who listed you as a contact or beneficiary.

2. Information We Collect

To carry out the purposes of processing listed in this Policy, in the preceding twelve (12) months, we collected, stored, and processed the information listed below about our workforce members. California law requires us to list types of personal information using specific categories; those categories are listed in the column on the right.

Category	Examples of Information We May Collect	Categories
Personal Details	A real name, alias, home address, phone number, personal email address, date of birth, age (40 years or older), national origin, citizenship, religion or creed, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information), race, color, ancestry, marital status, government identifiers (e.g., Social Security number, passport or driver's license number), photographs, bank account details, and emergency contacts. This may include personal details about beneficiaries.	Identifiers. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)). Protected classification characteristics under California or federal law. Inferences drawn from other information. Sensitive Personal Information.
Basic Work Details	Work contact details, employee number, job title, job description, reporting structure, schedule, working hours, and your terms and conditions of employment.	Identifiers. Professional or employment-related information.
Recruitment Data and Professional Qualifications	Job application materials, background check results, work experience and years of experience, employment history, education history, certifications and licenses held; team management experience; skills and competencies; career interests; work preferences; readiness for career move; geographic mobility; previous applications to Danone; candidate status; expected compensation; future salary information; future benefits information; contract type; proposed start date; interview and phone screening responses; and performance tasks associated with the employment application process.	Professional or employment-related information. Education information.
Performance Information	Task assignments, coaching, and performance reviews; attendance history (including any leaves or time off); participation in training programs, work-related travel profile and itineraries, and expense reports; training records, learning plans, learning action plans, learning history, and open-text learning records. Additionally, we collect audio, electronic, visual (video cameras), product sampling feedback or similar information (such as recorded calls).	Professional or employment-related information. Sensory Data.
Compensation and benefits information	Wage and salary information, payroll information, benefits selected, and names of your dependents and beneficiaries (of benefit plans and similar) and their contact information; marital status; leave administration records; pension information; emergency contact information; disability information; right to work information; tax records. Promotion history, role change history, bonus information, incentive compensation, pension information. Workplace accident data, occupational medical information, health and safety records.	Identifiers. Professional or employment-related information.

Physical and electronic access records	Credentials we assign to permit you access to Danone USA facilities and technology, records regarding how and when such credentials are used, and security footage.	Identifiers. Internet or other similar network activity. Sensory Data (if you are recorded on security footage).
Device Information and Usage Details	Details about your use of our Company technology, such as computers and mobile devices issued by the company, desk phones, and location phones. Such information may include login credentials, model, serial number, device location, usage data, and operating information; details about your interaction with our technology assets, (such as programs used, the date, time, and length of use sessions), and internet browsing history. IT support history, IP addresses, and connection logs.	Identifiers. Internet or other similar network activity. Geolocation data associated with device information and usage details.
Electronic Communications	Messages that you send via any Danone USA-issued account or via any Danone USA-issued devices, and any other documents or data you may store on such devices.	Identifiers. Sensitive personal information (if you choose to provide such).
Biometric information	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data.	Biometric information. Sensitive personal information.
Compliance	Personal data relating to investigations, personal data relating to trials, and personal data relating to disciplinary proceedings	Identifiers Professional or employment-related information.

We also collect any other information you elect to provide to us, such as any of the categories of information above that you provide about emergency contacts or beneficiaries.

We do not collect the following categories about workforce members as part of the employment relationship: Commercial Information. If you are also a Danone customer, that information is governed by the privacy policy of the relevant brand.

3. How We Use Your Information

We will use your information for our commercial and business purposes. These purposes include, without limitation:

- a) To meet the purpose for which you provided the information. For example, if you share your name and contact information to apply for a job, we will use that information in connection with your employment or employment application.
- b) To contact you, including to inform you about benefits or information relating to your employment or employment application.
- c) To provide human resources management services, including but not limited to hiring, conducting background checks, onboarding new employees, managing and maintaining employer-employee relations, managing Danone USA relations with independent contractors, providing employee

training and development, undertaking internal research, termination, separation, payroll, reimbursement, and other functions related to employment or potential employment with Danone USA.

- d) To administer benefits, including maintaining group health insurance benefits, 401(k) and retirement plans, leaves of absence, wellness activity incentive plans, and other Danone USA benefits, as applicable, including those provided to other individuals like family members you designate as beneficiaries.
- e) To fulfill our employment obligations and facilitate the performance of your job duties, such as for administering payroll, scheduling, tracking fulfillment of job duties, administering changes in job roles (promotions, terminations, and retirement), conducting performance reviews and employee management activities, travel and expense management;
- f) To manage our business and our company workforce, including assessing job conditions and employee satisfaction, workforce planning; conduct training and offer career development opportunities, evaluating efforts to maintain a diverse workforce, and investigate complaints;
- g) Accounting, audit, insurance, tax, and regulatory compliance purposes; and
- h) To maintain the health, safety, and security of our workforce and the workplace, and to safeguard Danone USA's assets, interests, and legal rights, including responding to emergencies or safety concerns;
- i) Where you have applied for a position with Danone USA:
 - i. Assessing your skills and qualifications for employment and reaching a hiring decision;
 - ii. Verifying your information and carrying out reference checks and/or conducting background checks, where permitted or required by law;
 - iii. Communicating with you about the recruitment process and/or your application(s);
 - iv. Analyzing the hiring process and outcomes; and
 - v. Contacting you about other opportunities to partner with Danone USA, including opportunities as a job applicant, an employee or independent contractor.
- j) Other business purposes, which include:
 - i. Detecting and protecting against security incidents, fraud, and illegal activity;
 - ii. Debugging;
 - iii. Performing services (for us or our service provider) such as account servicing and analytics;
 - iv. Internal research for technological improvement;
 - v. Internal operations;
 - vi. Activities to maintain and improve our business; and
 - vii. Other one-time uses.

4. How We Disclose Your Information

We may disclose all the categories of personal information we collect about our workforce members to the following categories of recipients:

- **Service Providers**: We disclose personal information to service providers that we believe need the information to perform a technology, business, operational, or other professional function. This includes service providers who assist with workforce management, such as payroll, recruiting and onboarding assistance, travel services, as well as service providers who require certain employee information in order to provide services to the company, such as suppliers, IT services, maintenance and hosting of our websites, accounting, auditing, and tax services, and other professional services.
- **Benefits Providers**: We disclose personal information to entities who provide retirement, health, and other benefit programs, services, or products to which Danone USA employees and their dependents or beneficiaries receive access through your employment.

- **Affiliates and Subsidiaries:** We disclose personal information to other entities in our corporate family, for purposes consistent with this Privacy Notice.
- **Legal:** We disclose personal information where necessary to comply with applicable law, to respond to requests from law enforcement agencies or other government authorities or third parties, as permitted by law and without your consent when it is necessary to protect our customers, employees, or property; report, investigate, or prevent illegal activities; in emergency situations; or to enforce our rights under our terms of service and policies.
- **Corporate Changes:** We will disclose personal information in the event of any potential or actual corporate reorganization, including merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, assets or stock (including in connection with any bankruptcy or similar proceedings).

We may use and share deidentified or aggregated information to the extent permitted by law. When we use deidentified information, we maintain and use the information in deidentified form and do not attempt to reidentify it, except to check whether our deidentification processes satisfy the requirements of applicable law.

The law also requires us to list the categories of third parties to whom we “sell” personal information. Under the California Consumer Privacy Act, as amended by the California Privacy Rights Act (collectively, “CCPA”), a business “sells” personal information when it discloses personal information to a company for monetary or other benefit. We do not sell the personal information we collect about our workforce members or share this information for online targeted advertising purposes (also known as “cross-context behavioral advertising”). We may disclose personal information to third parties for business purposes. In the preceding twelve (12) months, we have disclosed to the recipients listed above all categories of personal information described in the “Information We Collect” section for the business purposes described in the “How We Use Information” section.

Some of the categories of personal information listed above are considered sensitive personal information under the CCPA. We collect the categories of sensitive personal information listed below for the business purposes designated below. We do not use or disclose sensitive personal information, as defined by the CCPA, for purposes that requires an opt-out opportunity under the CCPA.

Sensitive Personal Information Category	Examples	Disclosed	Business Purpose for Disclosure
A. Government identifiers	Social security, driver’s license, state identification card, or passport number.	Yes	For administrative employment purposes, such as to verify employment eligibility and for tax purposes.
B. Complete account access credentials	Account log-in, financial account, debit card, or credit card number combined with required security or access	Yes	For administrative employment purposes, such as for direct deposit and

	code, password, or credentials allowing access to an account.		administering accounts related to job duties.
C. Racial or ethnic origin, religious or philosophical beliefs, or union membership		Yes	For administrative employment purposes.
D. Mail, email, or text message contents not directed to Danone USA	Contents of any message that is not sent to Danone USA.	Yes	For administrative employment purposes, such as to monitor compliance with policies.
E. Uniquely identifying biometric information	Imagery of fingerprints, face, hand, palm, vein patterns, and voice recordings, from which an identifier template, such as a faceprint, a minutiae template, or a voiceprint, can be extracted, and keystroke patterns or rhythms, gait patterns or rhythms, and sleep, health, or exercise data that contain identifying information.	Yes	For administrative employment purposes, such as authentication.
F. Health information		Yes	For administrative employment purposes, such as providing disability benefits and accommodations.
G. Information relating to sex life or sexual orientation		Yes	For administrative employment purposes, such as to administer benefits.

5. Retention of Personal Information

Certain laws require us to provide information regarding the criteria we use to determine the length of time for which we retain personal information. We utilize the following criteria to determine the length of time for which we retain workforce information:

- The business purposes for which the information is used, and the length of time for which the information is required to achieve those purposes;
- Whether we are required to retain the information type in order to comply with legal obligations or contractual commitments, to defend against potential legal claims, or as otherwise necessary to investigate theft or other activities potentially in violation of Danone USA's policies and procedures applicable to you or against the law, to ensure a secure online environment, or to protect health and safety;
- The privacy impact on workforce members of ongoing retention; and
- The manner in which information is maintained and flows through our systems, and how best to manage the lifecycle of information in light of the volume and complexity of the systems in our infrastructure.

Individual pieces of personal information such as those listed above may exist in different systems that are used for different business or legal purposes. A different maximum retention period may apply to each use case of the personal information. Certain individual pieces of information may also be stored in combination with other individual pieces of information, and the maximum retention period may be determined by the purpose for which the combined information set is used.

6. No Expectation of Privacy

Please see the Employee Handbook regarding expectations of privacy in Danone USA's facilities or when using Danone USA's systems. As described there, we may reserve the right to monitor, audit, access, disclose, and/or review any use of Danone USA's computer systems or software at our sole discretion. You should not consider Danone USA's communications systems or software as private, and should have no expectation of privacy in these systems or software. Danone USA also physically and electronically monitors its facilities, information technology systems, software, and corporate network.

7. International Data Transfer

When your personal data is transferred across borders, we implement appropriate safeguards where required by applicable laws. These may include data transfer agreements, other contractual protections or other legally recognized mechanisms.

8. Your Rights

This section applies only to "personal information" that is subject to the California Consumer Privacy Act, as amended by the California Privacy Rights Act (collectively, "CCPA"). For example, this section does not apply to personal information that is exempted from the CCPA, such as personal information covered by other privacy laws like the Health Insurance Portability and Accountability Act, the Confidentiality of Medical Information Act, or the Fair Credit Reporting Act.

Workforce members who are California residents have certain rights under the CCPA related to personal information we collect about you. You may be able to exercise the following rights, subject to certain exceptions and limitations:

- You have the right to know the categories and specific pieces of personal information we collect, use, and disclose about you; information regarding the source of that personal information; the purposes for which we collect or disclose the personal information; and the categories of third parties with whom we have disclosed personal information.
- You have the right to request we correct inaccurate information we maintain about you.

- You have the right to request in certain circumstances that we delete personal information that we have collected directly from you.
- You have the right to be free from discrimination based on your exercise of your CCPA rights.

How to Submit a Request

You may submit a request to exercise your rights to know/access, correct, or delete your Personal Information through one of two means:

- By filling out a Data Subject Access Request which can be found [here](#).
- By calling 1-866-866-0038.

Upon submission of your request, we will contact you with instructions on how to verify the request, after which we will check our records for matching information, and aim to complete requests as soon as reasonably practicable and consistent with applicable law. In some cases, we may need to request additional information from you to verify your identity or understand the scope of your request.

You have the right to opt out of the sale or sharing of your personal information. However, Danone USA does not sell or share personal information relating to our workforce members.

You have the right to request, in certain circumstances, that we limit the processing of your sensitive personal information. However, Danone USA limits its processing of sensitive personal information relating to workforce members to purposes permitted by the CCPA that do not require that Danone USA offer a right to limit, and processes such information only as reasonably necessary and proportionate for those purposes. Danone USA does not use sensitive personal information relating to workforce members for the purposes of inferring characteristics of an individual. Accordingly, Danone USA does not offer an option to limit processing of sensitive personal information.

You may authorize another individual or a business registered with the California Secretary of State, called an authorized agent, to make requests on your behalf through the methods described in this Privacy Notice. You must provide the agent with signed permission to do so and provide proof of your identity, or the agent must have a valid power of attorney.

9. Updates to this Notice

We may change this Privacy Notice from time to time at our sole discretion. You can see when the Notice was last updated by checking the effective date on the cover of this Privacy Notice. We may also notify you in other ways from time to time about the collection, use, and disclosure of your personal information described in this Notice.

10. Contact Us

Please direct questions and requests related to this Privacy Notice or your Personal Information to HRProjects@danone.com.