

KOCH INDUSTRIES, INC. PRIVACY POLICY

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Koch Industries, Inc. and its affiliates (“Koch Industries”) respect individuals’ concerns about the privacy of their information. This global Privacy Policy addresses personal information (such as name, email and address, telephone number and financial information) Koch Industries may collect about you, both online and offline. This Privacy Policy also describes how we may use that personal information and with whom we may share it, as well as the measures we take to protect your personal information.

This global Policy applies to the personal information practices of Koch Industries and its affiliate companies Flint Hills Resources, INVISTA, Georgia-Pacific and Molex. Koch and Koch affiliated company employees may access the Employee Privacy Notice on the Koch corporate intranet or on their respective company intranet sites. Employees can also request it by contacting one of the reporting options available to them. Non-employees, such as contractors, who have access to information technology and communication tools provided by Koch Industries may also access (or may request access to) the Employee Privacy Notice to learn about the company’s personal information practices that may apply to them through their use of the company’s IT resources.

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Personal Information We Collect

We may collect personal information from individuals through our websites or by other means (such as email, fax, mail or phone). The principal ways you may provide the information and the types of information you may submit, as well as the ways we may use the information, are listed below.

Business Alerts, Newsletters and Other Communications – You may provide personal information to receive business alerts, newsletters and other communications (including emails) about. We use the information you provide to send you the communications and information you have requested and to communicate with you about our products and services.

Scholarships, Grants and Awards – You may provide personal information when applying for scholarships, grants or awards offered by Koch Industries. We use the information you provide in the selection process, to communicate with you and to publish a list of the recipients.

Incidents and Allegations - When you provide information about an incident or allegation, detailed personal information may be collected. We use these details to investigate and comply with any applicable company or legal requirement. We may transfer and disclose your information to third-parties as required in the course of the investigation or to comply with any legal obligation related to the information you provide.

Careers – Individuals from all over the world apply for jobs with Koch Industries through the Koch Careers website and other similar websites or through third-party job posting sites. The information job seekers provide through this process is maintained by third-party service providers, and may also be maintained in locations within the United States and accessible to our global recruiting team. The information submitted by job seekers is used to evaluate their qualifications for employment and to contact them regarding possible employment opportunities. Job seekers may also choose to provide information such as gender or ethnic background. Providing this data is optional and is not required to apply for a job with Koch Industries. This information will not be considered in evaluating candidates' qualifications for employment.

Websites for Business Purposes – On our websites you may be able to register using your personal information to gain access to information related to your business relationship with or products of Koch Industries. We use these details to provide you with access to information about your business relationship with us and to facilitate your use of the websites. Some browsers offer a “Do Not Track” (“DNT”) signal whereby you may indicate your preference regarding tracking and cross-site tracking. Although we do not currently employ technology that recognizes DNT signals, we will only process your personal information in accordance with this Privacy Policy. We engage third parties, such as marketing or analytics partners, who may collect information about your online activities over time and across different websites when you use our sites. You may request that we not share your information with third parties for these purposes.

Feedback – You may be able to submit feedback on our websites. If you choose to give us your feedback, we may ask you for your personal information. We may also ask you about your experience using our websites. We may use the information you provide to enhance our

websites, evaluate the quality of our products, or to communicate with you about products and services.

Contact– You may contact us with questions, requests or comments through the “[Contact](#)” link on our website or by similar means on Koch affiliates’ websites. When you do so, we may ask you for your personal information. We use the information to respond to your questions, requests or comments.

Vendors and Contractors – If you are a vendor or a contractor, we may ask you to provide personal information to establish and administer your account, process payments, and for compliance with internal and legal requirements (which may include medical testing and monitoring requirements, where applicable).

Other Uses of Information – We may use the personal information you provide to us for internal general business purposes. These purposes include administration of our websites, data analytics and compliance with our legal obligations, standards, policies and procedures.

Information Technology Security – We may collect personal information when detecting and defending against security threats. We use various IT tools to detect and defend against security threats (e.g., attacks, viruses, malware, spam, phishing, malicious web content), to promote business continuity of our information systems and assets, and to maintain optimal performance of our IT systems.

Contests, Sweepstakes, and Other Promotions – We may collect personal information via a Koch company website, if you participate in contests, sweepstakes, and other promotions related to Koch Industries or our products or services. If you provide another person’s information to us, you must first obtain appropriate consent to provide this information to us and for us to use this information in the manner indicated

Information We Collect by Automated Means

We collect certain information by automated means when you visit our websites. By collecting this information, we learn how to best tailor our websites to our visitors. We collect this information through various means such as “cookies,” “web beacons”, and “IP addresses” as explained below.

Cookies – Like many companies, we use “cookies” on our websites. Cookies are bits of text that are placed on your computer's hard drive when you visit certain websites. We use the information collected from these cookies to compile reports and help us improve the website. For example, a cookie might tell us whether you have visited us before, the number of visitors to the website, which site a visitor has come from, the pages they visited, and to help us identify site features in which you may have the greatest interest. Cookies may enhance your online experience by saving your preferences while you are visiting a particular site.

Most browsers will tell you how to stop accepting new cookies, how to be notified when you receive a new cookie, and how to disable existing cookies. Please note, however, that without cookies you may not be able to take full advantage of all our website features.

Web Beacons – Certain pages on our websites contain “web beacons” (also known as internet tags, pixel tags and clear GIFs). These web beacons allow us to obtain information such as the IP address of the

computer that downloaded the page on which the beacon appears, the URL of the page on which the beacon appears, the time the page containing the beacon was viewed, the type of browser used to view the page, and the information in cookies set by the third-party.

IP Addresses – An IP address is a unique identifier that certain electronic devices use to identify and communicate with each other on the Internet. When you visit our websites, we may view and/or store the IP address of the device you use to connect to the Internet. We use this information to determine the general physical location of the device and understand from what regions of the world our website visitors come from. We also may use this information to enhance our websites.

We may also collect information about your online activities on Koch companies' websites to provide you with advertising about products and services tailored to your individual interests. For example, we may engage with third-party advertising networks or use the advertising features provided by Google as well as the remarketing features of Google AdWords, in order to track website visitors across different Internet sites while providing them with ads from us.

Our websites also use web analysis services such as Google Analytics, in order to better understand your use of our websites and how we can improve them. The information generated by these services is anonymous and does not include personal information about you. The anonymous information collected through the use of these services is not combined with any personal information you may have explicitly chosen to share with us. The providers' ability to use and share information collected by these services about your visits to the Koch websites is restricted by terms of use and the providers' privacy policies. To get a better understanding of how these providers may use the anonymous data collected on Koch websites, you may review, as an example, Google's policy on this matter [here](#). You can also opt-out of Google advertising features through your ad settings, or by visiting [this page](#).

With Whom We Share the Information

We do not sell or otherwise disclose personal information except as described here. We may share the information you provide with Koch affiliates where necessary to fulfill legitimate business purposes. We also may share the information with service providers we have retained to perform services on our behalf. These service providers are not authorized by us to use or disclose the information except as necessary to perform services on our behalf or comply with legal requirements. In addition, we may disclose information about you: (1) if we are required to do so by law or legal process; (2) to law enforcement authorities or other government officials; (3) when we believe disclosure is necessary or appropriate to prevent physical harm or financial loss or in connection with an investigation of suspected or actual illegal activity; or (4) in order to enforce or apply our Terms of Use and other agreements or to protect the rights, property, or safety of Koch Industries, our customers, or others.

We reserve the right to transfer any information we have about you in the event we sell or transfer all or a portion of our business or assets. Should such a sale or transfer occur, we will use reasonable efforts to direct the transferee to use information you have provided in a manner that is consistent with this Privacy Policy.

User-generated Content

Some of our services and social networking features may enable you to submit your own content for public posting. Information you post in this fashion becomes public information and is not subject to this Privacy Policy. Certain areas of our websites may enable users to submit personal information to Koch Industries or its affiliates. Such information will be used in accordance with the website's Privacy Policy. Postings, letters, and other submissions become the property of Koch Industries and may be reproduced in whole or in part, including your name, for any purpose and in any manner.

Links to Other Sites

Our websites and communications may provide links to other websites, including to social networks or partners that may use our logo(s) as part of a co-branding agreement. To the extent that any linked services are not provided by Koch Industries, we are not responsible for the services, or any of the content found on these websites. If you visit any of these third-party services or websites covered by a privacy policy that we do not control, please review the privacy policy posted on that service or website.

How We Protect Personal Information

In proportion to the sensitivity of the information, we maintain reasonable administrative, technical and/or physical safeguards and appropriate security measures to protect personal information from loss, misuse or unauthorized access, disclosure, alteration, or destruction of the information you provide. However, we cannot guarantee the security of your personal information, as no electronic data transmission or storage of information is completely secure. If an incident is reported affecting your information, we will conduct an investigation and comply with all required reporting obligations.

International Transfers of Personal Information

We operate in the United States and in other countries and we may transfer your personal information to the United States or other countries for storage and processing on the basis of established contracts between Koch companies and subcontractors who process data on their behalf. For transfers of data outside of the European Union, this includes standard contractual clauses approved by the European Commission. By using the websites, or providing us with any personal information, you consent to the collection, processing, maintenance, and transfer of such information in and to the United States and other countries in which the privacy laws may not be as comprehensive as those in your country of residence.

How Long is Personal Information Retained

Since the purpose of collection determines how long personal data is retained, we are committed to ensure that such data is only retained for the length of time necessary to fulfill the purpose(s) for which it was collected or the minimum retention requirement as prescribed by applicable laws, whichever is greater. For specific retention times, please contact us as described below.

Access and Correction

You will be provided with reasonable access to personal information we hold about you and the ability to review and correct it, as required by law. As permitted by law, we may request a fee for providing access or correction services. To help protect your privacy and security, we will take reasonable steps to verify your identity, such as requiring a password and user ID for websites or asking you to confirm your provided information, before granting you access to your information. To remove or update your preferences or

information we have about you, please contact us as indicated in the “How to Contact Us” section of this Privacy Policy.

Children

Our services are generally not directed to children under 13. We do not knowingly collect personal information from anyone under 13 without parental consent. If you become aware that we have collected personal information from a child under the age of 13 without parental consent, please let us know so we can take appropriate action.

California Residents

If you are a California resident, you may ask us to refrain from sharing your information with our affiliates for their marketing purposes, if the affiliates are separate legal entities. Please tell us your preference by contacting us as indicated in the “How to Contact Us” section of this Privacy Policy.

Updates to Our Privacy Policy

Please review our Privacy Policy periodically as we may change it at any time and without prior notice to you. Any changes will be effective immediately upon the posting unless otherwise indicated. We will post a notice on this site to notify you of any significant changes to our Privacy Policy and indicate at the top of the policy when it was most recently updated.

How to Contact Us

If you have any questions or comments about this Privacy Policy or if you would like us to remove or update information we have about you or your preferences, please email or write to the following contacts at Koch Industries and its affiliates:

Molex, LLC

Compliance & Ethics Department

2222 Wellington Court

Lisle, IL 60532-1682, USA

Email: privacy@molex.com