APPLICANT PRIVACY NOTICE FOR CALIFORNIA RESIDENTS

This California Applicant Privacy Notice supplements any other notice received and applies solely to California residents. The purpose of this Privacy Notice (“Notice”) is to inform job applicants of MetLife Group and its affiliates (the “Company” or “we” or “us”) of the categories of personal information we collect and the purposes for which we use such personal information. This Notice is intended to comply with all applicable laws, such as the California Consumer Privacy Act. If any provision below conflicts with a legal requirement, then the Company will comply with the applicable law.

1. Personal Information We May Collect

The Company may collect, use, and disclose job applicant personal information for business purposes and consistent with applicable laws. Where the Company discloses personal information to third parties, it does so for the same business purposes described below.

We may collect and use the following categories of Personal Information about you in a job applicant context:

- **Identifiers**, such as Name, alias, postal address, unique personal identifier, Internet Protocol (IP) address, email address, telephone number, passport number, date of birth Social Security number, driver’s license number, or other similar identifiers.
- **Additional data subject to Cal. Civ. Code § 1798.80(e)**, such as signature, physical characteristics or description, education, employment, and employment history.
- **Characteristics of protected classes under California or federal law**, such as age, race, citizenship, marital status, veteran or military status, medical condition, disability, sex, gender, gender identity, and gender expression.
- **Biometric information**, such as fingerprints and fingerprint and/or facial recognition scan templates.
- **Online activity, Internet or other electronic network activity information**, such as browsing history, search history, interaction with web sites, applications, or advertisements.
- **Geolocation data**, such as IP Address.
- **Sensory Information, Audio, electronic, visual, thermal, olfactory or similar information**, such as photographs and videos.
- **Education information**, such as degrees, grades, certificates, licenses and education information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).
- **Inferences drawn from any of the information identified above** to create a profile about you reflecting your preferences, characteristics, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

2. How we use Personal Information

We may use your personal information for the purposes described in the “How We Use Your Personal Information” section of other applicable Company Privacy Notices that you may have received as a job applicant and for one of more of the following business purposes, including as specified in the CCPA.
Enable you to express interest in and/or allow you to apply for employment.
Verify your identify and consider your candidacy and suitability for employment.
Conduct a background investigation, which may include, but not limited to, criminal record check, criminal history and/or FBI background search, Social Security number and name verification, and other searches applicable to the position for which you applied, in accordance with applicable laws.
Manage our human resources operations, including performing analytics.
Conduct equal opportunity and diversity monitoring where permitted or required by law.
Maintain safety and security controls and features, including workplace safety, electronic systems and digital properties, and to comply with applicable laws.
To comply with applicable legal and regulatory requests and obligations (including investigations and reports to government agencies).
To establish or defend legal claims and allegations.
Detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity.
Debugging to identify and repair errors that impair existing intended functionality.
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 we own, manufacture, or control, and to improve, upgrade, or enhance the service or device.

3. Privacy Policy

MetLife’s Privacy Policy for California Residents can be found at https://www.metlife.com/about-us/privacy-policy/california-residents/.