

Cookie Policy

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This Cookie Policy is provided by Fidelity Stock Plan Services, LLC (“Fidelity Stock Plan Services”) to provide you information about the use of cookies and similar technologies (“cookies”) on our website and mobile app and with our electronic communications and how to manage them.

What is a cookie and how does Fidelity Stock Plan Services use cookies?

About Cookies

Cookies are small pieces of information, stored in simple text files, that a website or online service exchanges with a web browser or application on a visitor's device (for example, a computer, tablet, or mobile phone). They are also commonly referred to as web beacons, pixels, tags, flash objects and similar terms. In this Cookie Policy, the term “cookie” includes all such items and similar technologies. The information stored in a cookie may relate to your browsing habits on a website or mobile app, your interactions with our emails or a unique identification number so that the website or mobile app can “remember” you on your return visit. Generally, cookies do not contain personal information from which you can be identified, unless you have furnished such information to the website or mobile app via a login.

Cookies have different durations depending on whether they are session cookies or persistent cookies. Session cookies are temporary and expire automatically when you close your browser. Persistent cookies stay on your device until they are deleted by you, or they expire automatically after a set period of time.

How does Fidelity Stock Plan Services use cookies?

We use cookies for various reasons. For example, we use cookies to gather information and statistics about the use of our website or mobile app to improve our performance and provide users with a better experience. We may use cookies for security purposes and to personalize your experience while visiting our website or mobile app.

If you receive electronic communications from us, we use cookies to track certain actions, such as whether the communications are opened, and which links you click on within those communications. This enables us to assess the effectiveness of our electronic communications and to help us better tailor our communications with you.

What Types of Cookies Are Used?

We use cookies that are considered to be in the following categories: strictly necessary cookies, performance cookies, and functional cookies. These cookies may be set by us, our service providers and in some cases, our business partners.

Strictly Necessary Cookies

These cookies are necessary for our website or mobile app to function and cannot be switched off in our systems. You can set your browser to block or alert you about these cookies, but if you block these cookies, some parts of our website or mobile app will not work. These cookies do not store any personally identifiable information. The legal basis for our use of strictly necessary cookies are our legitimate interests, namely being able to provide and maintain our website or mobile app.

Performance Cookies

These cookies help us improve the performance of our website and mobile app by collecting and reporting information on how you use them. For example, these cookies allow us to count visits and traffic sources, identify which pages are the most and least popular, and how visitors move around our website and mobile app. All information from these cookies may be aggregated and used on an anonymous basis. The legal basis for our use of analytics cookies is the user’s consent.

Functional Cookies

These cookies enable us to provide you with enhanced functionality and to personalize your experience on our website or mobile app. For example, these cookies help us to remember your preferences and to personalize content based on your use of our website or mobile app. If you do not allow these cookies, some or all of these features may not function properly. The legal basis for our use of

analytics cookies is the user's consent.

How You Can Manage Cookies

To manage your cookie preferences for this website please click the Customize Cookie Settings link located in the footer.

In addition, you can manage cookies through your web browser. 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 or delete existing cookies. You can find out how to do this for the browser you use by consulting the information made available by the provider of your browser.

Please note that certain cookies must be enabled to log in to Fidelity NetBenefits. If you disable all cookies, you will not be able to log in and use parts of our websites and mobile app.

For mobile users, you have controls in your device operating system that enables you to choose whether to allow cookies. For information on controlling your mobile choices, please visit <https://www.networkadvertising.org/mobile-choices>.

We may use cookies in our emails. Depending upon the email client/service that you use, you may have the option to prevent the automatic downloading of images which would suppress these cookies until images are downloaded.

Updates

We may change this Cookie Policy from time to time. When we make changes, we will update the "Last Updated" date at the top of this page.

Included is a link to a website that is unaffiliated with Fidelity. Fidelity has not been involved in the preparation of the content supplied at the unaffiliated site and does not guarantee or assume any responsibility for its contents.

Fidelity Stock Plan Services, LLC provides recordkeeping and administrative services to company's equity compensation plans.

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