Fidelity Stock Plan Services Cookie Policy

This cookie policy applies to all websites and mobile applications on which it appears which Fidelity makes available to UK and EU residents participating in or administrating a UK or EU employer sponsored equity compensation plan record-kept by Fidelity Stock Plan Services, LLC ("our websites").

By accessing our website, you agree that this cookie policy will apply whenever you access our websites on any device.

At Fidelity, your privacy is important to us. Our websites, like many other websites, use small files called cookies and similar technologies to help us customize your experience. You can find out more about cookies and how you can control them here. Please also refer to our Privacy Policy.

If you choose to use our websites without blocking or disabling cookies or opting out of other technologies, you will indicate your consent to our use of these cookies and other technologies and to our use (in accordance with this policy and our Privacy Policy) of any personal information that we collect using these technologies. If you do not consent to the use of these technologies, please block or disable them using your browser controls as further described below.

What is a Cookie and how does Fidelity Stock Plan Services use them?

Cookies are small amounts of data that a website or online service exchanges with a web browser or application on a visitor's computer or device. Cookies may then be read by the website or online service on your subsequent visits. For example, the information stored in a cookie may relate to your browsing habits on the website, or a unique identification number so that the website can "remember" you on your return visit. Generally speaking, cookies do not contain personal information from which you can be identified, unless you have furnished such information to the website via a log-in.

Fidelity Stock Plan Services and our third-party service providers use cookies to collect information about visitors and their use of our websites, including for example connection speed, operating system details, the time and duration of visits and technical information such as IP addresses. The information collected by cookies enables us to understand how the site is used, including the number of visitors it has, the pages viewed per session, time exposed to particular pages etc. Cookies are also used for security purposes and to personalize your experience, such as customizing your screen layout. This in turn helps to provide visitors with a better experience.

Our cookies do not in any way compromise the security of your computer.

Strictly Necessary Cookies

Strictly necessary cookies are cookies that are necessary to let you move around our websites, enable you to use essential features or are used for the security of our websites. These cookies do not gather any information about you that is used for marketing.

For example, when you log in to NetBenefits or Plan Sponsor Webstation we and our service providers set cookies on your computer that allow you to access this site and interact with it. Many of these cookies are "session" cookies - - cookies that are stored temporarily during a browsing session and deleted from your device when you close your browser. Other cookies are "persistent" cookies which remain on your device until they are deleted.

You can change your browser setting to refuse all cookies if you do not wish to accept them. However, strictly necessary cookies are essential for our site to function and allow you to access secure areas of the website. Without these cookies, services on Plan Sponsor Webstation and NetBenefits cannot be provided.

Analytics Cookies

Performance cookies collect information about how you use our website, such as the pages you visit, how long you stay on them, etc. The information collected is used to help us improve how our website works, understand the interests of our users and measure how effective our sites are.

Typically, these are persistent cookies and some of these cookies are 'third party' cookies placed through or by a third party to enable us to better understand and improve your experience on our websites.

Functional cookies

Functional cookies allow us to remember certain selections or preferences you have made in order for us to tailor our website to you.

Among other uses, functional cookies are used to remember if you have previously accepted terms and conditions to prevent repetitive pop-up messages or disclaimers. We may also use functional cookies to share information with partners that provide a service, product or function on or through our website. The information shared is only to be used to provide the service, product or function and not for any other purpose.

You can use your browser's controls to control whether or not your browser will accept these cookies, but rejecting them may mean we cannot offer you some

services. It is also possible that rejecting these cookies will stop us from remembering that you did not want a specific service.

How to Disable Cookies

Users can set their browsers to accept or reject (or block) cookies. If you wish to reject cookies, please refer to the documentation provided with the browser that you are using to determine the steps to take to reject cookies. If you are having trouble finding how to reject cookies, please check the 'Help' functionality on your browser to understand how it handles cookies and what settings are available to control the use of cookies. Please remember that if you change your browser's settings to reject all cookies, the settings will apply to all other websites as well, and not just our websites.

Please note: Some of our websites require cookies to be enabled in order for the service to function properly. If you reject cookies, you will not be able to use those sites.

Last Reviewed: March 2020

924715.1.0