

Additional information for UK and EU Residents Participating in a UK or EU Employer Sponsored Equity Compensation Plan

This Additional Information for UK and EU Residents Participating in a UK or EU Employer Sponsored Equity Compensation Plan the Fidelity supplements Investments Privacy Policy that is available on this Fidelity website (our "Main Privacy Policy"). For More information on how we collect your data from your employer or from you, please see our Main Privacy Policy.

Transferring your personal data to other countries

In order to deliver our services, it may be necessary to transfer your personal data to the US or other locations. Some of these countries may not be deemed to provide adequate protection under the laws of your home jurisdiction. We have established safeguards to protect personal information that is transferred to other countries including appropriate contractual protections.

As described in our Main Privacy Policy, we may share personal data about you to third parties and also within Fidelity. When we do transfer personal data to a third party service provider, we first conduct reviews of the service provider and then share the data only for purposes related to the services we provide to your employer (including those we provide to you as part of those services).

Your rights under the European Union's General Data Protection Regulation and the United Kingdom's Data Protection Act 2018

Under the European Union's General Data Protection Regulation and the United Kingdom's Data Protection Act 2018, you have the right to make certain requests to certain designated entities regarding your personal information.

(a) Requesting a copy of your personal data

You have the right to access the personal data that we have received and to have a copy of such data provided to you or someone else on your behalf. Certain personal data that we hold may be viewed on the NetBenefits website. In order to request a copy of your personal data, please submit your request to your employer who will then reply to you in coordination with Fidelity Stock Plan Services.

(b) Letting us know if your personal data is incorrect

If you think any of the personal data we hold about you is wrong, you may change the additional data you provide us by going to NetBenefits. Otherwise, please inform your employer who will then coordinate appropriate remediation with Fidelity Stock Plan Services.

(c) Asking us to stop using or to erase your personal data

You have the right to object to our use of your personal data. You can ask us to delete it, to restrict its use, or to object to our use of your personal data for certain purposes. If we are still providing services to you in connection with the services we provide to your employer, we will need to continue using your information to deliver those services. In some circumstances we are obligated to keep processing your information for a set period of time. In order to request us to stop using or to erase your personal data, please submit your request to your employer who will then inform Fidelity Stock Plan Services of your request.

How long do we keep your personal data?

We retain your data for as long as necessary to meet our regulatory and contractual requirements.

Last Reviewed: March 2020

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