

February 1, 2024

MILLIKEN CCPA PRIVACY NOTICE

Introduction

This privacy notice applies only to Milliken & Company and the collection and use of California residents' Personal Information where such use or collection is governed by the California consumer privacy act (CCPA).

Any terms defined within the CCPA have the same meaning when utilized within this CCPA Privacy Notice ("Privacy Notice" or Notice").

Please read this CCPA Privacy Notice carefully because it provides important information and explains your rights. IF YOU DO NOT CONSENT TO THE COLLECTION, USE, AND SHARING OF YOUR INFORMATION AS DESCRIBED IN THIS CCPA PRIVACY NOTICE, PLEASE DO NOT PROVIDE US WITH SUCH INFORMATION. Please visit this website, and from time to time, as we may update it to reflect changes in the law or our data practices. If you have any questions or concerns, or wish to exercise your privacy rights, we invite you to contact us by any of the methods listed at the bottom of this Notice.

This Notice also contains details of our applicable privacy policy.

Who Are We?

We are Milliken & Company of 920 Milliken Road, Spartanburg, South Carolina 29303 U.S.A.

We provide expertise in research, design, and manufacturing spanning multiple markets including floor covering, performance and protective textiles, specialty chemicals, healthcare, and operational excellence consulting for industrial manufacturers. This Privacy Notice explains how we use the Personal Information we hold on prospective, current, former customers, or others and the rights you may have in relation to that Personal Information.

This Privacy Notice is issued on behalf of all the companies in the Milliken & Company group ("Milliken & Co Group"). If you have any questions about this Privacy Notice, including details of the Milliken & Co Group companies, or any requests to exercise your legal rights, please contact us using the details set out below or through email at privacy@milliken.com.

What does this Privacy Notice cover?

We take your privacy seriously. This notice:

- Sets out the categories of Personal Information that we collect about you through online and offline channels including but not limited to use of our website, phone and email conversations, social media interactions on our websites and other third party websites such as social media sites, viewing our emails, attending an event, or through our authorized services providers;
- Describes the sources of the Personal Information from whom we collect your Personal Information;
- Explains how and why we collect and use your Personal Information;
- Explains to whom we will disclose, sell or share your Personal Information;

February 1, 2024

- Explains the different rights and choices you have when it comes to your Personal Information; and
- Explains how you can contact us.

What Personal Information do we collect, how do we use it, and to whom do we disclose it?

Personal Information means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household. It does not include deidentified or aggregate information, or public information lawfully available from governmental records.

It is routine for us to collect, process and store Personal Information about you over the course of your interactions with us.

We may disclose your Personal Information to services providers and contractors to assist with the purposes for which we collect your Personal Information including but not limited to fulfillment, marketing and advertising, communications, data storage and other technical services. The parties to whom we disclose your Personal Information are bound to comply with similar and equally stringent undertakings of privacy and confidentiality.

We may also disclose your Personal Information to comply with legal obligations; when we believe in good faith that an applicable law requires it; at the request of governmental authorities or other parties conducting an investigation; to detect and protect against fraud, or any technical or security vulnerabilities; to respond to an emergency; or otherwise to protect the rights, property, safety, or security of third parties, visitors to our websites, our businesses, or the public.

The following chart describes the categories of Personal Information we may collect or have collected about you in the past 12 months and, for each category, the sources, how we use it, and the categories of entities to whom we may have disclosed the Personal Information, if at all.

Category of Personal Information (PI)	Sources of Personal Information	Purpose of Collection	Categories of Entities To Which Personal Information was Disclosed
Identifiers and other elements. This may include first name, maiden name, last name, username or similar identifier, title, date of birth and gender.	Our website (this includes Information that you provide by filling in forms on our website or through HubSpot. This includes information provided when you use the "Contact Us" Forms and contact us for customer support and when we process and	Responding to "Contact Us" Forms queries & Customer Support, Carrying out marketing, Carrying out targeted advertising, Storing visitor preferences, Processing sales (e.g., customer orders) and administering customer relations, Administering website registrations, Monitoring Web Site	Professional advisers, including accountancy and legal firms, in order to provide us with advice; Service providers, including to provide and support our data management, analytics, security, and storage systems; Our operating and other

	<p>respond to your enquiries related to products, technical, support and customer service)</p> <p>Sales Transactions (This includes information provided when you order from us, request samples of our products or merchandising items) Through publicly available sources such as social media, lead generation service companies, public registries and credit reference agencies.</p>	<p>Performance, Administering and managing commercial relationships with current and potential clients (such as order fulfilment, payment and invoicing for goods & services, contacting customer, review creditworthiness, IT support); Compliance with Legal Obligations Fraud Detection & Prevention Security Access Control System and Video Surveillance System (e.g., security access badge) Administering and managing commercial relationships with current and potential suppliers and vendors; Responding to regulatory and technical services requests; Carrying out promotional operations, Direct Marketing; Conducting statistical surveys and marketing studies, etc.; Responding to website enquiries.</p>	<p>affiliated companies, for business and operational purposes.</p> <p>Transaction (merger and acquisition) partners, including to facilitate the diligence, negotiation, and completion phases of transactions contemplated by us, our parent company, or affiliated legal entities.</p>
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Category of Personal Information (PI)	Sources of Personal Information	Purpose of Collection	Categories of Entities To Which Personal Information was Disclosed
Internet protocol (IP) address, your login data, browser type and version, time zone setting and location, browser plug-in types and	Our website (this includes information that you provide by filling in forms on our website or through HubSpot. This includes	<p>Determine web site traffic patterns. Count web visits Store visitor preferences.</p> <p>Target advertising based on information</p>	<p>Professional advisers as described above;</p> <p>Service providers as described</p>

<p>versions, operating system and platform and other technology on the devices you use to access this website.</p>	<p>information provided when you use the “Contact Us” Forms and contact us for customer support and when we process and respond to your enquiries related to products, technical support and customer service) Through publicly available sources such as social media, lead generation service companies, public registries and credit reference agencies.</p>	<p>collected when you visit our website. Determine traffic sources so we can measure and improve the performance of our website. Help us to know which pages and content are the most and least popular. Observe site search patterns to provide more intuitive navigation cues. Determine user frequency and time between user visits. Provide insight for future website enhancements. Telemetry data (such as page speed and load times) to ensure stability of the server farm environment.</p>	<p>above; Third parties that assist with marketing and advertising; Our operating and other affiliated companies as described above; and Transaction partners as described above.</p>
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Category of Personal Information (PI)	Sources of Personal Information	Purpose of Collection	Categories of Entities To Which Personal Information was Disclosed
<p>Financial information</p>	<p>Sales Transactions (this includes information provided when you order from us, request samples of our products or merchandising items) Through publicly available sources such as social media, lead generation service companies, public registries and credit reference agencies.</p>	<p>To respond to any questions or concerns you have raised; To deal with administrative matters as described; To perform services on our behalf as described. To otherwise carry out our obligations arising under our contract with you and to enforce the same; To carry out anti-money laundering and other compliance checks and controls;</p>	<p>Professional advisers as described above; Service providers as described above; Our operating and other affiliated companies as described above; and transaction partners as described above.</p>

February 1, 2024

		To verify your identity or for other fraud or crime prevention	
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Category of Personal Information (PI)	Sources of Personal Information	Purpose of Collection	Categories of Entities To Which Personal Information was Disclosed
<p>Marketing and Communications Information</p>	<p>Our website (this includes Information that you provide by filling in forms on our website or through HubSpot. This includes information provided when you use the “Contact Us” Forms and contact us for customer support and when we process and respond to your enquiries related to products, technical support and customer service). Through publicly available sources such as social media, lead generation service companies, public registries and credit reference agencies.</p>	<p>Administering and managing commercial relationships with current and potential clients (such as order fulfilment, payment and invoicing for goods & services, contacting customer, review creditworthiness, IT support); Compliance with Legal Obligations Administering and managing commercial relationships with current and potential suppliers and vendors; Responding to regulatory and technical Services requests Carrying out promotional operations, direct marketing; Conducting statistical surveys and marketing studies, etc.; Responding to website enquiries</p>	<p>Professional advisers as described above; Service providers as described above; Third parties that assist with marketing and advertising; Our operating and other affiliated companies as described above; and Transaction partners as described above</p>

Category of Personal Information (PI)	Sources of Personal Information	Purpose of Collection	Categories of Entities To Which Personal Information was Disclosed
<p>Audio or video footage collected using CCTV cameras (only if you visit one of our premises that uses this technology)</p>	<p>Through publicly available sources such as social media, lead generation service companies, public registries and credit reference agencies. Using CCTV cameras. We have cameras on our premises and your image and movements will be recorded while you are on our sites or premises.</p>	<p>To deal with administrative matters as described above; To carry out anti- money laundering and other compliance checks and controls; or To verify your identity or for other fraud or crime prevention</p>	<p>Professional advisers as described above; Service providers as described above; and Our operating and other affiliated companies as described above.</p>

Category of Personal Information (PI)	Sources of Personal Information	Purpose of Collection	Categories of Entities To Which Personal Information was Disclosed
<p>Social Media Information</p>	<p>Our website (This includes Information that you provide by filling in forms on our website or through HubSpot. This includes information provided when you use the “Contact Us” Forms and contact us for customer support and when we process and respond to your enquiries related to products, technical support and customer service)</p> <p>Through publicly available sources such as social media, lead generation service companies, public</p>	<p>Administering and managing commercial relationships with current and potential clients (such as order fulfilment, payment and invoicing for goods & services, contacting customer, review creditworthiness, IT support); Responding to regulatory and technical services requests; Carrying out promotional operations, direct marketing; Conducting statistical surveys and marketing studies, etc.; Responding to website enquiries</p>	<p>Professional advisers as described above; Service providers as described above; and Our operating and other affiliated companies as described above.</p>

February 1, 2024

	registries and credit reference agencies.		
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We will continue to collect the same categories of Personal Information listed in the chart above, for the same purposes. If this should change, we will issue an updated Privacy Notice.

Business or Commercial Purpose for Selling or Sharing Personal Information. We may sell or share your Personal Information, and/or have sold or shared your Personal Information in the preceding 12 months, to the following categories of parties for the purposes listed below. Under the CCPA, “selling” means an exchange of Personal Information for monetary or other valuable consideration. “Sharing” means making available a consumer’s Personal Information to a third party for cross-context behavior advertising, whether or not for monetary or other valuable consideration.

Categories of Personal Information Shared or Sold	Categories of Third Parties to Whom Sold or Shared	Business of Commercial Purpose for Selling or Sharing
Identifiers Other elements Characteristics of protected classifications under California or federal law Commercial information Education information Internet or other electronic network activity Biometric information Geolocation data Audio, electronic, visual, thermal, olfactory, or similar information Professional or employment-related information Consumer profile Inferences drawn from other personal information	<ul style="list-style-type: none"> • Third parties as directed by you. • Advertising and marketing partners. 	<ul style="list-style-type: none"> • As directed by you. • Advertising and marketing.

Sensitive personal information		
Identifiers	<ul style="list-style-type: none">• Our advertising partners, corporate affiliates, and business partners.	<ul style="list-style-type: none">• For cross context advertising.
Inferences drawn from other personal information	<ul style="list-style-type: none">• Advertising partners	<ul style="list-style-type: none">• For cross context advertising.

How Long We Retain Your Personal Information

We retain your Personal Information for as long as necessary to provide you products and services, while you have an open account with us and in accordance with the Company’s data retention schedule. We may retain your Personal Information for longer if it is necessary to comply with our legal obligations or reporting obligations, resolve disputes, collect fees, etc. or as permitted or required by applicable law.

We may also retain your Personal Information in a deidentified or aggregated form so that it can no longer be associated with you. To determine the appropriate retention period for your Personal Information, we consider various factors such as the amount, nature, and sensitivity of your information; the potential risk of unauthorized access, use or disclosure; the purposes for which we process your Personal Information; applicable legal requirements.

Minors

We do not knowingly collect the Personal Information of minors.

This website and our products and services are not directed to minors under the age of 18. We do not have actual knowledge that we have sold or shared the Personal Information of minors under age 16.

How do we keep your Personal Information secure?

We implement and maintain reasonable security appropriate to the nature of the Personal Information that we collect. For example, we have implemented a security program that contains administrative, technical and physical controls that are designed to reasonably safeguard your data from unlawful use, unauthorized access or disclosure. However, no system for safeguarding personal or other information is 100% secure and even though we have taken steps to protect your personal information from being intercepted, accessed, used or disclosed by unauthorized persons, we cannot fully eliminate security risks associated with personal information.

February 1, 2024

Do we respond to “Do Not Track” signals?

“Do Not Track” is a privacy preference that you can set in your Internet search browser that sends a signal to a website that you do not want the website operator to track certain browsing information about you. However, because our website is not configured to detect Do Not Track signals from a user’s computer, we are unable to respond to Do Not Track requests.

Sensitive Personal Information.

We do not use or disclose your sensitive Personal Information for purposes that, with limited exceptions, are not necessary to provide our products and services as are reasonably expected by an average consumer requesting those goods and services.

What rights do you have in relation to the Personal Information we hold on you?

Residents of California including individuals who have provided their Personal Information to Milliken & Company when communicating or transacting with us on behalf of their employer or another business, have the following rights, subject to certain limitations.

(a) RIGHT TO REQUEST DISCLOSURE OF INFORMATION WE COLLECT AND SHARE ABOUT YOU

You have the right to request that we disclose the following to you as it relates to the 12-month period preceding the Company’s receipt of your verifiable consumer request (see below):

- a) The categories of PI we have collected about you.
- b) The categories of sources from which the PI was collected.
- c) The business or commercial purpose for collecting, selling, or sharing PI.
- d) The categories of PI we disclosed or sold for a business purpose.
- e) The categories of third parties we disclosed PI to, by the category of PI.
- f) The specific pieces of PI we collected about you.

(b) RIGHT TO REQUEST CORRECTION OF INFORMATION WE COLLECT.

You have the right, subject to certain limitations, to request that we correct any inaccurate Personal Information we maintain about you. Upon receipt of a verifiable consumer request, and as required by the CCPA, we will take appropriate steps to respond to your request.

c) RIGHT TO REQUEST THE DELETION OF PERSONAL INFORMATION WE HAVE COLLECTED FROM YOU

You have the right to request that we delete your Personal Information, subject to certain exceptions.

Upon receipt of a verifiable consumer request (see below), and as required by the CCPA, we will delete and direct any service providers, contractors, and third parties to delete your Personal Information from their records.

February 1, 2024

The Company is not required to comply with your request to delete your Personal Information if it is necessary for the Company (or its service provider) to maintain your Personal Information in order to:

- a) Complete the transaction for which the PI was collected, provide a good or service requested by you, or reasonably anticipated by you within the context of our ongoing business relationship with you, or otherwise perform a contract between the Company and you.
- b) Help to ensure security and integrity to the extent the use of the consumer's PI is reasonably necessary and proportionate for those purposes.
- c) Debug to identify and repair errors that impair existing intended functionality.
- d) Exercise free speech, ensure the right of another consumer to exercise his or her right of free speech, or exercise another right provided for by law.
- e) Comply with the California Electronic Communications Privacy Act pursuant to Chapter 3.6 (commencing with Section 1546) of Title 12 of Part 2 of the Penal Code.
- f) Engage in public or peer-reviewed scientific, historical, or statistical research that confirms or adheres to all other applicable ethics and privacy laws, when the Company's deletion of the information is likely to render impossible or seriously impair the ability to complete such research, if you have provided informed consent.
- g) To enable solely internal uses that are reasonably aligned with your expectations based on your relationship with the Company and compatible with the context in which the consumer provided the information.
- h) Comply with a legal obligation.

(d) RIGHT TO OPT OUT OF HAVING YOUR INFORMATION SOLD OR SHARED. You have the right, subject to certain limitations, to opt-out of having your Personal Information sold or shared. You may exercise this right by clicking this link: <https://www.milliken.com/-/media/files/pdfs/corporate/privacy-policy/ccpa-statement--pdf.pdf>.

This Site recognizes and processes opt-out preference signals made through the Global Privacy Control mechanism. A notice is provided on the cookie banner notice to confirm when this signal has been received and processed. Website users must have installed and correctly set up the GPC browser extension in order to take advantage of this functionality.

(e) RIGHT NOT TO BE DISCRIMINATED AGAINST

We will not discriminate against you for exercising any of your CCPA rights. For example, we generally will not provide you a different level or quality of goods or services if you exercise your rights under the CCPA.

How can you make a request to exercise your rights?

February 1, 2024

If you would like to exercise any of your rights under the CCPA, please contact us by email here: Privacy@milliken.com or using the toll-free number: 888.553.1213

Verifiable Requests.

We reserve the right to only respond to verifiable consumer requests. A verifiable consumer request is one made by any individual who is:

- a) the consumer who is the subject of the request,
- b) a consumer on behalf of the consumer's minor child, or
- c) by a natural person or person registered with the Secretary of State authorized to act on behalf of a consumer.

If we request, you must provide us with sufficient information to verify your identity and/or authority to act on behalf of a Consumer. In general, we may ask you to provide identifying information that we already maintain about you or we may use a third-party verification service. In either event, we will try to avoid asking you for sensitive PI to verify your identity. We may not be able to respond to your request or provide you with PI if we cannot verify your identity or authority to make the request and confirm the PI relates to you. However, making a verifiable consumer request does not require you to create an account with us.

Additionally, you will need to describe your request with sufficient detail to allow us to review, understand, assess, and respond. We will not use the PI we collect from an individual to determine a verifiable request for any other purpose, except as required by law.

We reserve the right to charge a fee to process or respond to your request if it is excessive, repetitive, or manifestly unfounded. If we determine that a request warrants a fee, we will attempt to notify you as to why we made that decision and provide a cost estimate before completing your request. We will attempt to respond to a verifiable consumer request within forty-five (45) days of receipt, but we may require up to ninety (90) days to respond, under which circumstances we will notify you of the need for an extension.

If you have an account with us, we will deliver our written response to that account. If you do not have an account with us, we will deliver our written response by mail or electronically, at your option. Any disclosures we provide will only cover the 12-month period preceding the receipt of your verifiable consumer request. The response we provide will also explain the reasons we cannot comply with a request, if applicable. To the extent permitted by the CCPA, we will respond to no more than two requests during any 12-month period.

Authorized Agents.

You may authorize a natural person, or a business registered with the California Secretary of State to act on your behalf with respect to the right under this CA Addendum. When you submit a Request to Know Correct, or Delete, unless you have provided the authorized agent with a qualifying power of attorney, you must provide your authorized agent written permission (signed by you) to act on your behalf and verify the authorized agent's identity with us. We reserve the right to deny requests from persons or businesses claiming to be authorized agents that do not submit sufficient proof of their authorization.

February 1, 2024

California “Shine The Light” Civil Code Section 1798.83.

No information is shared with third parties for their own marketing purposes.

How to Contact Us.

If you have any questions regarding this Policy or the privacy of your Personal Information, please contact us at: privacy@milliken.com

Accessibility.

Persons with disabilities may obtain this notice in alternative format upon request using the contact information above.

Last Updated: February 2024