

CALIFORNIA TEAM MEMBER AND APPLICANT PRIVACY NOTICE

Sleep Number respects the privacy of the personal information of the individuals with whom we interact. If you are a California resident and you are a current or former Sleep Number team member or job applicant, this California Team Member and Applicant Privacy Notice (“Notice”) describes the personal information we collect from or about you, and how we use or disclose that information.

Applicability

This Notice applies to Sleep Number Corporation and its subsidiaries, including but not limited to Select Comfort Retail Corporation and Select Comfort SC Corporation, and to the information we obtain about employees and applicants who are California residents (“team member”, “you” or “your”). All references in this Notice to "Sleep Number", "we", "us", "our" and like terms refer collectively to Sleep Number Corporation and its subsidiaries. This Notice applies to your interactions with us and describes our privacy practices with respect to information we collect about you from any source.

Collection of Personal Information

For purposes of this Notice, “Personal Information” is any information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or device. Personal Information does not include anonymous or non-personal information (i.e., information that cannot be associated with or tracked back to a specific individual). Within the past twelve (12) months, we or a partner working on our behalf have collected the following categories of Personal Information from or about team members and family members:

Identifiers

Name, alias, Social Security Number, date of birth, signature, home address, e-mail address(es), telephone number(s), driver's license or state identification card number, passport number, and other similar identifiers.

Education Information

School records, school(s) attended, dates attended, degree(s) earned, academic achievements.

Financial Information

Retirement account information, bank accounts, investment or brokerage accounts, student loans, insurance, information regarding estate or tax planning, debts, trusts, credit or debit card number(s), legal issues (e.g., child support, alimony, wage garnishments and subpoenas), and benefits information.

Medical Information

Medical history, medical questionnaires, information regarding physical, mental and/or behavioral health, genetic information, wellness activities and subsidies, health insurance information, information regarding payment for healthcare services.

Demographic Information

Age, race, ethnicity, gender identification, sexual orientation, pronouns, other demographic information, medical condition, disability status, citizenship, veteran or military status, marital status, family member information.

Sensory Information & Biometric Information

Security and video conferencing images, and audio recordings. This includes imagery and voice recordings, from which an identifier template, such as a faceprint, or a voiceprint, could be obtained.

Internet and Electronic Activity

Browser history, search history, IP address, mobile device identifier, cookies, use of IT resources, interaction with website, app, advertisements.

Geolocation Data

GPS coordinates, location-tracking information, physical location or movements.

Professional or employment-related information

Salary/compensation, benefits, beneficiary designations, talent management, disciplinary action, employment contract(s), employment history, performance reviews, employee engagement and survey data, professional designations, personnel files, training, visa status, business expenses, use of company products, and pre-hire documents (such as job applications, resumes, background check information, drug test information, and candidate evaluations).

Inferences

Inferences drawn from any of the information identified in these categories to create a profile about a team member reflecting the team member's preferences, characteristics, psychological trend, predispositions, behavior, attitudes, intelligence, abilities and aptitudes.

We most often collect this Personal Information directly from you. For example, information that you provide us when you complete an employment application, enroll in benefits, or information you provide in Workday. In some cases, we may collect Personal Information from third parties, for example we may collect information from employment background agencies for the purpose of conducting a background screening.

Use of Personal Information

The Personal Information we collect from you as a team member may be used or disclosed for one or more of the following business purposes.

- To administer benefits, such as group health insurance benefits, wellness programs, 401(k) plans, life insurance, disability insurance, PTO, leaves, commuter, and other benefit programs.
- To administer pay, including salary administration, payroll management, payment of expenses and bonuses, and administering stock option payments.
- To manage and/or analyze aspects of team member performance of their job duties and employment, including training, talent management, periodic reviews, performance tracking, promotions, and disciplinary actions.
- To verify and manage applicable team member credentials, licensing, and other qualifications.
- To provide human resources management, including hiring, terminations, and relocation activities, and administering team member claims.
- To maintain records of emergency contact information for use in the event of an emergency.
- To monitor eligibility to work in the U.S. to ensure legal compliance.
- To conduct healthcare-related services, including employment-related medical screenings for return-to-work processes and medical case management needs; determining medical suitability for particular tasks; identifying health needs of team members to plan and provide appropriate services, and providing guidance on fitness for travel.
- To conduct surveys, research, analysis, and strategic development to implement, maintain and promote an engaging work experience at Sleep Number.
- To provide team member and facility security.
- To monitor activities, access and use of Sleep Number systems and assets for information protection, cybersecurity, policy compliance, and to ensure proper functioning.

- To protect against malicious, deceptive, fraudulent, or illegal activity, or violations of Sleep Number policies or the law.
- To support our equal opportunity employment policy and diversity and inclusion programs.
- To facilitate business, product, strategy, and technological development.
- To comply with state and federal law(s) requiring businesses to collect, monitor, maintain or transfer certain records regarding applicants, including demographic characteristics.
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.
- For other legitimate purposes including employee self-services; corporate operations (e.g. mergers, business transfers or investments), etc.

We do not sell your Personal Information or share it with any third party for targeted advertising.

Non-Personal and De-Identified Information

We may share and use for any purpose information that does not identify you individually and is not linkable to you, including: (1) information that is collected in a manner that does not identify you individually and (2) information that was collected as Personal Information but later de-identified to remove the information that could be used to identify you or link you to the information. We will not attempt to re-identify De-Identified Information.

Notification and Consent

Privacy laws do not generally require Sleep Number to obtain your consent for the collection, use or disclosure of personal information for the purpose of establishing, managing, or terminating your employment relationship. In addition, we may collect, use, or disclose your personal information without your knowledge or consent where we are permitted or required by applicable law or regulatory requirements to do so.

Information Security

We seek to use reasonable physical, electronic, and procedural security safeguards and take reasonable precautions to protect against the loss, misuse, and unauthorized access of your Personal Information. Unfortunately, no data transmission or storage system can be guaranteed to be 100% secure. If we are required by law to inform you of a breach to your Personal Information we may notify you electronically, in writing, or by telephone, if permitted to do so by law.

Data Retention

We retain your Personal Information for as long as is necessary to carry out the purposes set out in this Notice. To determine how long we will retain your Personal Information we consider your relationship with us, the purpose for processing the information, whether the information is necessary to maintain employment or business records, the technical feasibility of deleting the information, if we can de-identify or anonymize the information, and whether we have a legal obligation or right to keep the information for a period of time.

Monitoring

While conducting our business, we may monitor team member activities, facilities, and property. For example, some of our locations are equipped with surveillance cameras. Where in use, surveillance cameras are there for the protection of team members and third parties, and to protect against theft, vandalism, and damage to Sleep Number's goods and property. Recorded images are routinely destroyed and not shared with third parties unless there is suspicion of a crime, in which case they may be turned over to the police or other appropriate government agency or authority. Additionally, we may monitor team member computer, e-mail, and messaging use. These monitoring activities may result in the collection of Personal Information from team members. When

using Sleep Number equipment or resources team members should not have an expectation of privacy with respect to such use.

Changing your Contact Information

It is important that the information contained in our records is both accurate and current. If your contact information changes during your employment with Sleep Number, please update your records in Workday or advise your human resource business partner.

California Privacy Rights

You have the following privacy rights under the California Consumer Privacy Act:

- **Request to Know:** You can request a copy of the Personal Information we have collected about you.
- **Request to Delete:** You can request we delete Personal Information about you in our possession, subject to certain exceptions.
- **Request to Correct:** You can request that we correct inaccurate personal information about you that we maintain.

If you wish to submit a request for any of these rights, please go to www.sleepnumber.com/privacy-form or call 800-676-3445. If you submit a request regarding your Personal Information, we must be able to adequately verify your identity before fulfilling your request. To assist us, please provide all requested information and we will verify your identity by matching the information that you provide with data points that we maintain and have determined to be reliable for the purposes of verification. We may also ask you to provide other documentation. If this happens, we will reach out to you directly with this request. If we are unable to successfully verify your identity, we may refuse to provide information or alter the scope of our response out of caution and respect to your Personal Information.

You may also make a request through an agent authorized to act on your behalf. To accept a request from an authorized agent, we will require proof that they have been duly authorized. We will also need you to verify your identity unless the authorized agent has power of attorney pursuant to applicable law. We may deny requests from an agent that does not submit proper authorization or if we are unable to complete the required identity verification. An authorized agent can submit a request by emailing us at privacy@sleepnumber.com.

California Residents – Nondiscrimination

Sleep Number will not discriminate against a California resident for exercising any of the rights under the California Consumer Privacy Act.

Notice Updates

Sleep Number reserves the right to modify this Notice from time to time in order that it accurately reflects the regulatory environment and our data collection principles. When material changes are made to this Notice, Sleep Number will provide team members subsequent notice consistent with local laws or regulations.

Contact Information

Mail: Sleep Number Corporation
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Phone: 800-676-3445

Last Updated: January 1, 2023