

MATSON JOB APPLICANT PRIVACY STATEMENT

Last Updated: June 1, 2022

Matson believes your privacy is important. This Privacy Statement describes how we treat the information we receive with respect to your application and candidacy, including how we collect, use, and disclose your information.

1. What Personal Information do we collect?

We collect information in connection with your application and candidacy.

Certain of the information we collect may be "Personal Information," by which we mean information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a natural person, household, or device, such as a real name, postal address, e-mail address, telephone number, and payment information. Other information that is directly associated with Personal Information may also be considered Personal Information. Information that is aggregated, de-identified, or anonymized is not considered Personal Information. Publicly available information that is made available from federal, state, or local government records, also is not Personal Information as described in this Applicant Privacy Statement.

The Personal Information we collect may be provided by you directly, or we may obtain Personal Information about you automatically, or from third parties such as recruiters, your references, prior employers, publicly available information, and places of education.

Personal Information can include:

- Identification and contact information (for example, name, job title, work location, gender, home address, work and personal email addresses, work and personal telephone numbers, mobile phone number, Social Security Number, taxpayer or government identification number, driver's license number, date of birth/age, marital status, race or ethnic origin, veteran status, disability status, employee identification number, emergency contacts, dependents' names);
- Residency, citizenship, or work permit status, visa number, military status, nationality, and passport information;
- Union-related information, if applicable;
- Information collected from the recruitment and hiring processes (for example, interview information, CV or resume, cover letters, references, reference letters, transcripts, pre-hire interactions, letters of reference, publicly available social media, letters of offer and acceptance, hire, start date);
- Skills, work experience, education, certificates, registrations, professional license numbers, training, and language abilities;
- Physical limitations and special accommodations needed;
- Where permitted by law and as applicable, the results of credit and criminal background checks, the results of drug and alcohol testing, health screening information, health certifications, and vehicle registration and driving history;
- Information required for us to comply with laws, including at the direction of law enforcement authorities or court orders;
- Photo, video surveillance footage, other images or photographs;
- Voicemails, e-mails, correspondence, documents, and other work product and communications created for, stored or transmitted to Matson;

- Medical and health information, as needed, and in accordance with applicable laws;
- User I.D., password, and any other credentials used to access Matson networks, applications, devices, computers, or communications equipment;
- Identification information for verification (for example, a copy of a state identification card);
- Survey or feedback information (for example, if you fill out a survey, or provide feedback, we collect your responses); and
- Other potentially Personal Information that you may provide to us, including to evaluate your application and candidacy.

We reserve the right to monitor the use of our premises, equipment, devices, computers, network, applications, software, and similar assets and resources. In the course of such monitoring, we may collect Personal Information about you. The use of the Personal Information will be in accordance with this Privacy Statement.

2. How do we use Personal Information we collect?

We may use your Personal Information in accordance with this Privacy Statement for a variety of appropriate reasons, including to:

- Recruit employees and complete the hiring process, and evaluate your candidacy;
- Manage staffing resources, financial planning, corporate compliance, internal audits, and other administration;
- Communicate with you, and facilitate communications between you and other individuals;
- Comply with legal obligations;
- Provide the services you or others request;
- Complete the transactions you have requested;
- Provide you with an account, and manage your account;
- Respond to communications from you;
- Notify you about updates to our websites, business, mobile applications, or services;
- Measure and improve our business, services, performance and staffing;
- Perform analyses on the data we have collected, such as analyses, trends, and other research for statistical purposes;
- Assist you with obtaining an immigrant visa or work permit, or verify your eligibility to work in the United States, as needed;
- Anonymize or protect your data for uses described herein;
- Prevent potentially fraudulent, prohibited, or illegal activities;
- Protect the health, safety and security of our workforce, guests, property, and assets (including controlling and facilitating access to and monitoring activity on and in our premises and activity using our computers, devices, networks, communications, and other assets, and collecting information relating to contagious diseases, as needed, and consistent with applicable law); and
- Generally manage all aspects of a job applicant's potential employment relationship with us, including but not limited to establishing, maintaining, and terminating employment relationships, general operations, and administrative, financial, and human resources related purposes.

We may disclose other purposes, or update this Privacy Statement as described below, from time to time.

3. What are the categories of third parties with whom we share Personal Information?

Matson does not sell your Personal Information to third parties, and will not sell your Personal Information to third parties. We may, at times, disclose Personal Information we collect to the following categories of third parties, for the purposes identified above, or with your consent:

- Our group of companies, affiliates, and related entities in accordance with this Privacy Statement;
- With third parties to manage aspects of your relationship with us and to effectuate the uses of Personal Information described in the "How We Use Personal Information We Collect" section above, including third party service providers who access Personal Information about you to perform services on our behalf;
- Third parties who may provide professional advice;
- With other persons with whom you have requested that we share Personal Information, in order to fulfill services you request;
- In connection with, or during the negotiation of, any merger, sale of company stock or assets, financing, acquisition, divestiture, or dissolution of all or a portion of our business; and
- If we believe that disclosure is reasonably necessary (a) to comply with any applicable law, regulation, legal process or governmental request; (b) to enforce our policies, (c) to protect our rights or property, or the security or integrity of our services, or (d) to protect us, users of our services or the public from harm or potentially prohibited or illegal activities.

When sharing Personal Information with third parties, we expect that they only use or disclose your Personal Information as necessary for the purpose and uses described (which we define by contract).

4. How do we protect your information?

We take reasonable precautions, including physical, electronic, and procedural safeguards, to protect your Personal Information. We make reasonable efforts to maintain security on our systems. Despite our efforts, we cannot guarantee that Personal Information may not be accessed, disclosed, or altered by breach of our safeguards. You should also take adequate precautions to protect your Personal Information, including but not limited to complying with Matson's Information Security Policies.

5. Will there be changes to this Privacy Statement?

We may update this Privacy Statement periodically to account for changes in our collection and use of your Personal Information. If we make any material changes to this Privacy Statement, we will provide you with notice of such changes, as appropriate. For administrative changes, we may provide indication in our Privacy Statement by updating the "Last Updated" date at the top of this document.

6. How do I contact you?

If you have any questions regarding this Applicant Privacy Statement, need to access this statement in an alternative format due to a disability, or if you would like to access, update, or delete your Personal Information, please email us at general_info@matson.com, fill out the web form at <https://www.matson.com/corporate/contactus>, or contact us by telephone at 1-800-4-Matson.