

IOWA SELECT FARMS

PRIVACY POLICY

Last updated: 04/23/2025

Your privacy is very important to us. Iowa Select Farms, L.L.P. and its affiliates (“we”, “us”, or “our”), respect your privacy and are committed to protecting it through our compliance with this policy. This Policy describes how we collect, use, store, process, protect and disclose “Personal Information,” which is generally 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, as more fully described below, which we obtain from you when you visit www.iowaselect.com (the “Site”), and when you use any services we provide through the Site (collectively, with the Site, the “Services”). You can access the Services in many ways, including from a computer or mobile phone, and this Policy will apply regardless of the means of access.

This Policy also governs the use of Personal Information we obtain from you from any third-party site or application that you authorize to provide us with Personal Information. This Policy also sets forth your rights and choices regarding the how we collect, use, and share your Personal Information.

In cases where you follow a link to a third-party website, you are no longer covered by our Privacy Policy, and any data collection or processing activity that takes place on that website will be governed by that website’s own privacy policy. We only collect data on the Sites that display a direct link to this Privacy Policy. Please be aware that we cannot control the privacy policies or practices of sites or companies that we do not own or control and cannot control the actions of people we do not employ or manage.

Please read this Policy carefully. This Policy is incorporated into and is subject to our Terms of Service for the applicable Services, which are available at www.iowaselect.com/about/contact. In the event of a conflict between this Policy and such Terms of Service, the applicable Terms of Service will control. We have tried to make this Privacy Policy clear and easy to navigate, but if you have any questions about this Policy, please e-mail us at web_privacy@iowaselect.com. If you do not want us to collect, use, store or share your Personal Information in the ways described in this Policy, please do not use the Services. By using the Services, you consent to our collection, use, storage and sharing of your Personal Information as identified in this Policy.

I. Information We Collect

Information You Provide to Us

We collect information that you provide to us. When you use some of our Services, you may choose to provide certain information directly to us, to request more information, or for other reasons. We will collect, use, store and/or share such information, which may include Personal

Information, consistent with this Policy. Examples of the Personal Information we collect that you provide to us include information you provide when you:

- fill in forms or create an account or user profile using the Services
- request customer service, ask service-related questions, share suggestions or feedback, or otherwise correspond with us using the Services, email, phone, or access or interact with our pages or accounts on third-party social media platforms such as Facebook, Twitter, Instagram, or LinkedIn
- use the Services
- submit a resume or apply for job
- submit reviews or comments on our Services or social media pages
- participate in a promotion, survey, sweepstakes, or contest
- submit a resume or apply for a position

The types of Personal Information you may share with us include your name, email address, physical or postal address, and phone number (including your mobile phone number).

Information We Receive From Third Parties

We currently do not collect Personal Information from unaffiliated third parties.

Information We Collect Through Automatic Data Collection Technologies

We currently do not use cookies or other automatic data collection technologies.

Links to Other Websites

The Services may contain links to other websites. The fact that we link to a website is not an endorsement, authorization or representation of our affiliation with that third party. We do not exercise control over third party websites. These other websites may place their own cookies or other files on your computer or mobile device, collect data or solicit Personal Information from you. Other sites follow different rules regarding the use or disclosure of the Personal Information you submit to them. We are not responsible for the content, privacy and security practices, and policies of third-party sites or services. We encourage you to read the privacy policies or statements of the other websites you visit.

II. How We Use The Information We Collect

Non-Marketing Purposes

We may use the information we collect for non-marketing purposes including:

- validating your identity and managing your account with us;
- processing your transactions and providing our products and services to you;
- communicating with you for non-marketing purposes, including order processing and fulfillment and about employment opportunities and job openings;
- sending you notifications or e-mails to provide you with alerts and updates about your account and our Services;
- conducting statistical or demographic analysis;
- complying with legal and regulatory requirements;
- customizing and improving your experience with the Services or our products;
- protecting and defending Iowa Select and its affiliates against legal actions or claims;
- detecting and preventing fraud;
- debt collection;
- satisfying contractual obligations;
- cooperating with law enforcement or other government agencies for purposes of investigations, national security, public safety or matters of public importance when we believe that disclosure of Personal Information is necessary or appropriate to protect the public interest;
- improving customer service;
- providing you the features and functionalities associated with the Services;
- evaluating and considering your application for a job with us;
- any other purposes for which we obtain your consent; and
- for other business purposes permitted under applicable law (collectively, “Non-Marketing Purposes”).

Marketing Purposes

With your advance consent, we may use the Personal Information we collect for our own marketing purposes including notifying you of special promotions, offers and events via push notifications, email and other means, including text/SMS messaging, subject to compliance with applicable laws. We may also link Personal Information (including your name, mobile phone

number, and email address) with non-personal information (including information automatically collected as described in this Policy) and use such information for our own marketing purposes.

Other Purposes

We may also use information in the aggregate to understand how our users as a group use the Services provided on our Sites and Apps. We will not collect additional categories of Personal Information or use the Personal Information we collect for materially different, unrelated or incompatible purposes without providing you notice.

III. How and With Whom We Share Your Information

For business purposes, we may share certain Personal Information we receive from and about you, and about your transactions with us, with our affiliates and certain third parties, including our contractors, service providers and other third parties we use to support our business. Doing so allows us to provide the Services you request.

We may also share your Personal Information with the following third parties:

Third Party Service Providers

Your Personal Information may be shared with or collected by third party service providers, except in the SMS Terms and Conditions, who provide us with services, including, but not limited to, facilitating mailing information and services, data hosting or processing, and processing and fulfilling transaction. We require these third-party service providers to exercise reasonable care to protect your Personal Information and restrict their use of your Personal Information to the purposes for which it was provided to them.

SMS Disclaimer

SMS opt-in consent and phone numbers for the purpose of SMS are not being shared with any third parties under any circumstances.

Anonymous Information/Aggregated Information

We may freely use aggregated and anonymized information as allowed by law and share it with third parties. Any anonymized information we provide to third parties does not identify you and is not considered Personal Information, and, as such, is not subject to the terms of this Policy.

Sale of our Business; Bankruptcy

In the event of a merger, acquisition, bankruptcy or other sale of all or a portion of our assets, we may transfer or allow third parties to use information owned or controlled by us. We reserve the right, in connection with these types of transactions, to transfer or assign your information and other information we have collected to third parties or to authorize third parties to use any such information retained by us. Other than to the extent ordered by a bankruptcy or other court, the use and disclosure of all transferred user information will be subject to this Policy. However, any information you submit or that is collected after this type of transfer may be subject to a new Privacy Policy adopted by the successor entity.

Compliance with Laws and Law Enforcement

We cooperate with government and law enforcement officials or private parties to enforce and comply with the law. To the extent permitted under applicable law, we may disclose any information about you to government or law enforcement officials or private parties as we believe is necessary or appropriate to investigate, respond to, and defend against legal claims, for legal process (including subpoenas), to protect our property and rights or those of a third party, to protect us against liability, for the safety of the public or any person, to prevent or stop any illegal, unethical, fraudulent, abusive, or legally actionable activity, to protect the security or integrity of the Services and any equipment used to make the Services available, or to comply with applicable law.

IV. Access to Information and Your Choices

We provide you with the opportunity to access, update or delete certain information and to unsubscribe or opt-out from certain communications. For example, you may exercise your choices as explained below.

Please be aware that, if you do not allow us to collect and use your personal information, we may not be able to deliver certain products, services, promotions, and offerings to you. To protect your privacy and security, we reserve the right to take reasonable steps to verify your identity before making corrections to your information.

Opt-Out/Correction/Deletion Requests

With your advanced consent, you may receive mailings or emails from us with news or other information on events, products, services, discounts, special promotions, upcoming events or other offers from us or on our behalf. If at any time you wish to stop receiving emails, mailings, or other communications from us please reply to any of our emails and type “unsubscribe” in the subject line or send us an email to web_privacy@iowaselect.com and we will remove you from

our mailing list. Please note that we may continue to send transactional or account-related messages to you.

Alternatively, for email communications and text/SMS messages, you may opt out of receiving such communications by following the unsubscribe instructions set forth in the messages you receive from us. Your unsubscribe request or email preferences change will be processed promptly, though this process may take several days. During that processing period, you may receive additional email or text/SMS communications from us.

We will support your ability to access, correct, and delete your Personal Information. If we have obtained your Personal Information from a third party, we may confirm your request through them. For assistance with exercising your choices, or if you have any questions about your choices, please contact us at web_privacy@iowaselect.com.

V. Security

We are committed to protecting the security of the Personal Information you provide to us and that we collect about you. We maintain commercially reasonable safeguards to maintain the security and privacy of Personal Information that you provide to us. Our safeguards vary based on the sensitivity of the information that we collect and store.

Nevertheless, when disclosing Personal Information, you should remain mindful that there is an inherent risk in the use of email and the internet. Your information may be intercepted without our consent, collected illegally and used by others without your consent. We cannot guarantee the security of any information you disclose online, and you do so at your own risk.

VI. Underage Persons

The Services are for use by persons who are at least 13 years of age. If you are younger than 13, you may not access, attempt to access, or use the Services. We do not knowingly collect or allow the collection of Personal Information via the Services from persons under the age of 13. If we learn that we have collected the Personal Information of someone under the age of 13, we will take appropriate steps to delete this information. If you are a parent or guardian of someone under the age of 13 and discover that your child has submitted Personal Information, you may contact us at web_privacy@iowaselect.com and ask us to remove your child's Personal Information from our systems.

VII. Collection and Use of Personal Information of Employment Applicants

If you complete an application for employment with us or request information regarding such opportunities, we may collect personal information that you provide (such as information contained in a resume or cover letter) in connection with your request for information and/or to evaluate your application for employment. We may also collect personal information about you

from third parties to supplement, update, or verify your information, and/or to process your application. Applicable law may require that you authorize a third party to share your personal information with us before we can acquire it. Failure to provide any requested information may negatively impact consideration of your employment application. By applying to become an employee of Iowa Select or its affiliates, you consent to our collection, use, and disclosure of your personal information as described above, to the extent permitted by applicable law.

VIII. Retention

We retain personal information for as long as necessary to fulfill the purposes for which it is collected or processed. We also retain information for related business purposes, security, legal compliance, and disputes and claims handling as permitted by applicable law.

IX. International Users

The Sites and Apps are only intended for residents of the United States and we do not knowingly collect Personal Information of non-US residents. If you are not a resident of the United States, please do not provide us with any Personal Information.

X. Changes to this Policy

We may revise this Policy from time to time in our sole discretion, and the updated Privacy Policy applies to you after the effective date of the revision. Your continued access or use of the Services following any amendments to the Policy constitutes your acceptance of the Policy as amended. It is your sole responsibility to monitor our website for changes to the Policy.

XI. Contact Us

If you would like to review, update or correct your information or modify your communication preferences, or if you have questions regarding our Privacy Policy or the use of information collected, you can contact us at: web_privacy@iowaselect.com.

XII. Your California Privacy Rights

If you are a California resident, this Section is provided pursuant to the California Consumer Privacy Act, as modified by the California Privacy Rights Act. Please read it carefully. This Section applies to our processing of information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you or your household (“California Personal Information”). For California residents to whom this Section applies, the provisions of this Section prevail over any conflicting provisions in other sections of this Privacy Policy.

We have collected the following categories of California Personal Information within the last 12 months from the sources listed below:

- Identifiers, such as:
 - First name, last name, job applicant account username and password, social security number, drivers' license or other state identification number, and other similar identifying information.
 - Physical address(es), email address(es), telephone number(s), and emergency contact.
 - Where applicable and in accordance with applicable law, your ethnicity, disability, military status, or criminal history.
 - Schools attended, degrees or certifications earned, grades, disciplinary records, or other education records and information.
 - Your current and former employers, job title(s), and position(s).
 - Application information including what position you applied for, when you applied, and how you applied.
- Personal information described in Section 1798.80(e) (California customer records statute), such as a name, address, and telephone number. This category of information is collected from you.
- Characteristics of protected classifications under California or federal law such as age, gender, race, ethnicity or national origin. While we do not request such information, we may have collected it from you if you voluntarily chose to provide it to us in resumes, cover letters, and other application materials.

Please see the “Information We Collect” and other sections of this Policy to learn more about how we collect these types of information we collect.

For each of the above categories, we use the California Personal Information for a variety of business purposes such as:

- Fulfilling your requests for services and information;
- Evaluate your application and resume and consider you for current and potential employment opportunities with us or our customers;
- Schedule interviews and communicate with candidates about their applications;
- Comply with applicable laws, regulations, and legal process;
- Maintain records of our interactions and communications;

- Audits and reporting relating to particular transactions and interactions, including online interactions, you may have with us or others on our behalf;
- Detecting and protecting against security incidents, and malicious, deceptive, fraudulent or illegal activity, and prosecuting the same;
- Debugging to identify and repair errors in our systems;
- Providing services on our behalf or on behalf of another, including maintaining or servicing accounts, providing customer service, fulfilling transactions, verifying identity information, processing payments, and other services;
- Conducting activity to verify, enhance, and maintain the quality or safety of services or devices which we may own, control, or provide;
- Other business purposes described in the “How We Use The Information We Collect” Section of this Policy;
- As permitted by law;
- To protect our rights, privacy, safety or property, or that of our employees or other parties; and
- For any other purposes with the consent of the California applicants

We do not sell and, within the last 12 months, we have not sold, California Personal Information, including California Personal Information of individuals under 16 years of age.

If you are a California resident, you have certain rights related to your California Personal Information, including:

- The right to request that we disclose to you:
 - the specific pieces of California Personal Information we have collected;
 - our business or commercial purpose for collecting or selling California Personal Information; and
 - the categories of third parties with whom we share California Personal Information.
- The right to request that we delete California Personal Information about you.

You may request to exercise these rights by:

- Calling us toll-free at (888) 648-4479; or

- Emailing us at web_privacy@iowaselect.com; or
- Writing us at:

Iowa Select Farms
5034 Grand Ridge Drive
West Des Moines, IA 50265

As required under applicable law, please note that we will take steps to verify your identity before granting you access to information or acting on your request to exercise your rights. We may require you to provide your first name, last name, and email address to verify your identity in response to exercising requests of the above type. You will, therefore, need access to your email account to receive our communications necessary to process your request. Please make sure to check your spam inbox to ensure these important communications are not missed. We may limit our response to your exercise of the above rights as permitted under applicable law. When you submit a request to exercise your rights above, we will use the information you provide to process your request and to maintain a record of your request and our response, as permitted under applicable law.

Under California law, you may designate an authorized agent to make a request on your behalf. You may make such a designation by providing the agent with written permission to act on your behalf. We will require the agent to provide proof of that written permission. As permitted by law, we may require you to verify your own identity in response to a request, even if you choose to use an agent.

Non-Discrimination

We may not discriminate against you because of your exercise of any of the above rights or any other rights, subject to the rights and the obligations under the California Consumer Privacy Act, including by:

- Denying you goods or services;
- Charging different prices or rates for goods or services, including through the use of discounts, loyalty programs, or other benefits or imposing penalties;
- Providing you a different level or quality of goods or services; or
- Suggesting that you will receive a different price or rate for goods or services or a different level or quality of goods or services.

We will not discriminate against you for exercising your California privacy rights.

California Job Applicants

In the context of job applications, we also collect information from you and third parties, including business contact information such as company name, physical address email address, education information, and past work experience and the other types of information described in this Privacy Policy or other notices we provide. If you complete an application for employment with us or request information regarding such opportunities, California Personal Information you provide to us (such as information contained in a resume or cover letter) in connection with your request for information and/or to evaluate your application for employment will be processed in accordance with our Privacy Policy and applicable law.

Do Not Track

California Business & Professions Code Section 22575(b) (as amended effective January 1, 2014) provides that California residents are entitled to know how we respond to “Do Not Track” browser settings. We do not currently take actions to respond to Do Not Track signals because a uniform technological standard has not yet been developed.