

California Consumer Privacy Act (CCPA) Applicant Notice

This California Consumer Privacy Act is provided by Kinder Morgan, Inc. (the “**Company**”) for Applicants Residing in California to inform you about:

1. the categories of Personal Information that the Company collects about applicants who reside in California; and
2. the purposes for which the Company uses that Personal Information.

Definition:

“**Personal Information**” means information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a natural person that the Company collects information about, who resides in California, and is an applicant for a position with the Company.

Assistance For Applicants with a Disability

Upon request, alternative formats of this Notice are available to individuals with a disability. Please contact Privacy@kindermorgan.com to request assistance.

Information We Collect and the Purpose for Collection

Categories of Personal Data	Examples of Information Collected	Purpose for Collection
Identifiers and Professional or Employment Related Information	<p><u>Identifiers:</u> An actual name, nickname or alias, postal address, birth date, telephone number, e-mail address, Social Security number, signature, online identifier, Internet Protocol address, driver’s license or state identification card number, and passport number</p> <p><u>Professional or Employment-Related Information:</u> Evaluations, membership in professional organizations, professional certifications, and employment history.</p>	<p><u>Recruiting:</u></p> <ul style="list-style-type: none"> • To evaluate applicants’ qualifications for employment with the Company • To communicate with applicants • For diversity and inclusion purposes • To arrange and manage Company-sponsored events • To create a talent pool for future job openings • For recordkeeping purposes • To demonstrate applicants’ agreement, or acceptance of documents presented to them, e.g., pre-employment agreement, acknowledgement of employment application and offer letter • To evaluate and improve the recruiting process <p><u>Monitoring, Security, and Compliance:</u></p> <ul style="list-style-type: none"> • To monitor use of Company information systems and other electronic resources • To conduct internal audits and investigations • To protect the safety and security of Company facilities and personnel

Categories of Personal Data	Examples of Information Collected	Purpose for Collection
Identifiers and Professional or Work Related Information (cont'd)		<ul style="list-style-type: none"> • To administer the Company's Ethics Point hotline • To report suspected criminal conduct to law enforcement and cooperate in investigations
Personal Information Categories from Cal.Civ.Code §1798.80(e)	Photograph and Physical Description	<ul style="list-style-type: none"> • For security or other identification purposes
Characteristics of Protected Classifications Under California or Federal Law	<ul style="list-style-type: none"> • Sex • Race • National Origin • Veteran Status • Age • Disability 	<ul style="list-style-type: none"> • To comply with legal obligations including the reporting requirements of the Equal Employment Opportunity Act, the Office of Federal Contract Compliance Programs and California's Fair Employment and Housing Act. • For diversity analytics • To comply with federal and California law related to accommodations
Commercial Information	<ul style="list-style-type: none"> • Records of products or services purchased or obtained 	<ul style="list-style-type: none"> • Reimbursement of travel expenses
Internet or Other Similar Network Activity	<ul style="list-style-type: none"> • Browsing and search history • Log in/out • Activity on Company electronic equipment • Interaction with an internet website, application • Publicly available social media activity 	<ul style="list-style-type: none"> • To monitor use of Company information systems and other electronic resources or information systems • To conduct internal audits and investigations • To protect the safety and security of Company facilities and personnel
Sensory or Surveillance Data	Footage from video surveillance cameras	<ul style="list-style-type: none"> • To protect the safety and security of Company facilities and personnel • To evaluate an applicant's suitability for employment • To monitor compliance with Company policies • To provide training
Non-Public Education Information	<ul style="list-style-type: none"> • Academic transcripts • Educational discipline records • Academic counseling records 	<ul style="list-style-type: none"> • To evaluate applicants' qualifications for employment with the Company • To conduct a pre-employment background check

Categories of Personal Data	Examples of Information Collected	Purpose for Collection
Preferences	<ul style="list-style-type: none"> • Desired working hours • Work space preferences • Preferred meals, seating and other travel related details 	<ul style="list-style-type: none"> • To evaluate the application for employment • For travel and event planning

Other Purposes for Collecting Personal Information from any Category Listed Above including but not limited to:

Legal Reasons	<ul style="list-style-type: none"> • To manage litigation involving the Company, and other legal disputes and inquiries • To meet legal and regulatory requirements
Information Technology Operations	<ul style="list-style-type: none"> • To manage information technology and communications systems
Administrative Functions	<ul style="list-style-type: none"> • To manage and operate risk management and insurance functions • Budgeting, financial management and reporting • Strategic planning
Corporate Transactions	<ul style="list-style-type: none"> • To manage corporate transactions, sale, or assignment of assets, merger, divestiture, or other changes of control or financial status of the Company or any of its subsidiaries or affiliates

Requests Under the CCPA

A California resident has the right to request that the Company:

1. Disclose the following information to you covering the 12 month period prior to your request.
 - a. The categories of personal data we collected about you and the categories of sources which we collected the personal data;
 - b. The business or commercial purpose for collecting personal data about you;
 - c. The categories of third parties to whom we disclosed personal data about you, and the categories of personal data disclosed;
 - d. The specific pieces of personal data we collected about you; and
2. Delete personal data we collected from you.

Businesses may not discriminate against a California resident for exercising their rights under the CCPA.

How to Make Requests

California residents can make an access or deletion request by contacting Privacy@kindermorgan.com.