

EchoStar CIO Opportunity Privacy Notice

Effective Date: April 1, 2025

This Privacy Notice (“Notice”) explains how the EchoStar Corporation (EchoStar) collects, uses and shares information about visitors to EchoStar’s CIO Opportunity website.

California Notice at Collection:

We may collect the categories of Personal Information (as defined in the California Consumer Privacy Act (CCPA)) listed in the table below:

Category of Personal Information Collected	Sold or Shared
Identifiers, including names, email addresses, online identifiers, IP addresses, and other similar identifiers.	Yes
Internet or other electronic network activity information, including information regarding interactions with an internet website, application, or advertisement.	Yes
Imprecise location data, such as general location of devices or IP address.	Yes
Audio, electronic, visual, or similar information, including phone call recordings, chat recordings, and chatbot recordings.	No
Professional or employment-related information, including employment status and history.	No
Education information, including education history.	No

As further described in this Notice, we generally collect and use the above-listed categories of personal information to provide and manage the website and achieve legitimate business or commercial purposes.

As noted in the table above, we “sell” or “share” (as these terms are defined in the CCPA) certain categories of personal information, and you may exercise your right to opt out of such disclosures by following the instructions provided at www.echostar.com/yourprivacychoices.

We retain each category of personal information that we collect for as long as necessary to fulfill the purposes described in this Notice, including to satisfy legal or reporting requirements.

More information, including a description of your legal rights, can be found below.

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1. Personal Information We Collect

When you visit, use, or interact with the website, we, as well as third-party service providers, may use our interactions with you, our systems, and a variety of other technologies such as cookies, web beacons, pixel tags, log files, or other technologies, to collect personal information regarding your use of the Websites and Services.

The categories of sources from which EchoStar collects Personal Information includes:

- **Identifiers/Contact Information:** Depending on the information you request, you may be asked to provide your name, email address and similar information.
- **Employment/Education Information:** Information about your education and employment history/resume.
- **Computer or Device Information.** We may automatically collect your Internet Protocol (“IP”) IP addresses \ information regarding the device you are using when you interact with the Websites and Services (i.e., mobile phone, computer or tablet), and feature usage, including product and device specific information and identifiers, service options you choose, and other information.
- **Website Usage Information.** We also collect website usage information such as browser types, operating system, internet provider, website requests, website page or product views, general actions taken on the website, the date and time of your visit, and, where applicable for mobile users, device types, device make and model, operating system, and mobile advertising identifiers.
- **Use of Third Party Analytic Technologies.** We may use third parties' analytics and tracking tools to better understand who is using the website, how people are using the Websites and Services, how to improve the effectiveness of the website and related content, and to help us or those third parties serve more targeted advertising to you across the Internet. These tools may use technology such as cookies, web beacons, pixel tags, log files, HTML5 cookies, or other technologies to automatically collect and store certain information. They also may combine information they collect from your interaction with the website with information they

collect from other sources. We do not have access to, or control over, these third parties' use of cookies or other tracking technologies

- **Google Analytics.** We use Google Analytics and Signals in Google Analytics. This updates existing Google Analytics features (advertising reports, remarketing, cross-device reports, and reports on interests and demographics) to provide aggregated and anonymized information about you, provided you have allowed personalized ads in your Google Account. You can learn more about Google's data practices and your privacy choices by visiting www.google.com/policies/privacy/partners/ Google provides an opt out of Google Analytics by downloading and installing the browser add-on located here tools.google.com/dlpage/gaoptout/.
- **Our Third Party Service Providers.** We may use third party service providers to support our Websites and Services. Some of these service providers may use technology such as cookies, web beacons, pixel tags, log files, or HTML5 cookies to receive, collect, and store information.
- **Children's Information:** Protecting children's privacy is important to us. We do not knowingly collect any personal information from persons under the age of eighteen. If we learn that a person under the age of eighteen has provided personal information, we will use reasonable efforts to remove such information from our files.
- **How Long We Keep Your Information:** We retain personal information about you for the amount of time necessary to provide our services and for as long as required to satisfy legal or tax requirements, for fraud prevention, or for other business purposes. If we de-identify information, we will maintain and use the information in de-identified form and not attempt to re-identify the information except as required or permitted by law.

2. How We Use Personal Information

We use the personal information we collect primarily for business or commercial activities, which may include using your personal information to:

- To process and respond to inquiries.
- To protect the security or integrity of the Website, the Services, and our business, such as by protecting against and preventing fraud, unauthorized transactions, claims and other liabilities, and managing risk exposure, including by identifying potential hackers and other unauthorized users.
- To improve the content and navigability of the Website;
- To use your data in an aggregated non-specific format for analytical purposes.
- For other purposes communicated to you at the time you provide or authorize the use of the information.

3. Personal Information We Disclose

We may disclose information we collect from and about you with others as follows:

–**Service Providers:** We disclose personal information to third parties that provide business, marketing, or technical support services to us and/or administer activities on our behalf. Our

service providers may also include professional advisors (e.g., lawyers, accountants, auditors, etc.).

–**Analytics Providers:** We disclose your personal information to parties that assist us in performing analytics and help us measure the effectiveness of the website and our marketing and advertising efforts.

–**Law Enforcement or other third parties for legal, compliance, and safety purposes:** We may be required by law to comply with a valid legal process, such as a subpoena, court order, or search warrant, or where there is a lawful request, to disclose information about you. We may also disclose information about you to protect our customers, employees, or property; in emergency situations; and to enforce our rights under our terms of service and policies, in court or elsewhere.

–**Sale or Transfer of Business or Assets:** In the future, we may sell some or all of our assets or reorganize our corporate structure. In such transactions, customer information generally is one of the transferred business assets. In the event of a sale or reorganization of our assets, including our database, customer information may be transferred.

–**To Complete Your Request:** EchoStar will disclose your personal information to another company to complete your request (e.g., providing information about an employment inquiry or comply with a privacy rights request).

–**Disclosure of De-identified, Aggregated or Pseudonymous Information:** We may disclose information collected or received from or about you in de-identified and/or aggregate formats. We may disclose this information to companies that collect and compile consumer data.

4. Network and Information Security

We take information security seriously. We use commercially reasonable efforts to prevent unauthorized third-party access to information about you. However, we cannot guarantee that these practices will prevent every unauthorized attempt to access or use information about you..

5. Information Choices and Changes

Cookies and Do Not Track:

Certain parts of our Websites require cookies. You can adjust your device or Internet browser settings to limit certain tracking or to decline cookies. However, please note that disabling cookies may prevent you from taking advantage of certain features on the Websites. Please refer to your device's settings or your Internet browser's "Help" section for more information on how to delete and/or disable your device or browser from receiving cookies or controlling your tracking preferences.

Our system may not recognize Do Not Track requests or headers from some or all browsers.

6. State Privacy Rights

California, Colorado, Connecticut, Delaware, Iowa, Montana, Nebraska, New Hampshire, New Jersey, Oregon, Texas, Utah and Virginia

California, Colorado, Connecticut, Delaware, Iowa, Montana, Nebraska, New Hampshire, New Jersey, Oregon, Texas, Utah and Virginia give residents the right to know what categories of personal information are collected about them and how it will be used, disclosed, and sold or shared. The purpose of this section of the Notice is to provide residents of these states with a description of our practices regarding the collection, use, disclosure of personal information and how they can exercise their rights in relation to their personal information.

Categories of personal information collected:

In the past 12 months, EchoStar may have disclosed the following categories of Personal Information for the following purposes:

Types of Personal Information We Collect	Examples	Primary Purpose for Collection
Identifiers	Identifiers such as name, device identifiers, internet protocol (IP) address, email address, and account name.	Facilitating usage of the EchoStar CIO Opportunity Website, to prevent fraud and detect security incidents, to communicate important information; internal operations and compliance.
Internet or other electronic network activity information	Information regarding a consumer’s interaction with an internet website, application, or advertisement, browser information, web analytics, including IP address, time of visit, page(s) visited, cookies, pixel tags, and other similar technologies; information about your use of our network	Facilitating usage of the service, personalization, internal marketing and operations, and to prevent fraud and detect security incidents.
Geolocation data	Imprecise geolocation data, such as general location of devices or IP address	Provision, development, and optimization of our services and to comply with applicable laws.
Education information	Education history	Application creation and facilitating usage of service.
Professional or employment-related information	Employment status and history	Application creation and facilitating usage of service.

Categories of personal information sold or shared:

We sell or share the following categories of personal information: identifiers, imprecise geolocation such as IP address, inferences, commercial information and internet or other electronic network activity information. We sell or share these categories of personal information to data analytics providers, advertising partners and/or networks, and social media networks. We do not knowingly sell or share personal information about persons under the age of eighteen.

Categories of sources of personal information:

We collect personal information from the following categories of sources:

- From you, when you give us your information
- From our affiliates
- From publicly available sources

Personal information we disclose for a business purpose:

There are a number of circumstances where we disclose personal information to companies who work on our behalf to help us provide the Services. We disclose the categories of personal information described above to our affiliates and our service providers as necessary to measure the performance of our network and your devices; and for administrative purposes.

Your Data Rights:

Residents of California, Colorado, Connecticut, Delaware, Iowa, Montana, Nebraska, New Hampshire, New Jersey, Oregon, Texas, Utah and Virginia have the right to request certain actions with respect to their personal information. Residents of these states may:

- Request that we disclose what categories and specific pieces of personal information we collected about you in the preceding 12 months, as well as details regarding: the business purposes for our collection and disclosure of your personal information; the categories of sources from which we collected the information, the categories of personal information we sold, shared, or disclosed for a business purpose; and the categories of recipients of such information
- Request deletion of any personal information that we have collected from you subject to certain legal exceptions
- Correct inaccuracies in the personal information we maintain about you
- Opt-out of the sale or sharing of your personal information, or of targeted advertising
- Appeal the denial of any of your requests

Residents of Delaware and Oregon may request a list of specific third parties with which we have shared any personal data.

If you choose to exercise these rights, you will not receive discriminatory treatment by us for your exercise of your rights.

How to submit an access, deletion, or correction request:

If you would like to submit a privacy rights request for access, deletion, or correction please visit our Privacy Portal at www.echostar.com/yourprivacychoices.

Verification of your identity:

To process your request for access, deletion, or correction we must be able to verify your identity to a reasonable degree of certainty. To do so, you must provide the required identifying information when completing the online request form or making a request through one of our customer service agents. We will ask you to provide your contact information and an additional identifier based on your relationship with us. Before we process your request, we will match these data points with data points we currently maintain to verify your identity and your relationship with us.

Responding to your deletion requests:

Please note that we may not be required to delete information under certain circumstances such as when retention of the information is necessary to complete a transaction or for a legal compliance purpose, to detect security incidents, or for certain other internal purposes.

Authorized agent requests:

You can designate an authorized agent to make a request to access, delete, correct, or opt out on your behalf. When you use an authorized agent to submit a request for access, deletion, or correction, you must provide the authorized agent with written permission to do so, and, in certain circumstances, we may ask you to verify your own identity directly with us. We may deny a request from an authorized agent that does not submit proof that they have been authorized by you to act on your behalf.

Limit the Use of My Sensitive Personal Information:

California residents have the right to limit the use of their sensitive personal information. EchoStar does not use or disclose sensitive personal information without your consent for purposes other than those specified in the CCPA.

7. EEA/UK Residents

The processing of personal data of people located in the European Economic Area (“EEA”) and people located in the United Kingdom is subject to the GDPR/UK GDPR. This Notice refers to the GDPR and the UK GDPR collectively as the “GDPR”.

Legal Basis For Processing Personal Data:

We process personal information provided by visitors to our website or other interactions with us on the basis of your consent. We may also process personal information on other bases permitted by the GDPR and applicable laws, such as when the processing is necessary for us to comply with our legal obligations.

Privacy Rights and Requests:

Under applicable law, you may have certain rights in relation to your Personal Information, including:

Right to Access: You have the right to request access to, or copies (and transmission) of, the Personal Information we hold about you and the purposes for which we are using it.

Right to Rectify: You have the right to correct inaccurate Personal Information that we have collected from and maintain about you, subject to appropriate verification.

Right to Erase: You have the right to erase Personal Information pertaining to you, under certain conditions. We will assess any deletion request after verifying your identity and work to respond within one calendar month, and let you know if we need additional time.

Right to Object: You have the right to object to processing the Personal Information we process, under certain conditions.

Right to Restrict: You have the right to restrict the processing of your Personal Information, under certain conditions.

Right to Data Portability: You have the right to receive the data we have collected from you. Under certain conditions, you may request that we transfer your Personal Information to another organization, or directly to you.

Right to Lodge a Complaint: You have the right to file a complaint with the supervisory authority in your jurisdiction.

How to submit a data subject rights request:

If you would like to submit a data subject rights request please visit our [Privacy Portal](http://www.echostar.com/yourprivacychoices) at www.echostar.com/yourprivacychoices.

8. Questions or Concerns

If you have any questions or concerns regarding this Notice, or our privacy practices, please contact us at the following address:

EchoStar Corporation

100 Inverness Terrace East
Englewood, CO 80112
303-706-4000

9. Changes to This Notice

We may modify this Notice at any time. We will notify you of any material changes (or changes required by applicable law) through written, electronic, or other means as permitted by law.