

WINGSTOP US JOB APPLICANT PRIVACY NOTICE

INTRODUCTION

Thank you for your interest in working for Wingstop Restaurant Inc. (“**Wingstop**,” “**we**,” or “**us**”). This Applicant Privacy Notice (“**Applicant Privacy Notice**”) provides information about how we collect, use, store, protect, disclose, and otherwise process your personal information in the context of recruitment, and how we processed personal information in the past 12 months.

Please review this Applicant Privacy Notice carefully, as it contains important information about the personal information we process, the purposes for processing, recipients of your personal information, applicable personal information Rights, and other useful information.

WHOM THIS NOTICE APPLIES TO

This Applicant Privacy Notice applies to job applicants (“**Applicants**”) that are based in the United States (“**US**”).

This Applicant Privacy Notice applies only to personal information collected from Applicants, and used by Wingstop for recruitment and other human resources-related purposes. It also applies to certain limited information Applicants may provide about former supervisors or references, including any information collected and transmitted through internal computer systems, networks, and online services.

Please note, this Applicant Privacy Notice does not apply to individuals applying for positions with us through third-party agencies.

Note: This Applicant Privacy Notice does not form part of any contract of employment or other contract to provide services.

WHAT PERSONAL INFORMATION WE COLLECT FROM YOU

We may collect or receive (and may have collected or received during the 12-month period prior to the Last Updated date of this Applicant Privacy Notice) the categories of personal information listed below. Please note that not all categories will be collected from every individual.

The personal information that we collect from Applicants may include, but is not limited to:

- **Personal and Contact Information** such as name, address, telephone number, personal email address, and other identifiers (e.g., date of birth, age, or demographic data);
- **Government and Identification Information** such as driver’s license number, national identification number, passport number, or other government-issued identifiers;
- **Online and Technical Information** such as device identifiers, IP address, cookie IDs, and data about your interactions with our websites or recruitment systems;
- **Employment and Professional Information** such as current and prior employment history, job titles, licenses, professional memberships, recommendations, desired salary, and work schedule details;

- **Recruitment and Application Information** such as resumes, cover letters, references, right-to-work documentation, interview notes, correspondence with us, and information collected during the application or assessment process;
- **Education Information** such as degrees, schools attended, and other non-public education records (as defined by the Family Educational Rights and Privacy Act (“FERPA”));
- **Background and Verification Information** such as results of background checks, criminal convictions (where permitted by law), and verification of employment or identity;
- **Audio and Visual Information**, such as interview recordings, photographs, or security footage;
- **Location Data** such as geolocation information from devices or applications, where applicable;
- **Inferences and Assessment Data** such as information derived from assessments, evaluations, or other analytics used to determine suitability for employment or advancement;
- **Emergency and Family Information** such as marital status, dependents, next of kin, and emergency contact details;
- **Visa and Work Authorization Information** such as immigration status and documentation needed to verify employment eligibility; and
- **Publicly Available or Voluntarily Provided Information** such as data from professional social media profiles (e.g., LinkedIn) or other information you choose to submit.

For purposes of this Applicant Privacy Notice, personal information does not include information that is not subject to applicable privacy laws, which may include (i) information protected under the First Amendment, including truthful information about matters of public concern; (ii) publicly available information, as defined under the California Consumer Privacy Act (CCPA) as amended by the CPRA and other applicable state laws, such as information lawfully made available from government records or information that an individual has lawfully made available to the general public; and (iii) information that has been deidentified or aggregated, provided that such information cannot reasonably be used to infer information about, or otherwise be linked to, a particular individual.

SENSITIVE PERSONAL INFORMATION (VOLUNTARY DISCLOSURE)

If you choose to disclose it, we may also collect certain categories of sensitive personal information including information relating to your:

- Veteran status;
- Race or ethnicity;
- Sexual orientation;
- Disabilities (i.e., whether you have a disability); and
- Account log-in and password.

The provision of such information is entirely voluntary, and you are under no obligation to disclose it. Your decision to provide or withhold such information will not affect your application for employment or be considered in our hiring decisions. We collect this information, when provided, solely for lawful

purposes such as equal opportunity monitoring, compliance reporting, and improving our recruitment practices.

When applying, please avoid including any information that is unnecessary for the application process.

HOW WE OBTAIN YOUR PERSONAL INFORMATION

Generally, we collect personal information directly from you. We may also obtain information from:

- Job portals and recruitment agencies;
- Online recruitment platforms (e.g., Glassdoor Inc., Indeed Inc.);
- Professional social media profiles (e.g., LinkedIn);
- Current Wingstop employees (e.g., referrals);
- Your device;
- Background-checking service providers; or
- Other third-party service providers or sources.

WHY WE COLLECT YOUR PERSONAL INFORMATION

When you apply for a position with Wingstop, or when we receive your information through a recruitment agency, job portal, or third-party providers, we collect and process your personal information for recruitment and related human resources purposes. These purposes may include:

- Communicating with you directly;
- Verifying your information;
- Assessing your application and determining your suitability for employment with Wingstop;
- Complying with applicable laws, legal processes, or governmental or regulatory requirements;
- Notifying you of future job opportunities where we have your consent to do so;
- Monitoring diversity, equal opportunity metrics, and your candidate experience; and
- Conducting background and reference checks as permitted by applicable law.

We may also process or disclose your personal information in the following circumstances:

- **Business Transfers:** If Wingstop is involved in a merger, acquisition, asset sale, or bankruptcy, we may transfer personal information to the successor entity.
- **In Response to Legal Process:** We may disclose personal information to comply with a law, a judicial proceeding, court order, subpoena, or other legal or regulatory obligation.
- **To Protect Wingstop and Others:** We also may disclose personal information where we believe it is necessary to investigate, prevent, or take action regarding illegal activities, suspected fraud, or situations involving potential threats to the safety of any person.

TO WHOM WE DISCLOSE YOUR PERSONAL INFORMATION

We may disclose your personal information to the following categories of recipients and in accordance with applicable data protection laws:

- **Third-Party Service Providers:** We may disclose the information we collect from you to third-party service providers, contractors or agents who perform functions on our behalf, including third parties that will assist us with the recruitment and hiring process.
- **Background Verification Providers:** If you progress in the recruitment process, we may work with a contracted background verification provider to initiate your background check. After you consent to proceed, the provider will contact you directly and may request permission to contact third parties, such as your current or former employers, to verify employment or other relevant information. Once the verification is complete, the results will be disclosed to Wingstop. If you choose not to provide consent, we may be unable to continue evaluating you for the position.

We do not “sell” your personal information, as data protection laws define this term.

HOW WE SECURE YOUR PERSONAL INFORMATION

We have implemented administrative, technical, and physical safeguards designed to protect the confidentiality, availability and integrity of personal information. These safeguards may include password protection, multifactor authentication, encryption, and secure transmission protocols to protect the information we collect from loss, misuse, and unauthorized access, disclosure, alteration, and destruction.

We also take steps to employ commercially reasonable security safeguards internally and require similar security controls with our third-party service providers. However, it is important to note that you are responsible for securing any account credentials created and used during the recruitment process. We encourage you to use a strong password and not share your credentials with anyone.

HOW LONG WE STORE YOUR PERSONAL INFORMATION

We retain your personal information only for as long as necessary to fulfill the purposes for which it was collected, to comply with our legal obligations, and to resolve any disputes that may arise during the hiring process.

- **Recruitment Process:** In most cases, your personal information is retained until the completion of the recruitment process for the role to which you applied, plus any additional period necessary to comply with legal or regulatory requirements.
- **Future Opportunities:** If you have provided consent for Wingstop to contact you about future job opportunities, we may retain your information for up to 180 days after the end of the initial recruitment process (or as otherwise permitted by applicable law).
- **Employees:** If you are hired by Wingstop, your personal information will become part of your employee file and will be retained in accordance with our internal data retention policies and applicable legal requirements.
- **Background Checks:** personal information obtained through background checks is retained for the duration of your employment, unless we are required by law to retain it longer.

We determine retention periods based on several key factors, including:

- Whether you maintain an active relationship with us (for example, as a current or former employee, applicant, or candidate for future opportunities);
- Whether applicable laws or regulations require us to retain certain records for a specific period (e.g., payroll, tax, or employment eligibility verification requirements); and
- Whether retention is necessary to protect our legal rights, defend against claims, or comply with recordkeeping obligations.

Once your personal information is no longer needed for the purposes described above, we securely delete, anonymize, or otherwise de-identify it in accordance with applicable data protection laws and our internal data retention procedures.

YOUR PRIVACY RIGHTS

Depending on where you live, you may have certain rights related to how we collect, use, and disclose your personal information. For more information about California-specific rights and how to exercise them, please refer to the California-Specific Privacy Rights section below.

LINKS TO THIRD PARTY SITES

We may offer links to third-party websites or online services that are not owned or operated by Wingstop. If you visit one of these linked sites, you should review their privacy policies and any other applicable notices. Wingstop is not responsible for the privacy policies, practices, or content of these third-party sites.

CHANGES TO THIS APPLICANT PRIVACY NOTICE

This Applicant Privacy Notice is current as of the Effective Date set forth below.

We may update this Applicant Privacy Notice from time to time. If we do so, we will provide you with an updated copy of the Applicant Privacy Notice as soon as reasonably practical by posting it on the applicable career page.

We may change this Applicant Privacy Notice from time to time. Any updates will be posted on the applicable career page or applicant portal. We will review this Notice at least annually, so please be sure to check back periodically. If we make any changes to this Notice that materially affect our practices regarding the personal information we have previously collected from you, we will endeavor to provide you with notice of such change and will obtain consent where required by applicable data protection laws.

If you would like to request a previous version of this Notice, contact us at privacy@wingstop.com.

HOW TO CONTACT US

If you have questions or concerns about our privacy practices, or if you would like to exercise your privacy rights, please contact us using the information below:

Wingstop Restaurants Inc.
2801 N Central Expressway
Suite 1600
Dallas, TX 75204
Attn: Wingstop Privacy
Email: privacy@wingstop.com

CALIFORNIA-SPECIFIC PRIVACY RIGHTS

This section of the Applicant Privacy Notice is applicable to individuals who reside in California only.

You may exercise the following rights with respect to your personal information, to the extent required by applicable law. If we are unable to comply with your request in whole or in part, we will notify you of the reasons for the denial. We do not sell or share the personal information of applicants for cross-context behavioral advertising, or have actual knowledge that we sell or share for cross-context behavioral advertising the personal information of California residents under 16 years of age, as the California Consumer Privacy Act (CCPA) defines “sell” and “share”.

- **Right of Access:** To request confirmation of whether we process your personal information and to request access to such information, including, if applicable, in a portable and readily usable format.
- **Right of Correction:** To request that we correct inaccuracies in personal information we maintain about you. For example, the spelling of your name or incorrect birth month and day. We reserve the right to request identifying documentation from you in certain circumstances, as permitted by applicable data protection laws.
- **Right of Deletion:** To request that we delete Personal information we have collected from you, subject to legal exceptions. Note that if you request a service that requires your personal information, we may not be able to provide that service if you choose to delete your personal information.
- **Right to Limit the Use and Disclosure of Sensitive Personal Information (“SPI”):** To request that we limit our use and disclosure of your SPI to purposes set forth at § 7027(m) of the CCPA Regulations. We only use SPI for such purposes.
- **Right not to be retaliated against for exercising privacy rights conferred by the CCPA.**

If these rights apply to you under applicable law, you can submit a request to exercise your rights by submitting a request to privacy@wingstop.com.

As required or permitted by applicable laws and regulations, we take steps to verify your identity before acting on your request to exercise your rights. You must provide your full name and email address for verification. If we need further information to verify your request, we may ask you to provide additional details.

We may limit our response to your rights request as permitted under applicable laws and regulations.

If you have an authorized agent acting on your behalf, your authorized agent may contact us via the above-listed form to make a request in accordance with applicable laws and regulations. We may

require verification of the agent's authorization to act on your behalf, confirmation from you, or verification of your identity.

If you require this Privacy Notice in an alternative format due to a disability or accessibility need, please contact us via the contact information listed above. We will make reasonable efforts to provide the information in a format that is accessible to you.

Effective as of: March 20, 2026

Last Updated: March 20, 2026