

CALIFORNIA NOTICE AT COLLECTION

FOR JOB APPLICANTS, EMPLOYEES AND OFFICERS

This notice at collection for California residents is adopted in compliance with the California Consumer Privacy Act of 2018 (“CPRA”), as amended by the California Privacy Rights Act of 2020 (“CPRA”). Any terms defined in the CCPA/CPRA have the same meaning when used in this notice.

Information We Collect

Builders FirstSource, Inc. along with our subsidiaries and affiliates (collectively, the “Company”) collects and uses Personal Information for human resources, employment, benefits administration, health and safety, and business-related purposes and to be in legal compliance. Under the CCPA/CPRA, “Personal Information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household. It does not include publicly available information, lawfully obtained truthful information that is a matter of public concern, or consumer information that is deidentified or aggregate consumer information.

Below are the categories of Personal Information we collect and the purposes for which we intend to use this information:

- Identifiers (e.g., name, date of birth, e-mail, job title, postal address, phone number, signatures, and other similar information).
- Characteristics of protected classifications under state or federal law, such as gender and race
- Financial account information (e.g., name, card issuer, and card type, credit card or debit card number, expiration date, CVV code, and billing address associated with payment method).
- Commercial information (e.g., records of personal property, products or services purchased, obtained, considered, or other purchasing or consuming histories or tendencies).
- Biometric information.
- Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer’s interaction an internet website application, or advertisement.
- Geolocation data, such as the location of company-issued laptops, mobile phones, or device location.
- Professional or employment-related information (e.g., job title, position, personnel number, place of work, branch office, department qualifications, work history, prior employer, human resources data, and data necessary for administering benefits and related administrative services). Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).

The Company also collects “Sensitive Personal Information” for human resources, employment, benefits administration, health and safety, and business-related purposes and to be in legal compliance. Below are the categories of Sensitive Personal Information we collect and the purposes for which we intend to use this information:

- Social Security, driver's license, state identification, or passport number.
- Account login, financial account, debit card or credit card number, in combination with any required security or access code, password, or credentials allowing access to an account.
- Precise geolocation.
- Information regarding racial or ethnic origin, religious or philosophical beliefs, sexual orientation, or union membership.
- Personal Information that reveals the contents of a consumer's mail, e-mail, and text messages in which the business is not the intended recipient of the communication.
- Biometric information for the purpose of uniquely identifying a consumer.
- Information regarding a consumer's health, such as information relating to health and safety in the workplace, accidents and near misses, and vaccination records and vaccination status information.

How the Company Uses Your Information

The Company collects Personal Information and Sensitive Personal Information to use or disclose as appropriate to:

- Comply with all applicable laws and regulations.
- Recruit and evaluate job applicants and candidates for employment.
- Conduct background checks.
- Manage your employment relationship with us, including for:
 - Onboarding processes;
 - Timekeeping, payroll, and expense report administration;
 - Employee benefits administration;
 - Employee training and development requirements;
 - The creation, maintenance, and security of your online employee account(s);
 - Reaching your emergency contacts when needed, such as when you are not reachable or are injured or ill;
 - Workers' compensation claims management;
 - Employee job performance, including goals and performance reviews, promotions, discipline, and termination;
 - Other human resources purposes;
- Manage and monitor employee access to company facilities, equipment, and systems.
- Conduct internal audits and workplace investigations.
- Investigate and enforce compliance with and the potential breaches of Company policies and procedures.
- Engage in corporate transactions requiring review of employee records, such as evaluating potential mergers and acquisitions of the Company.
- Maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance.
- Perform workforce analytics, data analytics, and benchmarking.
- Administer and maintain the Company's operations, including for safety purposes.
- For client marketing purposes.
- Exercise or defend the legal rights of the Company and its employees, affiliates, customers, contractors, and/or agents.

As defined by the CCPA, the Company will not sell or share the Personal Information or Sensitive Personal Information that it collects.

Data Retention

The Company may retain your Personal Information and Sensitive Personal Information for as long as necessary to fulfill the purpose for which it was collected or to comply with legal or regulatory requirements. We strive to retain such information no longer than is reasonably necessary to carry out the purposes listed in this notice or as required by law. We retain your Personal Information and Sensitive Personal Information in accordance with applicable law and internal document retention practices.

To view our full Privacy Policy, please visit company website/<https://www.blldr.com/privacy-policy>.

If you have any questions or comments about this notice, the ways in which the Company collects, uses or shares your information described above and in the Privacy Policy, your choices and rights regarding such use, or you wish to exercise your rights under California law (including your right to submit requests for information, deletion or correction), please visit the Privacy Policy for additional information or contact us at: TMSHR@BLDR.com, 877-818-2537(BLDR).

You may also write to us at:

Builders FirstSource
ATTN: General Counsel
6031 Connection Dr, Suite 400
Irving, TX 75039