

US FOODS CALIFORNIA ASSOCIATE PRIVACY NOTICE

US Foods, Inc. (“**US Foods**,” or the “**Company**”) provides this Associate Privacy Notice (“**Notice**”) to explain our practices regarding the collection, use, and disclosure of Personal Information about California job applicants, associates, contractors, and others who work for us (collectively, “**Workers**”) at US Foods. This Notice explains what Personal Information we collect about California Workers, why we collect it, how we use and disclose it, and the rights you have relating to your Personal Information under the California Consumer Privacy Act (the “**CCPA**”).

As used in this Notice, the term “**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 you. Personal Information does not include information that is publicly available, deidentified, or aggregated.

Unless otherwise noted, this Notice describes our current practices, as well as our practices in the preceding twelve (12) months.

I. How and Why We Collect Your Personal Information

Generally, we collect Personal Information about our Workers as follows:

Category of Personal Information	Categories of Sources from which Collected	Purposes for Collection / Use
<p>Identifiers and personal records including real name, alias, postal address, telephone number, unique personal identifier, online identifier, IP address, email address, account name, signature, physical characteristics or description, Social Security number, driver’s license number, passport number, state identification card number, or other similar identifiers; insurance policy number; education; employment; employment history; bank account number, credit card number, debit card number, or other financial information; medical information; and health insurance information.</p> <p><i>This category includes information described in Cal. Civ. Code § 1798.80(e). Medical information, Social Security, driver’s license, state identification card and passport numbers are classified as sensitive under the CCPA.</i></p> <p>Professional or employment-related information, including:</p> <p>Recruitment information (such as skills, qualifications, references, recommendations, and other information</p>	<ul style="list-style-type: none"> • Directly from you • Automatically when you use our electronic systems • Created by us (e.g., your username and Company email address) • From service providers that help us to run our business • From other sources, including other Workers, educational institutions, and professional organizations 	<ul style="list-style-type: none"> • To communicate with you • To onboard and enroll you as a Worker • To provide compensation and benefits • To manage job duties, evaluate performance, and operate our business • To protect the Company from illegal activity and other misconduct • To comply with applicable laws and regulations • To manage the security of our premises and systems • To detect and prevent fraud against you and/or us

<p>included in a resume, application form, or cover letter)</p> <p>Background information commonly used for onboarding and security screenings</p> <p>Worker profile information (employee status, organization information, performance and talent information, employment background, functional experience, leadership experience, honors or awards, timesheets, education, training, professional certifications, evaluations, developmental planning, career interests and development information, and other talent management and team-based assessments)</p> <p>Compensation, payroll, and benefits information</p> <p>Medical, parental, family, vacation, and other leave and associated records, including details of the types of and reasons for leave being taken, duration of leave, and leave-related correspondence</p> <p>Any termination of employment documentation, including resignation letters, dismissal letters, minutes of meetings, settlement agreements and related correspondence</p>		
<p>Characteristics of protected classifications under California or federal law, including age and date of birth, marital status, race, ancestry, ethnic origin, citizenship or immigration status, sex, gender, sexual orientation, gender identity, religion or creed, military or veteran status, medical condition, disability, marital status.</p> <p><i>Race, ancestry, ethnic origin, citizenship or immigration status, sexual orientation, gender identity, religion or creed, and medical conditions are classified as sensitive under the CCPA</i></p>	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business • From other sources, including other Workers, educational institutions and professional organizations 	<ul style="list-style-type: none"> • To comply with applicable laws and regulations
<p>Union Status</p> <p><i>Classified as sensitive under the CCPA</i></p>	<ul style="list-style-type: none"> • Directly from you • From your union • From other Workers 	<ul style="list-style-type: none"> • To comply with applicable laws and regulations

<p>Commercial information, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies</p> <p><i>If you interact with us as a consumer, you can find our California Consumer Privacy Notice here</i></p>	<ul style="list-style-type: none"> • Directly from you 	<ul style="list-style-type: none"> • To facilitate associate purchases, associate use of corporate credit cards, discount programs, and reimbursements
<p>Biometric information</p>	<ul style="list-style-type: none"> • Directly from you (for example, fingerprints used with timekeeping systems) • From certain camera footage 	<ul style="list-style-type: none"> • To manage corporate information technology • To detect and prevent fraud against you and/or us
<p>Internet or other electronic network activity information, including browsing history, search history, and information regarding your interactions with our electronic systems, websites, and applications</p>	<ul style="list-style-type: none"> • Automatically when you use our electronic systems • From service providers that help us to run our business 	<ul style="list-style-type: none"> • To manage corporate information technology • To manage job duties, evaluate performance, and operate our business • To manage the security of our premises and systems • To allow you to perform job functions • To detect and prevent fraud against you and/or us
<p>Geolocation data, including precise geolocation, a type of sensitive Personal Information under the CCPA</p>	<ul style="list-style-type: none"> • Through our electronic systems (for example, when you enable location sharing with us on a Company-issued device or through an application provided by the Company; through tracking of our fleet vehicles, through building access-control data, and through web-browser IP address data) 	<ul style="list-style-type: none"> • To manage corporate information technology • To conduct analytics, research and development • To manage job duties, evaluate performance, and operate our business • To manage the security of our premises and systems • To detect and prevent fraud against you and/or us
<p>Audiovisual information, including closed-circuit images, photographs and video of you (for ID badges, marketing materials, etc.), and audio recordings as may relate to your job functions</p>	<ul style="list-style-type: none"> • Directly from you • Automatically while you are on Company property or using certain Company devices (e.g., if you answer or place 	<ul style="list-style-type: none"> • To manage the security of our premises and systems • To manage job duties, evaluate performance, and operate our business

	phone calls on a recorded line or use our videoconferencing systems)	
Non-public education information , including school(s) attended, grades, transcripts, records of attendance, disciplinary records, and other information relating to your secondary and post-secondary education	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To onboard and enroll you as a Worker • To manage job duties, evaluate performance, and operate our business • To detect and prevent fraud against you and/or us
Inferences reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes	<ul style="list-style-type: none"> • Drawn from the other categories of Personal Information we collect 	<ul style="list-style-type: none"> • To manage job duties, evaluate performance, and operate our business • To manage corporate information technology • To detect and prevent fraud against you and/or us

We collect the following information about you, which does not directly fall within the categories listed in the CCPA:

- Emergency contacts/next of kin information, details about your spouse/partner, dependents and beneficiaries (such as their names, titles, relationship to you, addresses, telephone numbers, and email addresses)
- Languages spoken
- Criminal records information including results of background checks obtained through government agencies such as the US Federal Bureau of Investigation
- Withholdings, and tax information (such as information collected on IRS Form W-4 and California Tax Form DE 4)
- Information about births, adoptions, deaths, child medical support orders, loss of eligibility for medical coverage, and other life events that may trigger an opportunity to modify your benefits elections
- Information about your health, sickness, and absences (including information regarding your physical and/or mental health, any participation in health and wellness programs, drug and alcohol screening information, medical provider information—for example, if you apply for workers’ compensation—and information about any conditions that may require accommodations within the workplace)
- Vehicle information (ex. year, make, model, color, and license plate). Used for parking assignments and parking lot access

Unless otherwise specified, the sources of this Personal Information, the purposes for which we use it, and the categories of persons to which we disclose it are the same as those listed for Professional or Employment-Related Information.

We may also use and disclose Personal Information as required by law, regulation or court order; to respond to governmental and/or law enforcement requests; to identify, contact or bring legal action against someone who may be causing injury to or interfering with our, our clients’ or others’ rights or property; to support any actual or

threatened claim, defense or declaration in a case or before any jurisdictional and/or administrative authority, arbitration or mediation panel; or for other purposes described in any other privacy notice or with your consent. Additionally, we may use and disclose Personal Information to third parties in connection with a sale, assignment, merger, reorganization, or other corporate transaction relating to all or part of our business.

II. How Long We Keep Your Personal Information

We keep the categories of Personal Information described above for as long as necessary or permitted for the purposes described in this Notice or otherwise authorized by law. This generally means holding the information for as long as one of the following apply:

- Your Personal Information is reasonably necessary to manage our operations, to manage your relationship with us, or to satisfy another purpose for which we collected the information;
- Your Personal Information is reasonably necessary to carry out a disclosed purpose that is reasonably compatible with the context in which the Personal Information was collected;
- The Personal Information is reasonably necessary to protect or defend our rights or property (which will generally relate to applicable laws that limit actions in a particular case); or
- We are otherwise required or permitted to keep your information by applicable laws or regulations.

Where Personal Information is used for more than one purpose, we will retain it until the purpose with the latest period expires.

III. Disclosures of Personal Information

We may disclose the categories of Personal Information described above to the following categories of recipients for the business purposes set forth above:

- *Our affiliates*, including other companies within the US Foods group of companies.
- *Service Providers* that perform services on our behalf such as payroll and benefits providers, information technology providers, consultants, cloud-hosting vendors, HR support, travel and expense providers, and security services, among other similar types of vendors.
- *Parties to corporate transactions* as part of a corporate transaction or proceeding such as a merger, financing, acquisition, bankruptcy, dissolution, or a transfer, divestiture, or sale of all or a portion of our business or assets.
- *Other recipients* upon your authorization or request.

Within the preceding 12 months, we have not sold or shared for cross-context behavioral advertising the Personal Information of California Workers that we collect in relation to your employment at US Foods. We do not have actual knowledge that we sell or share the Personal Information of people under 16 years of age.

IV. Submitting Requests Relating to Your Personal Information

If you are a resident of California, you have the right to submit certain requests relating to your Personal Information as described below. To exercise any of these rights, please submit a request via our [webform](#) or call us at 1-800-292-5197. Please note that, depending on the nature of your request, you may be asked to log into your account or to provide 2-3 pieces of Personal Information that we will match against our records to verify your identity. You may designate an authorized agent to make a request on your behalf; however, you will still need to verify your identity directly with us before your request can be processed. An authorized agent may submit a request on your behalf using the webform or toll-free number listed above.

Right to Know. You have the right to know what Personal Information we have collected about you, which includes:

- The categories of Personal Information we have collected about you, including:
 - The categories of sources from which the Personal Information was collected
 - Our business or commercial purposes for collecting or disclosing Personal Information
 - The categories of recipients to which we disclose Personal Information
 - The categories of Personal Information that we disclosed for a business purpose, and for each category identified, the categories of service providers and contractors to which we disclosed that particular category of Personal Information

- The specific pieces of Personal Information we have collected about you

Right to Delete Your Personal Information. You have the right to request that we delete Personal Information we collected from you, subject to certain exceptions. Where we use deidentification to satisfy a deletion request, we commit to maintaining and using the information in deidentified form and will not attempt to reidentify the information.

Right to Correct Inaccurate Information. If you believe that Personal Information we maintain about you is inaccurate, you have the right to request that we correct that information.

Right to Limit Use and Disclosure of Sensitive Personal Information. We do not use or disclose sensitive Personal Information for purposes to which the right to limit use and disclosure applies under the CCPA.

Right to Non-Discrimination for the Exercise of Your Privacy Rights. If you choose to exercise any of your privacy rights under the CCPA, you also have the right not to receive discriminatory treatment by us, including retaliation against you as an associate, job applicant, or independent contractor.

V. How to Contact Us

If you have any questions about how US Foods handles your Personal Information or if you need to access this Notice in an alternative format or language, please contact your HR representative.

Last Updated: October 31, 2025