

PRIVACY POLICY

Rexel USA, Inc., and any of its subsidiaries, affiliates, business units or divisions (including but not limited to (i) Rexel Automation, (ii) Rexel C&I, (iii) Platt Electric Supply, (iv) Rexel Energy Solutions, (v) Gexpro, (vi) Gexpro Services, (vii) Capital Light, (viii) Parts Super Center, (ix) Brohl & Appell, (x) Utility Supply Group, and (xi) Mayer Electric Supply Company, Inc.) (hereinafter collectively referred to as the “Company”) is committed to protecting the privacy of those who entrust us with their personal information. Our customers and employees trust and expect that we will protect their personal information in accordance with the promises we make. “Personal information” means any information pertaining to an identified or identifiable individual and may include, for example, email addresses and contact details and any similar information provided to us in the course of our business operations. Personal information that is de-identified or anonymized is not considered personal information. This Privacy Policy details our commitment to your privacy.

1) **Who we are.**

The Company, headquartered in Dallas, Texas, is the U.S. operations of Rexel S.A., a worldwide expert in the professional multichannel distribution of electrical products and services for the energy world. The Company provides a broad range of sustainable and innovative products, services, and solutions in the field of technical supply, automation, and energy management related to construction, renovation, maintenance, and production.

2) **What does this Privacy Policy cover?**

This Privacy Policy describes Company’s privacy practices regarding personal information it receives in connection with the services and products Company provides to its Customer (the “Services”), as well as through our website (the “Site”).

This policy describes the information that the Company may collect about visitors to our websites, web applications, or mobile applications, if applicable (collectively, the "Website") or about our customers, prospective customers, employees and prospective employees, how we use that information and how we protect that information. It also discusses certain choices you have regarding your personally identifiable information. By using our Website or otherwise submitting information to Company (as defined below), you consent to the following terms, as they may be amended from time to time.

3) **Information We Collect.**

Online: You may visit our Website anonymously. We collect your Internet Protocol address, but this information generally does not reveal your identity. The data that we regularly collect about visitors to our Website (e.g., browser type, pages accessed, duration of visit, etc.) does not enable us to identify you. We use "cookies," small files that are sent to your browser and stored on your hard drive, to identify you as a unique user on our Website. Our use of cookies is explained in more detail below. We collect personally identifiable information about you only if you voluntarily provide it to us by requesting information, products or services from us.

Offline: We collect information that you provide us to set up an account or otherwise form a customer relationship with Company or to consider you for a job with Company. Once an account is opened or customer relationship is formed, we may collect information about your purchasing and payment history. If you are hired by Company, we may collect information about your salary

and benefits, qualifications, and performance.

Mobile: If you opt to do so, we collect your GPS location from your mobile device to (a) help you find the nearest branch to your current location; and (b) If you choose to provide a photo for our mobile application product identifier your photo will be saved with the info from your current location.

4) Information You Provide.

Online: When you visit our Website, you may provide personally identifiable information in order to purchase products or take advantage of services or job opportunities offered through our Website. For example, you might provide your name, address, telephone and fax numbers, and email address. We collect and store that information. You may always choose not to provide the information we request. However, you may then be unable to take advantage of the features and services we offer on our Website.

Offline: When you sign up for an account or otherwise do business with Company, you may provide personally identifiable information of yourself, if an individual or sole proprietor, or the company officers or contact persons, in addition to company information, if a company. We may use that information to obtain a credit, D&B or similar report or otherwise evaluate your eligibility for an account. When you apply for a job, you may provide personally identifiable information, such as name, address, telephone number, email address, birthdate, and SSN. We may use that information to obtain a credit report, do a background or reference check or otherwise evaluate your suitability for the job.

5) Information from Other Sources.

From time to time, we may purchase or otherwise acquire information about you from other sources and add it to our database, including without limitation updated delivery and address information.

6) Overview of Information the Company collects and how it is used and shared.

For the 12-month period prior to the data of this Privacy Policy, we explain here what categories of personal information we have collected, where we got it from, and with whom we have shared it:

Category of Personal Information Collected	Source	Purpose for Collection	Categories of Recipients
Contact information: such as name, address, and phone number	Customer contacts, including employees and representatives we work with provide this information when they visit the Website, call us, or otherwise interact with us	To communicate with and respond to our customers about the work we do for them and deliver the Services to them and their customers, including validation of identity or to meet legal obligations.	We may share this information with select marketing or other service providers, suppliers, and partners.
Browsing information: such as your IP address, MAC address or other device identifier, the kind of browser or computer	Our Website and your interactions with the Website, including through the use of cookies and other	To evaluate usage of the Website and improve performance and Services; to protect the security	Our service providers who help us with fraud protection and website analytics

you use, pages and content that you visit on the Website, what you click on, the state and country from which you access the Website, date and time of your visit, and web pages you linked to our Website from.	tracking technologies explained further below	and integrity of the Website and our business, such as preventing fraud, hacking, and other criminal activity or to meet legal obligations.	
Payment information: name, card issuer and card type, credit or debit card number, expiration date, CVV code, and billing address	From our clients and their payment card issuers	Authorizing of credit card and other financial transactions for our customers and their customers	Our service providers who process payments for us—they are prohibited from using personal information for any other purposes and are contractually required to comply with all applicable laws and requirements, which includes the Payment Card Industry Data Security standards
Accident information: details about any accident or injury in our facilities, or health incident	From you, witnesses or observed about you	To get you the help you need, deal with the emergency services, insurance, and claims	Law enforcement and other governmental authorities in accordance with applicable law, and our professional advisors
Suspected crime information: details of your identity, image, name and address, suspected or alleged thefts, fraud, assault or other criminal behavior	From crime and fraud prevention agencies, from you, witnesses, and from the police	To protect customers, the public and our business against risks and crime	Law enforcement and other governmental authorities in accordance with applicable law, and our professional advisors

7) **How We Use Information.** If you choose to provide us with personally identifiable information, we will use that information to respond to your inquiry or process your order or application. We may provide this information to third parties if we believe in our discretion it would be helpful in responding to you, or if this information is necessary for the third party to do their job (see "Third Party Service Providers," below). In some jurisdictions, individuals may have the right to withdraw consent from certain uses. If you reside in such jurisdictions, you may have additional rights which are detailed in the section below entitled Your California Privacy Rights below. In all cases, any service providers will be contractually limited in the way they may use personal information maintained by the Company, including requirements that such information be maintained in a confidential and secure manner. If, in the future, we merge with or are acquired by another company, or change our structure, we may transfer your personally identifiable information to the surviving or acquiring entity. We will also disclose your personally identifiable information if we believe in good faith we are required to do so (a) by law or to comply with the law or legal process; (b) to protect and defend our rights or property or the rights or property of our clients; or (c) in an emergency to protect the personal safety of our employees, clients, visitors or the

public. Company may also disclose information to its accountants, auditors, agents, lawyers, and other advisors in connection with the enforcement or protection of our legal rights or to protect the interests or safety of our customer, our customers' customers or employees or others, in accordance with or as authorized by law.

- 8) **Information from our Client's Customers.** Company may process transactions or applications that are supplied and managed by our customers. As a result, although we may access certain personal information of our customers' customers pursuant to the contractual relationships with have with our customers, we typically do not collect and store personal information in our own systems except as may be necessary to provide services to our customers. Typically, our customers are responsible for complying with all notices, notifications, and alerts to individuals whose information is entered into our systems or portals. We do not use or share that personal information except as directed by our customers.
- 9) **No Sale of Personally Identifiable Information.** Any and all personal information collected by the Company will be kept strictly confidential and will not be sold, reused, rented, disclosed, or loaned to third parties, except as otherwise described in this Privacy Policy.
- 10) **Third Party Service Providers.** Company may from time to time engage others ("Third- Party Providers") to provide online and offline services to Company, to you, to other clients or to visitors to our Website. For example, Company may engage other companies to host, operate and maintain our Website, analyze data, provide marketing assistance, perform inventories or assessments, and provide credit information, background checks and other services. Company will give them access to your personally identifiable information to the extent necessary to do their jobs. Company cannot and does not guarantee that those companies will protect your personally identifiable information.
- 11) **Links to Other Websites.** When you visit our Website, you may be directed to websites of Third-Party Providers and to other websites that are beyond our control ("Third-Party Websites"). There are many links to Third-Party Websites from our Website that may take you outside our service. Company believes that this is one of the strengths of our Website. For example, if you "click" on a product link or Third-Party Provider link, that "click" may take you from our Website to that Third-Party Website. If you choose to visit a Third-Party Website, you should understand that the Third party's privacy policy, and not this Privacy Policy, will govern your activities and any information you disclose while visiting that Third-Party Website. Third Party Websites may not have privacy policies or may have privacy policies that are not as protective of your personally identifiable information as Company's Privacy Policy. Third Party Websites may collect data, solicit personally identifiable information, or send cookies to visitors. Company strongly recommends that you review and understand the privacy policies of the Third-Party Websites you visit, whether you visit Third Party Websites directly or through a link from a page on our Website.
- 12) **Do Not Track (DNT).** This is a privacy preference that users can set in some web browsers, allowing users to opt out of tracking by websites and online services. At the present time, the World Wide Web Consortium, or W3C, has not yet established universal standards for recognizable DNT signals, and therefore the Company] and the Website do not recognize DNT.
- 13) **Marketing.** The Company may, subject to applicable laws, use personal information from its customers and their employees to contact them about our Website and Services, including to provide them with information on additional products from the Company that may be of interest to them. Customer contacts may exercise choices regarding these communications as follows:

Email. From time to time, Company may send email messages to some or all of its registered users or customers. Company may use a bulk email service to distribute that information. If you do not want to receive such emails, please indicate that preference by contacting us at privacy@RexelUSA.com. You can always limit the communications that Company sends to you. To opt-out of commercial emails, simply click the link labeled “unsubscribe” or “opt-out” at the bottom of any commercial electronic communication we send you. Please note that even if you opt-out of promotional communications, we may still need to contact you with important information about your account.

Mail marketing, Telephone marketing, Surveys and Quality control communications. You may decide that you prefer Company not to use your personal information to promote new and/or additional products and/or services which may be of interest to you and refuse that we contact you by mail or telephone for marketing purposes or by email or telephone for quality control purposes. If this is the case, you may advise us by contacting customer service or contacting us using the information detailed in the Contacting us section below.

- 14) **Online Live Chat/ Mobile Application.** Our Website may offer you the opportunity to chat online with a support representative. In order to use this service, you will provide us with, at a minimum, your name and email address. You may also choose to provide a photo for our mobile application product identifier. Company cannot guarantee the security or privacy of this information.
- 15) **Cookies.** Upon your first visit to our Website, our Website may automatically send a "cookie" to your computer. A cookie is a file that identifies you as a unique user. It stores personal preferences and user data. Cookies do not identify you by name. Company uses cookies to store preferences and user data. You may have your browser disable cookies; however, some Company services provided by our Website may not function properly if you disable cookies. We may use Google AdWords[®] Remarketing to advertise across the Internet. Google AdWords[®] Remarketing displays relevant ads tailored to you based on what parts of the Company website you have viewed by placing a cookie on your machine. **THIS COOKIE DOES NOT IN ANYWAY IDENTIFY YOU OR GIVE ACCESS TO YOUR COMPUTER.** The cookie is used to say, “This person visited this page, so show them ads relating to that page.” Google AdWords[®] Remarketing allows us to tailor our marketing to better suit your needs and so that you see ads that are relevant to you. If you do not wish to participate in Google AdWords[®] Remarketing, you can opt out by visiting [Google's Ads Preferences Manager](#).
- 16) **SMS/Text Messages.** Company may send SMS/text messages with your proper consent in accordance with our SMS policy. To stop receiving marketing text messages from Company, please reply STOP to the marketing text message you receive from Company. This preference will only apply to the phone number in receipt of the SMS message. No end-user data collected as part of our SMS program is sold or shared with third parties other than what is needed by our vendors to carry out SMS messaging functions.
- 17) **Push Notifications.** Company may send you push notifications from time to time. To opt-out from Company’s push notifications, please adjust the permissions that are controlled in your mobile device. This opt-out does not apply to in-app notifications.

- 18) **Geolocation and In-Store Location.** Company may access or geolocation or in-store location. To stop the collection of precise location information in connection with your use of our mobile applications, use your device's settings to deactivate our mobile applications' access to the device's location services.
- 19) **Uninstall Company Applications.** You may uninstall Company applications by following your standard uninstallation process in your mobile device.
- 20) **Security.** Company uses encryption software in our Website to safeguard certain of your personally identifiable information while that information is transmitted over the Internet, including information you provide upon ordering or purchasing products from our Website. While using our Website, you are responsible for maintaining the confidentiality of your account and password, and for restricting access to your computer. Where applicable, Company uses industry-standard technology in connection with our Services and on the Website to help protect personal information from loss, misuse and unauthorized access, disclosure, alteration, and destruction.
- 21) **How long does the Company retain personal information?**
Personal information that the Company collects, accesses, or processes will be retained only as long as necessary for the fulfilment of the purposes for which it was collected, unless otherwise provided for under services contracts with customers or as required or authorized by law. Personal information that is no longer required to fulfil the identified purposes will be destroyed, erased, or deidentified.
- 22) **Policy Regarding Children.** Company and its Website are not directed toward children and we do not knowingly solicit or collect personal information online from children under the age of 18 without prior verifiable parental consent. If Company learns that a child under the age of 18 has submitted personal information online without parental consent, it will take all reasonable measures to delete such information from its databases and to not use such information for any purpose (except where necessary to protect the safety of the child or others as required or allowed by law). If you become aware of any personal information the Company has collected from children under age 18, please contact us using the information detailed in the Contacting Us section.
- 23) **Disputes Regarding Use of Personally Identifiable Information.** Any claim, dispute, or controversy (whether in contract, tort or otherwise, whether statutory, common law or equitable and whether pre-existing, present, or future) against Company, its agents, employees, affiliates, successors, and assigns, relating to this Privacy Policy will be resolved by binding arbitration administered by the American Arbitration Association under its Commercial Arbitration Rules. Any arbitration will be conducted before a single neutral arbitrator and will be limited solely to the dispute between you and Company. The arbitration will be conducted in Dallas, Texas, or by telephone or online, as determined by the arbitrator. Any award of the arbitrator will be final and binding on each of the parties and may be entered as a judgment in any court of competent jurisdiction. If any claim, dispute, or controversy is not subject to binding arbitration, you agree that the exclusive jurisdiction for that claim, dispute or controversy will be the state and federal courts located in Dallas, Texas, that you will not file any action or proceeding in any other jurisdiction; and that you waive any argument that Dallas, Texas is an inconvenient forum.
- 24) **Limitation of Liability.** COMPANY IS NOT LIABLE FOR ANY INDIRECT, INCIDENTAL, CONSEQUENTIAL, SPECIAL, PUNITIVE OR PHYSICAL/EMOTIONAL DISTRESS DAMAGES. IN NO EVENT WILL COMPANY'S LIABILITY FOR DIRECT DAMAGES EXCEED \$50.

25) Access, Objection, Correction and Deletion. In certain jurisdictions, you may have the right to obtain confirmation as to whether your personal information is being processed, information about the purposes of that processing, and information about the recipients to whom your personal data have been or will be disclosed. You may also have the right to receive a copy of the personal data you have provided and/or request its deletion.

Our customers are responsible for managing any request made by their employees or customers regarding access to and rectification of their personal information that is transferred to us. However, if you have questions about your rights, please feel free to contact using the contact information detailed in the Contacting Us section below.

26) Your California Privacy Rights. If you are a California resident, California law provides you with the following rights with respect to your personal information:

- The right to know what personal information we have collected, used, disclosed, and sold about you. To submit a request to know, you may call us at (888) 889-9826 or by emailing us at privacy@rexelusa.com. You also may designate an authorized agent to make a request for access on your behalf by emailing privacy@rexelusa.com.
- The right to request that we delete any personal information we have collected about you. To submit a request for deletion, you may call us at (888) 889-9826 or by emailing us at privacy@rexelusa.com. You also may designate an authorized agent to make a request for deletion on your behalf by emailing us at privacy@rexelusa.com.

When you exercise these rights and submit a request to the Company, it will verify your identity by asking you for your email address, telephone number, information about your company's contract with the Company, or the last four digits of a credit or debit card used at the Company. We also may use a third-party verification provider to verify your identity.

Your exercise of these rights will have no adverse effect on the price and quality of our goods or services.

For the 12-month period prior to the date of this Privacy Policy, the Company has not sold any personal information about its Customers or their employees or about the customers of our Customers; nor does it have any plans to do so in the future.

Please note: If you are a customer of one of our Customers, you should contact them first concerning your California Privacy rights.

27) Right to Lodge Complaints. The Company is transparent about the ways in which it collects and uses personal information, and welcomes your questions and concerns. If you have any concern or complaint about the way the Company handles your personal information, please contact us as described below. To the extent you believe the Company has not addressed your concerns or otherwise choose to do so, you have the right to lodge a complaint with a supervisory authority in the country where you reside and/or in the United States. For information on how you can file a privacy complaint with the Federal Trade Commission, please visit: <https://www.ftccomplaintassistant.gov/>.

- 28) **Miscellaneous.** Company's policy does not extend to anything that is beyond Company's reasonable control, including but not limited to potential insecurities inherent in the operation of the Internet. Company uses reasonable precautions to keep your personally identifiable information secure, whether it was collected online or offline. However, Company is not responsible for any breach of security or for the actions of any third parties. If you at any time have questions about this Privacy Policy, please send your question via email to privacy@RexelUSA.com.
- 29) **Policy Changes.** Company reserves the right to change this Privacy Policy at any time. We will post any revisions to this Privacy Policy on our Website and will provide a paper copy to you upon your request. Please review the Privacy Policy on our Website or follow the instructions in the "Contacting Us" section below to submit a request Your use of our Website or any of our offline services will be subject to our Privacy Policy in effect at that time.
- 30) **Contacting Us.** If there are any questions regarding this Privacy Policy or to request a copy of this Privacy Policy in another format you may contact us using the information below.

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