



COMMERCIAL METALS COMPANY **WEBSITE PRIVACY AND COOKIES POLICY**

Effective Date: March 26, 2021

Overview

The administrator of this website, and controller of the personal data processed about visitors to this website, is Commercial Metals Company, the contact information for which is available [here](#). Any Visitors may contact CMC European business operations directly by clicking [here](#). This Website Privacy and Cookies Policy (“Privacy Policy”) describes how Commercial Metals Company, as well as our subsidiaries and affiliates, excluding European subsidiaries (“CMC”, “our,” “us” or “we”), collects, uses and shares information about you, including when you use our websites, email notifications, mobile applications, social media applications, widgets, and other online services (the “Services”), as well as your choices and rights related thereto. By using any of our Services, you consent to the collection, use, and disclosure of your information as described in this Privacy Policy.

The rules stipulated in this Privacy Policy by the controller do not apply to Commercial Metals Company subsidiaries located in the European Union.

Summary of Key Points

Information Collection and Use	As a generally business-to-business (“B2B”) organization, we collect name, contact details, and other Personal Data related to our commercial relationships and we use Personal Data related to purchases, customer service, feedback, site registration, analytics, marketing, location-based services, recruiting and hiring, and to fulfill other business and compliance purposes. Click here to learn more.
Security	We maintain commercially reasonable technical and organizational measures and safeguards to protect Personal Data from loss, misuse, alteration, or unintentional destruction. Click here to learn more.
Cookies	We use cookies related to the Services, and provide choices on use of cookies, including third party targeting and advertising. Click here to learn more.
Information Shared with Third Parties	We share Personal Data as necessary to perform transactions, respond to requests, and to fulfill other business and compliance purposes. Click here to learn more.

Links to Third Party Sites	While our Services may contain links to social media sites and other websites and mobile applications that are operated and controlled by third parties, we do not take responsibility for the content or the privacy practices employed by other sites. Click here to learn more.
Accessing the Services from Outside of the United States	Personal Data provided to us or otherwise obtained by us is processed in the United States in order to perform the Services or as otherwise described in this Privacy Policy. We provide appropriate protections for cross-border transfers where specified by law. Click here to learn more.
Your Choices and Rights	You have control over how we use Personal Data for direct marketing and you may have certain rights to request access, rectification, deletion, or other actions regarding your Personal Data where required by applicable law. Click here to learn more.
Other issues	We provide other information in this Privacy Policy about: (i) the legal basis for collecting and processing Personal Data, (ii) the consequences for not providing Personal Data, (iii) automated decision-making, (iv) data retention, and (v) employee and contractor issues. Click here to learn more.
Changes	If we make material changes to this Privacy Policy, we will post a notice on our website before the changes go into effect. Click here to learn more.
Contact us	Please contact us as detailed below with any questions. Click here to learn more.

Information Collection and Use

Through your use of the Services we may collect from you personally identifiable information (“Personal Data”), which is information that identifies you, including:

- Your name, e-mail, username, phone number, company, title, and address (“Contact Information”).
- Your credit card number, expiration date, billing address, shipping address, security code, and other payment transaction and verification details (“Payment Information”).
- Data about individual participation in trade shows, and conferences, credentials, associations, product/service interests, query information, and preferences (“Marketing Information”).
- Data provided by job applicants or others on via the Services or offline means in connection with employment opportunities (“Job Applicant Information”).

We may also collect additional information from or about you, including:

- Pages and products viewed, items added to your shopping cart, ads that you clicked on, e-mails from us that you opened, browser type, operating system, IP address, device information, cookies and other data linked to a device, and data about usage of the Services (“Analytical Information”).
- Information that does not identify you by name or individually, such as aggregated data, and/or anonymous or de-identified information (“Non-Personal Information”).

- We may also collect publicly available information about you from third-party sources, such as the postal service, for shipping address verification.

In certain jurisdictions, Analytical Information and Non-Personal Information may be considered to be Personal Data, in which cases it will be treated as such.

Information that we collect from you will only be retained as long as required for the purposes described below.

We use your information for the following purposes:

- **Purchases:** We use your Contact Information and Payment Information to allow us to process and fulfill purchases you make through the Services.
- **Customer Service:** We use your Contact Information to receive and respond to your questions about products, services or warranties. To address your question, we may also request additional information about you and/or your transaction(s).
- **Feedback:** We use your username, email address, products purchased, and other user-generated content that you may provide when you rate and review our products and participate in community forums (e.g., message boards and blogs).
- **Site Registration:** We use your Contact Information when you create an account through any of our Services. In order to provide you with a more personalized user experience, we may also utilize Analytical Information, user-generated content and other information that you provide to us.
- **Analytics:** When you use the Services, we automatically collect and use Analytical Information in order for us to continually improve your experience with our Services, protect the security and effective functioning of our Services and information technology systems.
- **Marketing:** We may use your Contact Information, Marketing Information, and Analytical Information to provide you with marketing communications, unless you have opted out of such communications, and to conduct market research or, where opt-in consent is required by law, where you have not opted-in to receiving such communications.
- **Location-Based Services:** To allow you to locate the nearest retailer to purchase our products, we may collect your address, zip code, and, with your permission, location information on your mobile or other device.
- **Recruiting and Hiring:** Where you have expressed an interest in a position with CMC, we may use your Contact Information and Job Applicant Information to consider you for employment and contractor opportunities and manage on-boarding procedures.
- **Compliance:** We use your Contact Information, Payment Information, Job Applicant Information, and Analytical Information to help address our compliance and legal obligations and exercise our legal rights.

Security

We maintain commercially reasonable technical and organizational measures and safeguards to help protect your Personal Data from loss, misuse, alteration, or unintentional destruction, including requiring, where required by law or as otherwise appropriate, that service providers who access or handle Personal Data on our behalf maintain such safeguards. We seek to encrypt credit card numbers from e-commerce transactions conducted on our site using secure socket layer (SSL) technology.

However, no method of Internet transmission or electronic storage is 100% secure or error-free, so, unfortunately, we cannot guarantee absolute security. It is important for you to protect against unauthorized access to your password and to your computer. Be sure to sign off when you are finished using a shared computer. If you have reason to believe that your interaction with us is no longer secure (for example, if you feel that the security of any account you might have with us has been compromised), please notify us immediately by contacting your normal business contact or account representative or by email utilizing the form found [here](#).

Cookies

We use “cookies,” a small text file transferred to your device, along with similar technologies (e.g., internet tag technologies, web beacons, and embedded scripts) (collectively, “cookies”) to help provide you a better, more personalized user experience. More information about cookies and how they work is available at www.allaboutcookies.org.

How do we use cookies?

We use cookies to:

- Make the user experience more efficient (e.g., maintaining items in your Shopping Cart between visits).
- Remember your preferences (e.g., browsing language, account login information).
- Help us understand and improve how visitors use our site, including which of our pages and products are viewed most frequently.

We may also allow third parties to place cookies on your device through the Services to:

- Help us understand and improve how visitors use our site, including which of our pages and products are viewed most frequently.
- More effectively market our products and services and advertise other products and services that may be of interest to you.
- Obtain your feedback on our products and the Services.
- Allow you to engage in our social media offerings (e.g., clicking the “Like” button on our site).

Cookies we use for the Services are generally divided into the following categories:

- **Strictly Necessary Cookies:** These are required for the operation of the Services. These cookies are session cookies that are erased when you close your browser.
- **Analytical/Performance Cookies:** These allow us to recognize and count the number of users of the Services and understand how such users navigate through the Services. This helps to improve how the Services work, for example, by ensuring that users can find what they are looking for easily. These cookies are session cookies which are erased when you close your browser. We use Google Analytics, and you can see below for how to control the use of cookies by Google Analytics.
- **Targeting Cookies:** These record your use of the Services and the pages you have visited. You can delete these cookies via your browser settings. We also work with third party advertising companies who place their own cookies or similar technology on your browser or device when you visit our website and other third-party websites, in order to serve customized advertisements to you as you browse the Internet. See below for further details on how you can control third party targeting cookies.

What are your options if you do not want cookies on your device?

The Options/Settings section of most internet browsers will tell you how to manage the cookies and other technologies that may be transferred to your device, including how to disable such technologies. Although not all cookies and similar technologies that we use are required for you to use the Services, disabling these technologies altogether could prevent the Services from working properly and disable features that allow you to take full advantage of the Services we offer. Certain third party cookie providers may also offer opt-outs of tracking for their specific cookies. For example, Google offers an opt-out for Google Analytics, a third-party cookie utilized by us, if you download and install the Google Analytics opt-out browser add-on by visiting: <https://tools.google.com/dlpage/gaoptout>.

You can generally opt-out of receiving interest-based advertisements from members of the Network Advertising Initiative or the Digital Advertising Alliance by visiting their opt-out pages: (<http://www.networkadvertising.org/choices/>) and (<http://www.aboutads.info/choices/>). When you opt-out using these links, please note that you may still receive advertisements. They just will not be personalized based on your interests.

Some web browsers incorporate a “Do Not Track” feature that signals to websites you visit that you do not want to have your online activity tracked. Given that there is not a uniform way that browsers communicate the “Do Not Track” signal, our site does not currently interpret, respond to or alter its practices when it receives “Do Not Track” signals.

Information Shared with Third Parties

We only share your Personal Data with companies, organizations and individuals outside of CMC as described below:

- *Affiliates and Business Partners.* We may share your Personal Data with CMC's corporate affiliates, as well as other companies, including our unaffiliated dealers, manufacturers, and suppliers in order for these companies to contact you about their products, services or other offerings that may be of interest to you. We may also transfer your Personal Data to other CMC owned business entities in the US and worldwide, excluding European subsidiaries (see our list of subsidiaries and affiliates). By accessing our websites, registering for an account or service with us, or otherwise providing your Personal Data to us, to the extent required by applicable law and where an alternative legal basis does not apply, you consent to this transfer of your Personal Data throughout the global CMC network of entities. To the extent required by applicable law, you may have choices regarding these disclosures, please see the [Your Choices and Rights](#) section below. This Privacy Policy does not govern unaffiliated third-party websites or any other website that does not link to this Privacy Policy.
- *Service Providers.* We may share your Personal Data with affiliated and unaffiliated companies that perform tasks on our behalf related to our business. Such tasks include, processing payments, fulfilling orders, delivering packages, locational services, analyzing site usage data, customer service, electronic and postal mail service, marketing services and social commerce and media services (e.g., Facebook, ratings, reviews and forums). Third-party service providers only receive your Personal Data as necessary to perform their role, and we instruct them not to use your Personal Data for any other purposes.
- *Auditors and advisors.* We may share your Personal Data with auditors for the performance of audit functions, and with advisors for the provision of legal and other advice.
- *As Required or Appropriate by Law.* We will use and disclose your Personal Data as necessary or appropriate:
 - under applicable law, including laws outside your country of residence, to comply with legal process, and to respond to requests from public and government authorities including public and government authorities outside your country of residence;
 - to enforce our terms and conditions, including investigations of potential violations thereof;
 - to detect, prevent, or otherwise address fraud, security or technical issues;
 - to protect our operations or those of any of our affiliates; to protect our rights, privacy, safety or property, and/or that of our affiliates, you or others; and to allow us to pursue available remedies or limit the damages that we may sustain.
- *Business Transfers.* We may transfer your information to a third party in the event of any reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, brands, affiliates, subsidiaries or other assets.
- *Based on Your Consent.* We may share or disclose your Personal Data at your direction or subject to your consent.

We may share aggregated, Non-Personal Information publicly and with our partners – such as publishers, advertisers or connected sites. For example, we may share information publicly to show trends about the general use of our services or products.

We do not share, sell, rent or trade your information to our affiliates, subsidiaries, service providers or business partners for their own direct marketing purposes, unless we have explicitly given you the option to opt-in or opt-out of such disclosures in accordance with applicable law.

Links to Third-Party Sites

Our Services may contain links to social media sites and other websites and mobile applications that are operated and controlled by third parties. While we try to link only to sites that share our high standards and respect for privacy, we do not take responsibility for the content or the privacy practices employed by other sites. Unless otherwise stated, any Personal Data that you provide to any such third-party site will be collected by that party and not by us, and will be subject to that party's privacy policy, rather than this Privacy Policy. In such a situation, we will have no control over, and shall not be responsible for, that party's use of the Personal Data or any other information that you provide to them.

Accessing the Services from Outside the United States

Personal Data collected through the Services is stored on servers in the United States and elsewhere as part of the transactions related to the Services. We provide appropriate protections for cross-border transfers as required by applicable law for international data transfers. With respect to transfers originating from the European Economic Area (“EEA”), we implement standard contractual clauses approved by the European Commission, and other appropriate solutions to address cross-border transfers as required by applicable law. Where required by such laws, you may request a copy of the suitable mechanisms we have in place by contacting us [here](#). To the extent your consent is necessary for such transfers as required to utilize the Services, by using any of our Services, you consent to the transfer of your information to CMC in the United States and other countries, including those in which CMC's affiliates and subsidiaries operate.

Your Choices and Rights

If you have created an online account with us and would like to update the information you have provided to us, you can access your account on the site to view and make changes or corrections to your information. To the extent required by applicable law, you may have choices regarding these transfers and disclosures described in this Privacy Policy, and/or additional rights to access, obtain, correct, modify, rectify, block, port, restrict, erase or delete Personal Data that we hold about you, withdraw your consent (without affecting the lawfulness of processing based on consent before its withdrawal), and/or obtain additional information regarding the protections in place for transfers of your Personal Data. If you wish to exercise these rights to the extent

applicable, please contact us as described in the [Contacting Us](#) section. You may also have the right to object to certain processing of your Personal Data, in particular, related to direct marketing. If you do not want to receive marketing or other communications from us, please use the unsubscribe method provided in our communications, or e-mail us by utilizing the form found [here](#). If there are any issues that you cannot resolve directly with us, where provided by applicable law, you may also contact your local data protection authority. Please note that we may need to retain certain information for recordkeeping purposes, to complete any transactions that you began prior to your request, to establish or defend legal claims, or for other purposes as required or permitted by law.

Other Issues

(i) What is the legal basis of processing?

Some jurisdictions require an explanation of the legal basis for collecting and processing Personal Data. We have several different legal grounds on which we collect and process Personal Data, including: (i) as necessary to perform a transaction (such as when we respond to your requests); (ii) as necessary to comply with a legal obligation (such as when we use Personal Data for recordkeeping to substantiate tax liability); (iii) consent (where you have provided consent as appropriate under applicable law, such as for direct marketing or certain cookies); and (iv) necessary for legitimate interests (such as when we act to maintain our business generally, including maintaining the safety and security of the Services). With respect to legitimate interests, given that we are generally a B2B company, we typically collect and process limited Personal Data about customer contacts and other individuals acting in their business capacities, as part of our overall effort to reduce the privacy impact on individuals.

(ii) What are the consequences of not providing Personal Data?

You are not required to provide all Personal Data identified in this Privacy Policy to use the Services or to interact with us offline, but certain functionality will not be available if you do not provide certain Personal Data. If you do not provide certain Personal Data, we may not be able to respond to your requests, perform a transaction with you, or provide you with marketing that we believe you would find valuable.

(iii) Do we engage in automated decision-making without human intervention?

We do not use automated decision-making without human intervention, including profiling, in a way that produces legal effects concerning you or otherwise significantly affects you.

(iv) How long do we retain Personal Data?

We typically retain Personal Data for no longer than the period necessary to fulfill the purposes outlined in this Privacy Policy, and as otherwise needed to address tax, corporate, compliance, employment, litigation, and other legal rights and obligations.

(v) How does CMC handle employee and contractor privacy issues?

Personal Data about our employees and contractors are addressed through internal company policies and procedures, and are outside the scope of this Privacy Policy.

Changes

We may update this Privacy Policy from time to time. If we make material changes to this Privacy Policy, we will post a notice on our website before the changes go into effect. Please check the “Effective Date” at the beginning of this Privacy Policy to see when this Privacy Policy was last revised. Your continued use of the Services following any changes to this Privacy Policy indicates your consent to the practices described in the revised Privacy Policy. Unless stated otherwise, our current Privacy Policy applies to all information that we have about you and your account.

Contacting Us

To submit questions about this Privacy Policy or information we have collected about you, customers should contact your normal business contact or account representative. Other website visitors may contact us by email utilizing the Privacy Inquiry form found [here](#) or by postal mail at:

Commercial Metals
Company Attn: Legal
Department
6565 North MacArthur
Blvd. Suite 800
Irving, Texas 75039

ADDENDUM — PRIVACY POLICY FOR CALIFORNIA RESIDENTS

Effective Date: January 1, 2023

This **Privacy Policy for California Residents** supplements the information contained in Commercial Metal Company’s (“CMC”) Website Privacy and Cookies Policy and applies solely to all visitors, users, and others who reside in the State of California (“consumers” or “you”). We adopted this notice to comply with the California Consumer Privacy Act of 2018 (“CCPA”) and the California Privacy Rights Act (“CPRA”) and any terms defined in the CCPA/CPRA have the same meaning when used in this Policy.

INFORMATION WE COLLECT

Our websites collect Personal Data (see definition in the [Website Privacy and Cookies Policy](#)) that identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer, household, or device. Personal Data does not include:

- Publicly available information from government records.
- Deidentified or aggregated consumer information.
- Information excluded from the CCPA’s/CPRA’s scope, like:
 - health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA), clinical trial data, or other qualifying research data; or
 - personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

In particular, our websites have collected the following categories of Personal Data from consumers within the last twelve (12) months:

Category	Examples
Identifiers.	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver's license number, passport number, or other similar identifiers.
Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.

	Some personal information included in this category may overlap with other categories.
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Additionally, our website **jobs.cmc.com** has collected the following additional categories of Personal Data from consumers within the last twelve (12) months:

Category	Examples
Protected classification characteristics under California or federal law.	Date of birth, race, citizenship, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), or veteran or military status.
Geolocation data.	Physical location or movements.
Professional or employment-related information.	Current or past job history.

Further, our websites **mycmcrecycling.cmc.com**, **myCMC.cmc.com** and, **payments.cmcconstructionservices.com** have collected the additional category of Personal Data from consumers within the last twelve (12) months:

Category	Examples
Internet or other similar network activity.	Information on a consumer's interaction with a website or application

Please see the [Information Collection and Use](#) section of the Website Privacy and Cookies Policy for further details about we use the Personal Data we collect.

YOUR RIGHTS AND CHOICES

The CCPA/CPRA provides consumers (California residents) with specific rights regarding their personal information. This section describes your CCPA/CPRA rights and explains how to exercise those rights.

Right to Know and Data Portability

You have the right to request that we disclose certain information to you about our collection and use of your Personal Data over the past 12 months (the “right to know”). Once we receive your request and confirm your identity (see [Exercising Your Rights to Know or Delete](#)), we will disclose to you:

The categories of Personal Data we collected about you.

The categories of sources for the Personal Data we collected about you.

Our business or commercial purpose for collecting or selling that Personal Data.

The categories of third parties with whom we share that Personal Data.

If we sold or disclosed your Personal Data for a business purpose, two separate lists disclosing:

sales, identifying the Personal Data categories that each category of recipient purchased; and

disclosures for a business purpose, identifying the Personal Data categories that each category of recipient obtained.

The specific pieces of Personal Data we collected about you (also called a data portability request).

Right to Delete

You have the right to request that we delete any of your Personal Data that we collected from you and retained, subject to certain exceptions (the “right to delete”). Once we receive your request and confirm your identity (see [Exercising Your Rights to Know or Delete](#)), we will review your request to see if an exception allowing us to retain the information applies. We may deny your deletion request if retaining the information is necessary for us or our service provider(s) to:

Complete the transaction for which we collected the Personal Data, provide a good or service that you requested, take actions reasonably anticipated within the context of our ongoing business relationship with you, fulfill the terms of a written warranty or product recall conducted in accordance with federal law, or otherwise perform our contract with you.

Detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, or prosecute those responsible for such activities.

Debug products to identify and repair errors that impair existing intended functionality.

Exercise free speech, ensure the right of another consumer to exercise their free speech rights, or exercise another right provided for by law.

Comply with the California Electronic Communications Privacy Act (Cal. Penal Code § 1546 *et. seq.*).

Engage in public or peer-reviewed scientific, historical, or statistical research in the public interest that adheres to all other applicable ethics and privacy laws, when the information's deletion may likely render impossible or seriously impair the research's achievement, if you previously provided informed consent.

Enable solely internal uses that are reasonably aligned with consumer expectations based on your relationship with us.

Comply with a legal obligation.

Make other internal and lawful uses of that information that are compatible with the context in which you provided it.

We will delete or deidentify Personal Data not subject to one of these exceptions from our records and will direct our service providers to take similar action.

Exercising Your Rights to Know or Delete

To exercise your rights to know or delete described above, please contact us as described in the [Contacting Us](#) section of the Website Privacy and Cookies Policy.

Only you, or someone legally authorized to act on your behalf, may make a request to know or delete related to your Personal Data.

You may only submit a request to know twice within a 12-month period. Your request to know or delete must:

Provide sufficient information that allows us to reasonably verify you are the person about whom we collected Personal Data or an authorized representative, and

Describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it.

We cannot respond to your request or provide you with Personal Data if we cannot verify your identity or authority to make the request and confirm the Personal Data relates to you.

You do not need to create an account with us to submit a request to know or delete. However, we do consider requests made through your password protected account sufficiently verified when the request relates to Personal Data associated with that specific account.

We will only use Personal Data provided in the request to verify the requestor's identity or authority to make it.

For instructions on exercising your sale opt-out or opt-in rights, see [Personal Data Sales Opt-Out and Opt-In Rights](#).

Right to Correct

You have the right to request that we correct any of your Personal Data that we collected from you and retained, subject to certain exceptions.

Exercising Your Right to Correct

To exercise your rights to correct described above, please contact us as described in the [Contacting Us](#) section of the Website Privacy and Cookies Policy.

Only you, or someone legally authorized to act on your behalf, may make a request to correct related to your Personal Data.

You may only submit a request to correct twice within a 12-month period. Your request to know or delete must:

- Provide sufficient information that allows us to reasonably verify you are the person about whom we collected Personal Data or an authorized representative, and
- Describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it.

We cannot respond to your request or provide you with Personal Data if we cannot verify your identity or authority to make the request and confirm the Personal Data relates to you.

You do not need to create an account with us to submit a request to know or delete. However, we do consider requests made through your password protected account sufficiently verified when the request relates to Personal Data associated with that specific account.

We will only use Personal Data provided in the request to verify the requestor's identity or authority to make it.

For instructions on exercising your sale opt-out or opt-in rights, see [Personal Data Sales Opt-Out and Opt-In Rights](#).

Response Timing and Format

We will confirm receipt of your request within ten (10) business days.

We endeavor to substantively respond to a verifiable consumer request within forty-five (45) days of its receipt. If we require more time (up to another 45 days), we will inform you of the reason and extension period in writing.

If you have an account with us, we will deliver our written response to that account. If you do not have an account with us, we will deliver our written response by mail or electronically, at your option.

Any disclosures we provide will only cover the 12-month period preceding our receipt of your request. The response we provide will also explain the reasons we cannot comply with a request, if applicable. For data portability requests, we will select a format to provide your Personal Data that is readily useable and should allow you to transmit the information from one entity to another entity without hindrance.

We do not charge a fee to process or respond to your verifiable consumer request unless it is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

Personal Data Sales Opt-Out and Opt-In Rights

If you are age 16 or older, you have the right to direct us to not sell your Personal Data at any time (the “right to opt-out”). We do not sell the Personal Data of consumers we actually know are less than 16 years old. Consumers who opt-in to Personal Data sales may opt-out of future sales at any time.

To exercise the right to opt-out, you (or your authorized representative) may submit a request to us by the methods described in the [Contacting Us](#) section of the Website Privacy and Cookies Policy

Once you make an opt-out request, we will wait at least twelve (12) months before asking you to reauthorize Personal Data sales. However, you may change your mind and opt back in to Personal Data sales at any time by submitting a request by the methods described in the [Contacting Us](#) section.

You do not need to create an account with us to exercise your opt-out rights. We will only use Personal Data provided in an opt-out request to review and comply with the request.

NON-DISCRIMINATION

We will not discriminate against you for exercising any of your CCPA/CPRA rights. Unless permitted by the CCPA/CPRA, we will not:

- Deny you goods or services.
- Charge you different prices or rates for goods or services, including through granting discounts or other benefits, or imposing penalties.
- Provide you a different level or quality of goods or services.
- Suggest that you may receive a different price or rate for goods or services or a different level or quality of goods or services.

However, we may offer you certain financial incentives permitted by the CCPA/CPRA that **can result** in different prices, rates, or quality levels. Any CCPA/CPRA-permitted financial incentive we offer will reasonably relate to your Personal Data’s value and contain written terms that describe the program's material aspects. Participation in a financial incentive program requires your prior opt-in consent, which you may revoke at any time.

OTHER CALIFORNIA PRIVACY RIGHTS

California’s “Shine the Light” law (Civil Code Section § 1798.83) permits users of our website that are California residents to request certain information regarding our disclosure of Personal Data to third parties for their direct marketing purposes. To make such a request, please contact us as described in the [Contacting Us](#) section of the Website Privacy and Cookies Policy.

Job applicants may reference the separate CPRA Notice to Job Applicants and CPRA Policy [here](#). CMC employees may reference the CPRA Notice to Employees and CPRA Policy available [here](#).

CHANGES TO OUR PRIVACY POLICY

We reserve the right to amend this privacy policy at our discretion and at any time. When we make changes to this privacy policy, we will post the updated notice on the website and update the notice's effective date. **Your continued use of our website following the posting of changes constitutes your acceptance of such changes.**

CONTACT INFORMATION

If you have any questions or comments about this notice, the ways in which CMC collects and uses your information described here and in the [Website Privacy and Cookies Policy](#), your choices and rights regarding such use, or wish to exercise your rights under California law, please contact us as described in the [Contacting Us](#) section of the Website Privacy and Cookies Policy.

ADDENDUM — PRIVACY POLICY FOR CALIFORNIA EMPLOYEES

This policy is intended to comply with the requirements of the California Privacy Rights Act (“CPRA”) and to inform you of your rights under the CPRA. This policy is subject to change and may be modified in accordance with further developments under applicable law.

Effective Date: January 1, 2023

INFORMATION COMMERCIAL METALS COMPANY COLLECTS AND HOW COMMERCIAL METALS COMPANY COLLECTS IT

Personal Information

Commercial Metals Company (the “Company”) may collect and use certain employee personal information as a result of and in connection with your employment with the Company. The Company may collect and use certain personal information about employees that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular employee, including but not limited to a real name, alias, postal address, personal identifiers, IP addresses, email address, or other similar identifiers.

Sensitive Personal Information

The Company may also collect and use the following sensitive personal information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular employee, including the following:

- Employment-related information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including, but not limited to, his or her name, signature, address, telephone number, education, characteristics of protected classifications under California or federal law, employment history, bank account number, or any other financial information;
- Internet or other electronic network activity information, including but not limited to browsing history, search history, and information regarding a consumer’s interaction with a website, application, or advertisement;
- Employment candidacy information, including, but not limited to contact information, resume, and salary information;
- Benefits-related information, including, but not limited to retirement information, biometric testing information, and purchasing habits regarding any Company-sponsored benefits programs; and
- Inferences drawn from any of the information identified above to create a profile about employees reflecting the employee’s preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

HOW PERSONAL INFORMATION AND SENSITIVE PERSONAL INFORMATION IS COLLECTED

The Company collects this information:

- Directly from you when you provide it to the Company;
- From a third party with your consent (e.g., your bank); and
- Via the Company’s IT systems, including door entry systems and reception logs, and automated monitoring of the Company’s technical systems such as computer networks, emails, and instant messaging systems.

HOW AND WHY THE COMPANY USES PERSONAL INFORMATION AND SENSITIVE PERSONAL INFORMATION

The Company only uses personal information and sensitive personal information for legitimate business-related purposes. For example, the Company might use personal information or sensitive personal information in order to comply with legal and regulatory obligations, where you have given your consent, or for the Company’s legitimate interest.

The table below provides examples of how the Company uses and/or processes personal information and sensitive personal information and the Company’s reasons for doing so:

How the Company may use personal information and sensitive personal information	The Company’s reasons
To consider job applicants for employment with the Company	For the Company’s legitimate interests related to selection of employees for hire
To facilitate the employment relationship with the Company	For the Company’s legitimate interests to make sure the Company is complying with its legal and regulatory obligations and to make sure the Company is following its own internal procedures
To effectively process payroll	For the Company’s legitimate interests to fulfill its obligations to pay its employees
To manage employee job performance	For the Company’s legitimate interests to make sure the Company is as efficient as possible and to make sure the Company is following its own internal procedures
To comply with applicable state and federal law requiring prospective employers or employers to maintain certain records	For the Company’s legitimate interests to make sure the Company is complying with its legal and regulatory obligations

To administer and maintain group health insurance benefits, 401K, and/or retirement plans	For the Company's legitimate interests to make sure the Company is complying with its legal and regulatory obligations and to make sure the Company is following its own internal procedures
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DISCLOSURE OF EMPLOYEE PERSONAL INFORMATION AND SENSITIVE PERSONAL INFORMATION

The Company will not sell any of your personal information or sensitive personal information to any outside organization. The Company only discloses your personal information or sensitive personal information to third parties as reasonably necessary to carry out the permitted uses described in this policy. For example, the Company may share personal information or sensitive personal information with:

- The Company's payment processors, payroll providers, employee benefits providers, technical and customer support contractors, and other service providers who are required to keep such personal information or sensitive personal information confidential and are prohibited from using it other than to carry out their services on behalf of the Company;
- The Company's successors in the event of a sale, merger, acquisition, or similar transaction affecting the relevant portion of the Company's business; and
- Legal and governmental authorities or other third parties, to the extent required to comply with a legal order or applicable law.

The Company may disclose both personal information and sensitive personal information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with an employee for a business purpose to one or more third parties.

WHERE PERSONAL INFORMATION AND SENSITIVE PERSONAL INFORMATION IS MAINTAINED

Personal information and sensitive personal information may be maintained at the Company's offices, by third-party service providers, or by representatives and/or agents. As discussed more fully below, the Company has in place reasonable safeguards to protect employee personal information and sensitive personal information, including that such information is (1) maintained in secured file cabinets and secure access offices; (2) provided to only those on a need to know basis who have been advised regarding the need to protect the confidentiality of such information; and (3) protected by technological security measures, including that such information is password protected and/or encrypted.

HOW LONG PERSONAL INFORMATION AND SENSITIVE PERSONAL INFORMATION WILL BE MAINTAINED BY THE COMPANY

The Company will maintain personal information and sensitive personal information while you are an employee of the Company. Thereafter, the Company will keep personal information and

sensitive personal information for as long as is necessary to respond to any questions made by you or on your behalf or to comply with applicable law.

The Company will not retain personal information or sensitive personal information for longer than necessary to fulfill the purposes set out in this policy. Different retention periods apply for different types of personal information. Further details on this are available in the Company's U.S. Record Retention policy.

When it is no longer necessary to retain personal information or sensitive personal information, the Company will delete or anonymize it.

KEEPING PERSONAL INFORMATION AND SENSITIVE PERSONAL INFORMATION SECURE

The Company has appropriate security measures in place to prevent personal information and sensitive personal information from being accidentally lost or used or accessed in an unauthorized way. The Company limits access to your personal information and sensitive personal information to those who have a genuine business need to access it. Those processing your personal information and sensitive personal information will do so only in an authorized manner and are subject to a duty of confidentiality. The Company also has procedures in place to deal with any suspected data security breach. The Company will notify you and any applicable regulator of a suspected data security breach where the Company is legally required to do so.

RIGHTS REGARDING PERSONAL INFORMATION AND SENSITIVE PERSONAL INFORMATION

Effective January 1, 2023, California employees have the following rights with respect to sensitive personal information collected during the preceding 12 months:

- Know what sensitive personal information is collected by the Company;
- Request to access your sensitive personal information;
- Request your sensitive personal information be deleted;
- Request your sensitive personal information be corrected with accurate information; and
- Know what sensitive personal information is shared and to whom.

The Company will provide this information free of charge up to two (2) times in any twelve (12) month period within 45 days of receiving your verifiable request (including verification of your identity and your California residency), subject to delays and exclusions permitted by law. You have the right to request that the Company delete any sensitive personal information that the Company has collected about you. The Company will honor this request subject to the range of exclusions permitted by law. For example, the Company is not required to delete sensitive personal information if it is necessary to complete a transaction, or reasonably used for an ongoing business relationship, or if it is used internally in a lawful manner that is compatible with the

context in which the employee provided the information.

You also have the right to opt out of sharing your sensitive personal information to third parties. However, the Company may share sensitive personal information with third-party service providers in order to further the purposes for collecting such information as described in this policy.

The Company will not discriminate or retaliate against employees for exercising any rights under this policy. California residents may exercise the rights described above by contacting the Company as follows:

Email: employeeservices@cmc.com (please use "California Privacy" in the subject line)

Toll Free Phone No.: 1-877-262-8050

Mail: Commercial Metals Company
Attn: Employee Services
6565 North MacArthur Blvd., Suite 800
Irving, Texas 75039

The Company may require verification of your identity before further processing your request. In certain instances, the Company may be permitted by law to decline some or all of such request.

CHANGES TO THIS POLICY

The Company may update this policy from time to time. The Company will always post the then-current version of this policy on the Company's intranet and will indicate at the bottom-right of the policy the date on which the latest version took effect. Please review this policy from time to time to stay updated on the Company's privacy practices.

CONTACT INFORMATION

To ask questions or comment about this privacy policy and the Company's privacy practices, contact us at:

Commercial Metals Company
Attn: Legal Department
6565 North MacArthur Blvd. Suite 800
Irving, Texas 75039