

## INFONET PRIVACY NOTICE

Effective Date: March 31, 2026

This Privacy Notice explains what personal information UPMC and its respective operating groups, subsidiaries and affiliates (collectively, “UPMC”) collect, use, and disclose when UPMC employees and independent contractors (“User(s)”) interact with UPMC through the Infonet application (the “Application”). Users with disabilities may access this Notice in an alternative format by contacting us at 1-844-833-0524.

When Users interact with UPMC through the Application, UPMC may collect personal information directly from them; automatically and indirectly, such as through the use of logging and analytics tools, cookies, pixel tags, and other similar technologies; and from other sources such as UPMC’s service providers and business partners. UPMC generally generates, collects, uses, and/or discloses the following types of personal information (“Personal Information”):

- Identifying information, such as name, employee ID number, address, telephone number, or login credentials;
- Demographic data;
- Professional and employment related information, such as certifications or work schedule information;
- Network activity information, such as search history, browsing history, and other records relating to use of the Application, as well as and other traffic and usage data, login information, and IP address;
- Approximate location information such as from IP address, and information about assigned job sites;
- Information stored in web-based technologies like cookies, pixel tags, log files, or web beacons, including browser and device identifiers, IP address and MAC address, operating system type and version, and browser type and version; or
- Inferences drawn from the Personal Information collected.

Users understand that, to the extent permitted by applicable law, UPMC retains all rights to copies of Personal Information that is collected or generated through the Applications. UPMC will retain Personal Information for as long as it determines that there is a purpose to retain the Personal Information, subject to any applicable laws.

UPMC uses Personal Information for a variety of legally permitted purposes as determined by UPMC, including to manage its employment relationships; for workplace operations, management, and planning purposes; to comply with its legal and contractual requirements; and to establish, defend, and exercise its legal and contractual rights. To fulfil these purposes, UPMC may disclose the Personal Information to entities outside UPMC for legally permitted purposes, such as its service providers; government entities or legal authorities; ; and potential buyers (and their agents and advisors) in connection with any proposed merger, acquisition, or any form of sale or transfer of some or all of UPMC’s assets; trade union representatives (if applicable); and other similar third parties where disclosure is legally permitted. By the User choosing to use the Application and providing Personal Information, User understands that such uses and disclosures may occur. However, UPMC does not sell this Personal Information or use it to engage in cross-context behavioral advertising.

For additional information about UPMC’s expectations with respect to the confidentiality of Personal Information, Users are encouraged to review UPMC’s Confidentiality Policy.

The Application may contain links to third-party websites. Accessing these links may permit third parties to collect, use, or otherwise process personal information. UPMC does not govern this processing, so Users are encouraged to review the applicable third-party privacy policies to understand their data handling practices.

UPMC may update this Notice to reflect the changes in its privacy practices at any time and without prior

notice. When it does so, UPMC will update the Effective Date above. Application users are encouraged to periodically review this Notice for the latest information on UPMC's privacy practices with respect to the Application.

For questions or concerns regarding this Privacy Notice, please contact [Infonet@UPMC.edu](mailto:Infonet@UPMC.edu).