



## SYSMEX PRIVACY POLICY

Last updated	02/16/2021
--------------	------------

**Sysmex do Brasil Ind. e Com. Ltda.** and all Sysmex affiliates listed in Appendix A, and other affiliates and entities within the Sysmex group of companies (collectively, the “Company” or “**Sysmex**”, or “We” and/or “Us” and/or “Our”) respect Your privacy. This Privacy Policy applies to the Personal Data We obtain through the Sysmex’s websites and mobile applications, if applicable (“Site”); as well as Personal Data we obtain in connection with sales, distribution, marketing, partner and supplier engagement, through conferences or seminars, and through engagement with job applicants. This Privacy Policy describes the types of Personal Data We collect in connection with Our activities, the purposes for which We collect and process that Personal Data, the other parties with whom We may share it and the measures We take to protect the security of the data. It also tells You about Your rights and choices with respect to Your Personal Data, and how You can reach Us to exercise Your rights pursuant to the applicable laws on data protection and privacy in your country of residency. The use of the Site is subject to this Privacy Policy.

“Personal Data” used in this Privacy Policy means all information related to an identified or identifiable natural person which is collected or processed by Sysmex.

By using the Site and/or engaging with Us you understand that your Personal Data will be processed as described in this Privacy Policy. If you do not agree with this Privacy Policy, please do not sign up to use the Site or engage with Us.

Providing Us the Personal Data requested to sign up and use Our services is not mandatory. However, if you do not provide it, or if you provide inaccurate data, you may not be able to use Our services.

### 1. Data protection principles

Sysmex is committed to processing Personal Data in accordance with its responsibilities under Applicable Laws in the respective jurisdictions where Sysmex affiliates listed in Appendix A, as the data controllers, collect and process Personal Data (“Applicable Law”). Unless We specifically state otherwise, Sysmex is the data controller of the Personal Data We process, and is therefore responsible for ensuring that the systems and processes We use are compliant with data protection laws, to the extent applicable to Us. Sysmex personnel, consultants and contractors with whom Sysmex shares Personal Data are required to comply with this Privacy Policy when dealing with Personal Data.

In the processing activities by Sysmex, Personal Data will be:

- a. processed lawfully, fairly and in a transparent manner in relation to data subjects;
- b. collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes;
- c. adequate, relevant and limited to what is necessary in relation to the purposes for which it is processed;
- d. accurate and, where necessary, kept up to date; reasonable steps will be taken to ensure that Personal Data that is inaccurate, with respect to the purposes for which it is processed, will be erased or rectified without unreasonable delay;
- e. kept in a form which permits identification of data subjects for no longer than is necessary for the

- purposes for which the Personal Data is processed; and
- f. processed in a manner that ensures appropriate security of the Personal Data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures.

## 2. General provisions

- a. This Privacy Policy applies to all Personal Data of data subjects processed by the Sysmex entities identified in Appendix A, and only applies to residents of countries where Sysmex affiliates listed in Appendix A are located. This Policy does not apply to internet pages of third parties which have connection with the Site.
- b. Where required by Applicable Laws, Sysmex will register, as an organisation that processes Personal Data, with the applicable National Registry of Databases.
- c. Sysmex will comply with instructions and orders given by the applicable supervisory authorities.
- d. Any data processor of Sysmex will be required to respect the security and privacy of Personal Data in accordance with this Privacy Policy.

## 3. Processing of Personal Data and Personal Data collected by Sysmex

The term processing can be understood as any use or operation which is performed on Personal Data. That means, anything one can do with Personal Data, such as collection, recording, organizing, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure, dissemination, transfer or otherwise making available, alignment or combination, restriction, erasure or destruction. Processing includes asking a person for information, logging and analyzing network traffic and accessing a database.

Sysmex may collect the following information from Site visitors, customers or customer's employees, prospective clients, suppliers, job applicants and other third parties:

**Basic data:** Name, gender, title, organization, job responsibilities, phone number, mobile number, mailing address, email address, contact details.

**Sensitive data or special categories of data:** in limited circumstances, where you have provided Us with such information as it is necessary for a specific service We are providing to you or for a job application: health data and details of trade union membership.

**Registration data:** To receive future communications regarding Our products and services, newsletter requests, events/conferences, webinars, registrations, subscriptions, downloads, and username/passwords.

**Customer service data:** Personal Data received from clients in respect of employees, customers or other individuals known to clients, invoicing details and payment history, and client feedback.

**Marketing data:** Personal Data about individual participation in virtual and in-person conferences, congresses and events, credentials, associations, product and services interests, and preferences.

**Job applicant data:** Data provided by job applicants or others on our Sites or offline in connection with employment opportunities, including education and work experience, photo, nationality, references; which also may be subject to an additional relevant local recruitment's Privacy Policy.

**Compliance data:** Government identifiers, passports or other identification documents, dates of birth, and due diligence data.

**Device data:** Computer Internet Protocol (IP) address, unique device identifier (UDID), cookies and other data linked to a device, and data about usage of the Site (Usage Data).



We collect Personal Data from a number of sources, either directly from the data subjects, or from clients, colleagues and publicly available sources. Where Sysmex receives Personal Data from its clients or suppliers or contractors about employees, contractors, customers or other individuals, the client or suppliers or contractors is responsible for ensuring that any such data is transferred to Us in compliance with Applicable Laws.

Sysmex's Sites are designed for a general audience and not directed to children. We do not knowingly collect Personal Data from children or individuals under the age of 18 through our Sites. If we become aware that we have collected Personal Data from a person under the age of 18, we will promptly delete the data. If you have additional questions, please contact us according to the information below.

#### **4. Purposes of the processing of Personal Data**

Sysmex processes Personal Data for the following purposes:

- For Site visitors, to provide content about Sysmex products or services, to provide access to our webinars and other scientific materials, to provide access to our virtual and in-person conferences, to create a commercial contact, to respond to inquiries, to improve the Site and our services and protect the security of the Site, and as may be required by law, and Sysmex will also process Personal Data about the authors of the content to comply with Applicable Laws or pursuant to an agreement between Sysmex and the author.
- For vendors, consultants, contractors, suppliers or distributors/resellers, Sysmex will process the Personal Data for business communications, relationship management, placing and fulfilling orders, making and receiving payments, training and marketing campaigns, to enforce or defend Sysmex's rights, and as may be required by law.
- For customers and prospects clients, Sysmex will process the Personal Data for business communication, sales of products, provision of services and support, taking and fulfilling of orders, receiving payment, manage client relationship, perform our obligations under our agreements with customers, training, providing product notices, marketing and sales activities, to communicate with customers and prospects about our products, services, initiatives and events, to enforce or defend Sysmex's rights, and as may be required by law.
- For job applicants, to consider individuals for employment and contractor opportunities, for related recruitment purposes, and as may be required by law.
- For employees, Sysmex will use your Personal Data for business communications, employment and HR management, creation of a staff directory, payment of salary and tax withholding, provision of benefit packages, training and skill development, and as may be required by Applicable Law.

#### **5. Marketing Choices**

You have control regarding our use of Personal Data for direct marketing. In certain markets, where it is required by Applicable Laws, you will need to expressly consent before receiving marketing communications. In all markets, you can choose not to receive such communications at any time. If you no longer wish to receive any marketing communications, remain on a mailing list to which you previously subscribed, or receive any other marketing communication, please follow the unsubscribe link in the relevant communication or contact us as per below.

#### **6. Cookies**

We use and allow certain third parties to use cookies, web beacons, and similar tracking technologies (collectively, "cookies") on our Sites.



What are cookies?

Cookies are small amounts of data that are stored on your browser, device, or the page you are viewing. Some cookies are deleted once you close your browser, while other cookies are retained even after you close your browser so that you can be recognized when you return to a websites. More information about cookies and how they work is available at [www.allaboutcookies.org](http://www.allaboutcookies.org).

How do we use cookies?

We use cookies to provide the Sites and services, gather information about your usage patterns when you navigate these Sites in order to enhance your personalized experience, and to understand usage patterns to improve our Sites, products, and services. We also allow certain third parties to place cookies on our Sites in order to collect information about your online activities on our Sites over time and across different websites you visit. This information is used to provide advertising tailored to your interests on websites you visit, also known as interest based advertising, and to analyze the effectiveness of such advertising.

Cookies on our Sites are generally divided into the following categories:

- **Strictly Necessary Cookies:** These are required for the operation of our Sites. They include, for example, cookies that enable you to log into secure areas. 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 our Sites and understand how such users navigate through our Sites. This helps to improve how our Sites works, 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.
- **Functional Cookies:** These improve the functional performance of our Sites and make it easier for you to use. For example, cookies are used to remember that you have previously visited the Sites and asked to remain logged into it. These cookies qualify as persistent cookies, because they remain on your device for us to use during a next visit to our Sites. You can delete these cookies via your browser settings.
- **Targeting Cookies:** These record your visit to our Sites, the pages you have visited and the links you have followed to recognize you as a previous visitor and to track your activity on the Sites and other websites you visit. These cookies qualify as persistent cookies, because they remain on your device for us to use during a next visit to our Sites. You can delete these cookies via your browser settings. 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 computer?

You can review your Internet browser settings, typically under the sections "Help" or "Internet Options," to exercise choices you have for certain Cookies. If you disable or delete certain Cookies in your Internet browser settings, you might not be able to access or use important functions or features of this Sites, and you may be required to re-enter your log-in details.

To learn more about the use of cookies for Google analytics and to exercise choice regarding such cookies, please visit <https://tools.google.com/dlpage/gaoptout>.

## **7. Sharing of Personal Data**

We may share Your Personal Data with the following categories of recipients:



- **Affiliates:** We may share your Personal Data with other entities of the Sysmex group, including, without limitation, with the Sysmex affiliates listed in Appendix A hereto and its holding companies, for the purposes described in this Privacy Policy.
- **Suppliers, consultants and service providers:** We may share Personal Data with suppliers and service providers to enable such parties to perform functions on our behalf and under our instructions in order to carry out the purposes identified above. These include: infrastructure and IT services providers, for example, our finance systems and our customer relationship management databases; advisors and third party consultants who provide us with support in respect of business analytics, tenders and marketing campaigns; and the providers of external venues where we host conferences and events; and other third parties that help Us develop our business.  
We require such parties by contract to provide reasonable security for Personal Data, to the confidential treatment of the information that they receive and to use and process such Personal Data for the purposes of our contract only. We may also share Personal Data with Our marketing partners and other business partners or customers for the purposes described in this Privacy Policy.
- **Financial institutions:** We share Personal Data with financial institutions in connection with invoicing and payments.
- **Corporate purchasers:** We may share Personal Data with any corporate purchaser or prospect to the extent permitted by law as part of any merger, acquisition, sale of Sysmex's assets, as well as in the event of insolvency, bankruptcy, or receivership in which Personal Data would be transferred as an asset of the Company.
- **Mandatory disclosures and legal claims:** We share Personal Data in order to comply with any subpoena, court order or other legal process, to comply with a request from our regulators, governmental request or any other legally enforceable demand. We also share Personal Data to establish or protect our legal rights, property, or safety, or the rights, property, or safety of others, or to defend against legal claims.

If you have questions about the parties with which we share Personal Data, please contact us as specified below.

## 8. International Data Transfer

We transfer Personal Data to other jurisdictions as necessary for the purposes described above, including to jurisdictions that may not provide the same level of data protection as your home country or the country where the data was originally collected. In these circumstances, We will take steps to comply with Applicable Laws and to ensure that your Personal Data is adequately protected, secure, kept confidential and that we have a lawful basis for the transfer. This means we may require the third party recipient to sign a model contract with standard clauses approved by the applicable supervisory authority in order to provide Personal Data with the same protection, or to sign a specific contract for a given transfer, including a data transmission/transfer agreement if so required by law. Where required by Applicable Laws, We may also seek approval from the applicable supervisory authority for such international data transfer.

## 9. Data Security

We have implemented technical and organizational measures in an effort to safeguard the Personal Data in our custody and control, and to prevent your Personal Data from being accidentally lost, used or accessed in an unauthorized way, altered or disclosed. In addition, we limit access to your Personal Data to those employees, agents, contractors and other third parties who have a business need to do so.

We have put in place procedures to deal with any suspected Personal Data breaches, and we will notify you and the applicable supervisory authority of a breach where We are legally required to do so.

## 10. Retention

Sysmex will retain your Personal Data for as long as necessary to fulfil the purposes that we collected it for.



This means we will keep your Personal Data throughout the period of your relationship with Us. We are allowed or required by law to keep some information about You during any applicable statutes of limitation period, for legal, compliance and tax purposes.

### **11. Your rights**

Subject to Applicable Laws, You may have certain rights in connection with your Personal Data, including the right to:

- Confirm the existence of processing of your Personal Data that we lawfully make.
- Access your Personal Data, and request a full simplified or full report about the Personal Data that we are lawfully processing about you.
- Request correction of any incomplete, outdated or inaccurate Personal Data we hold about you, although we may need to verify the accuracy of the new data you provide to us.
- Request anonymization, blocking or deletion of unnecessary or excessive data, or data processed in non-compliance with the Applicable Law. You also have the right to object to processing, in case We process your Personal Data or where we are required to erase your Personal Data or limit its use or disclosure to comply with Applicable Laws.
- Request evidence of the consent granted to Sysmex, when it is required to comply with Applicable Laws. .
- Revoke your consent at any time, where We rely on your consent to process your Personal Data. This will not affect the lawfulness of any processing carried out before you withdraw your consent.
- Request deletion of your lawfully processed Personal Data to the extent permitted by Applicable Laws.
- Request information about public and private entities with which Sysmex has shared your Personal Data.
- Request data portability or the transfer of your Personal Data, in certain circumstances, pursuant to Applicable Laws.

You may also contact us at any time if you have queries, as indicated below, and you also have a right to lodge a complaint with the applicable supervisory authority.

In addition, if you are a resident of Argentina, in Argentina the data owner is entitled to exercise the right of access to his/her/its personal data free of charge at intervals of not less than six months, unless a legitimate interest to that effect is established in accordance with article 14, paragraph 3 of Law No. 25,326. The public information access agency, in its capacity as the Control Entity of Law No. 25,326, has the power to attend complaints and claims filed by those whose rights are affected due to breaches to applicable regulations on personal data protection. The data owner may at any time request the removal or blocking of his/her/its name from the databases referred to in this article.

### **12. Changes to Privacy Policy**

Sysmex reserves the right to make changes at any time or update this Privacy Notice. The amended notice will be posted on Our website or delivered to you via email or some other means of communications. Should Sysmex make any substantial amendment in the processing of your personal data, We will notify you via a



notification to your email or display these amendments on Our website. Any amendments effected on Our Privacy Policy shall enter into force the day after it is published on our Site. If you do not agree with the changes, please contact Us.

### **13. Contact Us**

Depending on the country in which You are located, a different entity of the Sysmex group will be the entity responsible or controller of your Personal Data as described in this Privacy Policy. The data controller responsible for the database where your Personal Data is stored is the Sysmex company in the country in which you reside. Please refer to Appendix A of this Privacy Policy for a list of local Sysmex affiliates.

If You have any questions about this Privacy Policy or the processing of your Personal Data, or want to exercise your rights as outlined above, please contact Sysmex's Privacy Office by sending an email to [inhouselegal@sysmex.com](mailto:inhouselegal@sysmex.com). Alternatively, you can send a letter to the following address: Rua Joaquim Nabuco, n. 615, Bairro Cidade Jardim, Cidade de São José dos Pinhais, Estado do Paraná, ZIP 83040-210, in attention to Sysmex Privacy Office.

To better help you, please include in any communication with Sysmex, your name, e-mail, the Site you included it or any other means through which Sysmex collected your Personal Data, your country of residence, and an explanation of your request.

We will provide a response to your request or claim within the time established by the Applicable Laws.



## APPENDIX A

1. **SYSMEX ARGENTINA S.A.**, with its principal place of business at Ing. Enrique Butty 220, 16th Floor – City of Buenos Aires, Argentina.
2. **SYSMEX DO BRASIL INDÚSTRIA E COMÉRCIO LTDA.**, with its principal place of business at Rua Joaquim Nabuco, n. 615, Bairro Cidade Jardim, Cidade de São José dos Pinhais, Estado do Paraná, ZIP 83040-210, in attention to Sysmex Privacy Office.
3. **SYSMEX COLOMBIA S.A.S.**, with its principal place of business at Calle 84 A No. 10-50 P.5, Bogotá D.C., Colombia.
4. **SYSMEX CHILE SpA.**, with its principal place of business at Badajoz 45, Oficina 1701, Torre B, Las Condes, Santiago, Chile.
5. **SYSMEX DIAGNOSTICOS MEXICO S. DE R.L. DE C.V.**, with its principal place of business at en Paseo de la Reforma # 250 esq. Niza, Piso 8 - Colonia Juárez, México.