

DNA SCRIPT PRIVACY POLICY

This Privacy Policy describes the privacy practices of DNA Script and affiliates and subsidiaries globally (referred to interchangeably herein as “DNA Script”, “we”, “us”, and possessively as “our”) may collect certain information based upon and as a result of your use of the DNA Script website (the “Site”).

This Privacy Policy describes how we collect, use, store and disclose (each a “process” or “processing operation”) personal data, and explains the rights and choices available to individuals. This notice applies where we are acting as a data controller with respect to the personal data of our website visitors, mobile applications users, and other individuals who interact directly with DNA Script, or its service providers or business partners; in other words, where we determine the purposes and means of processing the personal data.

DNA Script may provide additional privacy policies to individuals at the time we collect their data (e.g., employment candidates) that describe our privacy practices in connection with specific activities and will apply to the information you provide at that time, in addition to this notice.

Please note this Privacy Policy applies to DNA Script’s processing of employee or contractor data.

BY PROVIDING YOUR PERSONAL DATA TO DNA SCRIPT OR OTHERWISE USING OUR WEBSITES OR MOBILE APPLICATIONS, YOU ACKNOWLEDGE THAT YOU UNDERSTAND THE TERMS OF THIS PRIVACY POLICY, AGREE TO PROVIDE YOUR PERSONAL DATA FOR THE PURPOSES DESCRIBED, AND CONSENT TO OUR COLLECTION AND USE OF YOUR PERSONAL DATA IN ACCORDANCE WITH THIS PRIVACY POLICY.

Whose Personal Data We Collect

We collect personal data from the following types of individuals: researchers, customer representatives, contractors, consultants, job applicants, visitors to our offices, and other individuals who interact directly with DNA Script or its service providers or business partners, including users of DNA Script websites and mobile applications.

How We Collect Your Personal Data

You directly provide DNA Script with most of the data we collect. We collect and process your personal data when you:

- Tell us the information in person, via phone, or via email
- Enter your personal data via our websites and mobile apps
- Use or view our websites or mobile applications via your browser's cookies

DNA Script may also receive your data indirectly from the following sources:

- Public records
- Third party service providers or business partners with whom we contract
- Trade show organizers
- Recruiters

Types of Personal Data We Collect

The types of personal data we collect include:

- Personal and business contact information and preferences (such as name, job title and employer name, email address, mailing address, phone number, and emergency contact information)
- Biographical and demographic information (such as date of birth, age, and gender)
- Professional credentials, educational and professional history, institutional and government affiliations, background checks, performance reviews, and information of the type included on a resume or curriculum vitae
- Payment-related information we need to pay for services and products that individuals and customers may provide to us (such as tax identification number and financial account information)
- Security and access credentials, such as username and password that may be created in connection with establishing an account on our websites or mobile applications
- Your photograph, social media handle or digital or electronic signature
- Other information you provide to us (such as in emails, on phone calls, through our websites or mobile applications, or in other correspondence)

How We Use Your Personal Data

To the extent permitted by applicable local law, we collect your personal data for the following purposes:

- Communicating with you about the products and services we offer, and responding to requests, inquiries, comments, and suggestions
- Analyzing and enhancing our communications and strategies (e.g., effectiveness of emails or our websites and mobile applications)
- Operating, securing, and improving our business (including both physical premises and digital environments)
- Developing and personalizing customer relationship management activities (including the delivery of programs and materials, as well as surveys and market research)
- Tracking and responding to safety and product quality concerns (including product recalls)
- Facilitating and improving our recruitment activities (such as processing employment applications, evaluating a job candidate for an employment activity, analyzing trends, and monitoring recruitment statistics)
- Protecting our rights or property and protecting someone's health, safety, or welfare

In some situations, we may have a separate agreement or relationship with you with respect to a specific type of processing of your data, such as if you participate in a special program, activity, event, beta- or evaluation-testing. These situations will be governed by specific terms, privacy policies, or consent forms that provide additional information about how we will use your personal data that we collect at that time.

Personal Data We Share

DNA Script will share your personal data with our service providers and third parties with which we contract for the purposes described in either this Privacy Policy or through a specific "in-time" Privacy Policy provided at the time we collect the information.

The types of individuals or entities with which we share personal data include:

- DNA Script affiliates and subsidiaries globally, and research partners.
- Service providers that perform services on our behalf, including:
 - Data storage and analytics and technology providers (including technology support, marketing, and advertising technology providers)
 - Event planning and travel organizations that help facilitate DNA Script programs
- Regulators worldwide, as required by law (including in connection with monitoring, review and approval of our products and services)

Unless prohibited by applicable law, we may transfer your personal data as part of a corporate business transaction, such as a merger, acquisition, reorganization, joint venture, or the sale of our assets. We also may transfer your personal data to a successor entity in the event of insolvency, bankruptcy, or receivership.

In addition, we may share your personal data to comply with legal and regulatory requirements, comply with a civil, criminal, or regulatory inquiry, investigation, subpoena, or summons by a federal, state, or local authorities, and protect against fraud, illegal activity (such as identifying and responding to incidents of hacking or misuse of our websites and mobile applications), and exercise or defend legal claims.

Cookies and Other Automated Information Collection

What are cookies?

Cookies are text files placed on your computer to collect standard internet log information and visitor behavior information. When you visit our websites, we may collect information from you automatically through cookies or similar technology. For additional information about cookies, visit allaboutcookies.org.

How we collect and use automated information

DNA Script also may collect certain information about the use of our websites and mobile applications by automated means, such as cookies, web beacons and other technologies (“Automated Information”). Please see our Cookies Policy for more information about cookies and other tracking technologies. We or our service providers and business partners may collect Automated Information about your online activities over time and across our own and third-party websites when you use our websites and mobile applications, including to deliver advertising-related content. In jurisdictions where Automated Information is considered personal data, or if we associate Automated

Information with personal data, we will treat Automated Information as personal data and process such information in accordance with this Privacy Policy and our Cookies Policy.

The Automated Information that we collect from time to time includes:

- Details about the devices that are used to access our websites or mobile applications (including IP address, and type of operating system and web browser)
- Dates and times of visits to, and use of, our websites and mobile applications
- Details about your interactions with emails that we may send you (including the links on which you click and your interactions with our linked sites)
- Information about how our websites and mobile applications are used (such as the content that is viewed on our websites and how users navigate our pages)
- URLs that refer visitors to our websites

Web browsers may offer users of our websites the ability to disable receiving certain types of cookies; however, if cookies are disabled, some features or functionality of our websites may not function correctly. You can visit www.aboutcookies.org/how-to-control-cookies for information about cookies and how to disable them.

Legal Basis for Processing Data

In some cases, DNA Script has a legitimate interest to process your personal data that we collect, such as to operate, evaluate and improve our business; to promote scholarly research; to facilitate a sale of our assets, merger or acquisition; and, fraud prevention. We may also process your personal data as necessary for the protection against criminal offences, safeguarding of domestic law, and the maintenance of a safe workplace for staff. The purpose for our processing of personal data collected at our office, as detailed above, is for security and safety. The legal basis of the processing is Article 6(1)(f), GDPR, which allows us to process personal data on the basis that it is necessary for our legitimate interests.

It also may be necessary for DNA Script to process your personal data to establish, exercise or defend against fraud, illegal activity, and claims and other liabilities, including enforcing the terms and conditions that govern the services we provide.

DNA Script may also process your personal data as specifically permitted by applicable legal requirements, such as laws and regulations that authorize DNA Script to process your personal data.

When DNA Script relies on consent for the processing of your personal data, in particular for special categories of data, we will seek your consent at the time we collect your personal data. For information on how to withdraw consent, please see the “Personal Data Access Rights” section of this Privacy Policy.

Retention Periods

DNA Script will only store and process your personal data for as long as is necessary to achieve our purposes we collected it for or as required to comply with applicable laws. Details of retention periods for specific aspects of your personal data are available by contacting us (see Contact Us section below).

In some circumstances, you may request that we delete your data. For more information, please see the “Personal Data Access Rights” section of this Privacy Policy.

To the extent that we anonymize your personal data for research and statistical purposes such that the information can no longer be linked to you or your device, we may use it indefinitely without further notice to you.

International Data Transfers

We may transfer your personal data to countries other than the country in which the data was originally collected for the purposes described in this Privacy Policy. The countries to which we transfer your personal data may not have the same data protection laws as the country in which you initially provided the information. When we transfer personal data across borders, we consider a variety of requirements that may apply to such transfers, but in any event, we may transfer your personal data to a destination and in a manner that does not ensure your personal data remains protected to the same or equivalent level as in the country of origin.

We operate in the United States and in France. Our servers and offices are located in the United States, Amsterdam, and Dublin, so your personal data may be transferred to, stored, or processed in the United States, the Netherlands, and/or Ireland.

Personal Data Access Rights

You have the right to exercise the following rights in relation to the personal data that we collected about you. Please note that if your exercise of these rights limits our ability to process your personal data, we may not be able to provide our products or services to you, or to otherwise engage with you going forward.

The exercise of these rights may be subject to limitations as provided for under applicable privacy law.

We will verify the identity of each individual making any request regarding personal data, to help ensure that we provide the information only to individuals to whom the personal data pertains and allow only those individuals or their authorized representatives to exercise rights with respect to that personal data. In the event we cannot comply fully or at all, with your request, we will notify you of the reasons.

Right to withdraw your consent

Where you provided consent to DNA Script to process your personal data, you may withdraw such consent by following the instructions provided at the time of collection or by contacting us using details in the Contact Us section below. In some instances, withdrawing your consent may mean we can no longer provide products or services to you or otherwise engage with you. The withdrawal of your consent will not affect the lawfulness of processing of your personal data before withdrawal.

Right to access your personal data

You have the right to request DNA Script for copies of your personal data that we maintain about you. This includes the right to request us to disclose to you the: categories of personal data we collected about you; categories of sources from which the personal data is collected; business or commercial purpose for collecting your personal information; the period of time for which we will store your personal information; categories of third parties with whom we share your personal information; and, specific pieces of personal information we collected about you.

Right to rectification

You have the right to request DNA Script to correct any errors in your personal data. You also have the right to request us to complete personal data you believe is incomplete.

Right to object to processing of your personal data

You have the right to object to our processing of your personal data.

Right to erasure

You have the right to request that we delete your personal data from our records, under certain conditions.

Right to data portability

You have the right to request that DNA Script transfer your personal data that we collected to another organization, or directly to you, under certain conditions.

Right to complain

You have the right to file a complaint with a regulator or data protection supervisory authority in your jurisdiction.

Note about “Sales”: DNA Script does not “sell” personal data as that term is defined under applicable privacy law. To request further information about this, you can do so by emailing privacy@dnascript.com.

When submitting a request to exercise any of these rights, please describe your relationship with us and your request, with sufficient detail to allow us to properly understand, evaluate, and respond to it. We will need to verify your identity before processing your request, which may require us to request additional personal data from you.

Minors

We do not knowingly collect personal data from children under age 13 through our websites or mobile applications. If we learn that we have collected personal data directly from a child under the age of 13 through our websites or mobile applications, we will delete that information.

How We Protect Personal Data

DNA Script securely stores your data and maintains reasonable and appropriate administrative, technical, organizational, and physical security procedures and practices designed to protect the personal data we maintain against accidental, unlawful, or unauthorized destruction, loss, alteration, access, disclosure or use. We will keep your personal data in a form that permits identification of you for no longer than is necessary for the purposes for which it was processed.

Links to Third-Party Websites and Content

For your convenience and information, we may provide links to websites and other third-party content that is not owned or operated by DNA Script. The websites and third-party content to which we link may have separate privacy policies. Our privacy policy applies only to our websites and applications, and DNA Script is not responsible for the privacy practices of any entity that it does not own or control, or for the legality of any third-party content. If you click on a link to another website, you should read the privacy policy associated with that website.

Updates to Our Privacy Policy

DNA Script keeps its privacy policy under regular review and places any updates on this web page. When we update this Privacy Policy, we will notify you of changes that are deemed material under applicable legal requirements by providing notification as required under applicable law. We may also notify you

of changes to the Privacy Policy in other ways, such as via email or other contact information you have provided.

CALIFORNIA RESIDENTS

California residents have certain additional rights under the California Consumer Protection Act of 2018 ("CCPA"). This section details what CPA rights California residents have, how California residents may exercise those rights, and what DNA Script will do in response.

Under the CCPA, California residents have the following rights:

- The right to know, subject to certain exceptions:
 - The categories of personal information we have collected about you;
 - The categories of sources from which the personal information is collected;
 - Our business or commercial purpose for collecting or selling personal information;
 - The categories of third parties with whom we share personal information, if any; and
 - The specific pieces of personal information we have collected about you;
- The right to request deletion of your personal information, subject to certain exceptions;
- The right to opt-out of the sale of your personal information; and
- The right not to be discriminated against for exercising your CCPA rights.

To exercise your CCPA rights, you must submit a verifiable consumer request to us by email or mail addressed indicated below. To verify your request, DNA Script will send you a verification email. In making such a request, you must provide your full name, email address, and DNA Script account number, if relevant. DNA Script has no reasonable method to verify requests from consumers who are not account holders as DNA Script does not maintain information in a manner that permits it to reasonably verify consumer requests from those who do not hold accounts with DNA Script.

No discrimination

You have the right to not be discriminated against by DNA Script because you exercise any of the above rights, and we will not discriminate against you for exercising any of your CCPA rights.

Authorized agent

You may have an authorized agent exercise your rights, outlined above, and submit a request to access, request to delete, or request to opt-out so long as you provide the authorized agent with written permission to submit the relevant request and you verify your own identity directly with DNA Script. Such restrictions do not apply where you provide your authorized agent with power of attorney pursuant to California Probate Code sections 4121-4130.

To exercise your rights under this Privacy Policy, California residents may contact us at:

DNA Script
Attn: Privacy Office
2790 East Grand Avenue, Suite 440
South San Francisco, CA 94080

Email: privacy@dnascript.com
Phone: toll free: +1 (888) 521-9336 (US only)

Information Collected in the Preceding 12 Months

DNA Script collects, and in the preceding 12 months has collected, the following categories of personal information from Site users for a business purpose:

1. Identifiers, such as real name, alias, postal address, unique personal identifier, Internet Protocol address, email address, or other similar identifiers;
2. Physical characteristics or description, address, telephone number, education, employment (this information may include publicly available information that is lawfully made available to the general public from federal, state, or local government records);
3. Characteristics of protected classifications under California or federal law, such as race, date of birth, age, gender, marital status, military or veteran status, nationality, and ancestry or ethnicity;
4. Commercial information, including records of products or services considered, or other purchasing or consuming tendencies;
5. Internet or other electronic network suppliers, including, but not limited to, browsing history, and information regarding a consumer's interaction with an Internet Web site, or advertisement;
6. Geolocation data;
7. Audio, electronic, visual, or similar information; and
8. Education information.

Information Disclosed to Unaffiliated Third Parties in the Preceding 12 Months

DNA Script discloses for a business purpose, and in the preceding 12 months DNA Script has disclosed for a business purpose, the following categories of personal information about Site users to third party:

Category of Personal Information	Categories of Third Parties to Whom Information was Disclosed
Identifiers, such as real name, alias, postal address, unique personal identifier, Internet Protocol address, email address, or other similar identifiers	Professional service providers; technical service providers; vendors and suppliers.
Signature, physical characteristics or description, address, telephone number, education, employment (this information does not include publicly available information that is lawfully made available to the general public from federal, state, or local government records)	Same as above
Characteristics of protected classifications under California or federal law, such as race, date of birth, age, gender, military or veteran status, nationality, and ancestry or ethnicity	Same as above.
Commercial information, including records of products or services considered, or other purchasing or consuming tendencies	Same as above.
Internet or other electronic network suppliers, including, but not limited to, browsing history, and information regarding a consumer's interaction with an Internet Web site, or advertisement	Same as above.
Geolocation data	Same as above.
Audio, electronic, visual, or similar information	Same as above.
Professional or industry associations and related information	Same as above.
Education information	Same as above.

Contact Us

You may contact us with questions, comments, or complaints about this Privacy Policy or our privacy practices, or to exercise your rights regarding your personal data processed by us. When raising a request or complaint, please provide sufficient details (including your relationship with us) and any relevant documentation.

For more information, contact:

DNA Script
Attn: Privacy Office
67 avenue de Fontainebleau
94270, Le Kremlin-Bicetre
France

Email: privacy@dnascript.com

Last reviewed and effective as of: March 1, 2021
