

NOTICE REGARDING COLLECTION AND USE OF PERSONAL INFORMATION

Effective Date: May 20, 2024

Diazyme Laboratories, Inc. and its affiliates (the “**Company**”) collects and uses personal information about you for business-related purposes. Those purposes include communicating with you and handling administrative and other tasks related to your application, your placement with us, your services or employment with us, any legal requirements applicable to you or us, and appropriate use of the information in the event of legal or compliance issues involving you or the Company.

This Notice Regarding Collection and Use of Personal Information (“**Notice**”) describes how we store, disclose and process such personal information in accordance with applicable privacy legislation, including without limitation, the California Privacy Rights Act (“**CPRA**”), the UK Data Protection Act (“**DPA**”) and the EU General Data Protection Regulation 2016/679 (the “**GDPR**”).

It is important that you read this Notice, together with any other notices we may provide on specific occasions when we are collecting or processing personal information about you, so that you are aware of how and why we are using such personal information.

The Company reserves the right to change, modify and update this Notice from time to time, and we will provide a new notice when we make any substantial updates. For example, we may modify this Notice if we intend to collect different types of data from you, or if our processing practices change. We may also notify you in other ways from time to time about the processing of your personal information.

We reserve the right to amend this notice at our discretion and at any time.

If you have any questions about this notice, please contact: Data-Privacy@diazyme.com.

PERSONAL INFORMATION WE COLLECT AND HOW IT IS USED

Much of the information we hold has been or will be provided by you, but some information may come from other internal sources, such as your manager, or external sources, such as previous work references, an employment agency, credit reference agencies or other background check provider, medical professionals, or tax, judicial, or governmental authorities.

We will only use your personal information when the law allows us to and as contemplated in this Notice. Where your consent is not mandatory, most commonly, we will use your personal information in the following circumstances:

- Where we need to perform our obligations under a contract or arrangement that we have entered into with you, e.g. an agreement relating to the performance of your work for or with the Company;
- Where we need to comply with a legal obligation;
- Where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those interests;

- Where we need to protect your interests (or someone else’s interests), for example in order to lessen or prevent a serious threat to the life, health or safety of any individual, or to public health or safety;
- Where we need to carry out our legal obligations or exercise rights in the field of employment and social security and social protection law, such as for equal opportunities monitoring or in relation to our occupational pension scheme; or
- Where processing is necessary for the assessment of working capacity; or
- Where it is needed in relation to legal claims.

The below table sets out the categories of personal information we typically collect, the business purpose for our collection and use of that data, and the legal grounds generally relied on for such collection and use:

Category of Personal Information Collected	Examples	Business Purpose for Collection of Personal Information	Legal Grounds for Processing
Identifiers	Your name (including any nickname or alias you have used), signature, postal address, telephone number, mobile number, unique personal identifier, online identifier, Internet Protocol address, e-mail address, account name, Social Security number, driver’s license or identification number, passport number, or other similar identifiers, education, work history, information on your resume, CV, or bio, awards, certifications, recognitions, professional licenses	Identification and evaluation, job application identification, job application evaluation, communications, payroll and benefit administration, relocation, travel administration, security, legal issues/compliance	- Agreement relating to the performance of your work for or with the Company - Our legitimate interests - Compliance with legal obligations
Benefits, payroll, security and emergency contact information	Insurance policy number, bank account number, federal and state tax credits claims, credit card number, debit card number, or any other financial information, medical information, health insurance information, beneficiary information, physical characteristics, description, photographs, video, emergency contact name, emergency contact information and telephone number	Payroll and benefit administration, relocation, travel administration, legal issues/compliance, emergency response, security	- Agreement relating to the performance of your work for or with the Company - Our legitimate interests - Compliance with legal obligations
Protected characteristics under California or federal law	Race, color, ancestry, national origin, citizenship, religion or creed, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, marital status, age, medical condition, physical or mental disability, genetic information (including familial genetic information), veteran or military status	Benefit administration, legal issues/compliance, government related security clearance	- Agreement relating to the performance of your work for or with the Company - Compliance with legal obligations
Biometric information	Genetic, physiological, behavioral, and biological characteristics, or	Benefits leaves information, healthy workplace programs,	- Agreement relating to the

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	activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data	security clearance, ergonomic or accommodation evaluations, secured computer or electronic access	performance of your work for or with the Company - Our legitimate interests - Compliance with legal obligations
Internet, computer, or other similar network activity	Use of the Company's computer system, browsing history, search history, information regarding interaction with a website, application, or advertisement, email, instant messaging, or voicemail messages	Information technology administration, work supervision, investigations, communications, performance evaluation, compliance with Company policies and procedures, discipline, legal issues/compliance	- Agreement relating to the performance of your work for or with the Company - Our legitimate interests - Compliance with legal obligations
Geolocation data	Physical location or movements	Security monitoring, site access, company travel including vehicles, VPN, government assignment locations	- Agreement relating to the performance of your work for or with the Company - Our legitimate interests - Compliance with legal obligations
Sensory data	Audio, electronic, visual or similar information	Fitness for duty exams, operations center and surveillance recording, phone recording for benefits and facilities emergencies	- Agreement relating to the performance of your work for or with the Company - Our legitimate interests - Compliance with legal obligations
Professional or work-related information	Current or past job history or performance, conduct, performance evaluations	Evaluation and advancement, investigations, discipline, legal issues/compliance	- Agreement relating to the performance of your work for or with the Company - Our legitimate interests - Compliance with legal obligations
Non-public education information	Education records directly related to an applicant, or current or former employee, maintained by the	Background check education verification, tuition reimbursement program, job	- Our legitimate interests

Category of Personal Information Collected	Examples	Business Purpose for Collection of Personal Information	Legal Grounds for Processing
	Company or party acting on its behalf, such as grades, transcripts, student financial information	related credentials certifications, legal issues/compliance	- Compliance with legal obligations
Sensitive Personal Information	Social Security, driver's license, state identification card, or passport number, proof of US work authorization (such as green card), account log-in, financial account, debit card, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account, precise geolocation, consumer's racial or ethnic origin, religious or philosophical beliefs, or union membership, genetic data, biometric information, health, sex life or sexual orientation.	Identity verification, employment and benefits administration, vendor oversight, security detection, protection and enforcement, compliance with law.	- Agreement relating to the performance of your work for or with the Company - Our legitimate interests - Compliance with legal obligations - Carrying out the obligations and exercising our rights as your employer
Inferences drawn from other personal information	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes	Evaluation and advancement, legal issues/compliance	- Our legitimate interests - Compliance with legal obligations

MONITORING

The Company may monitor your access to and use of our systems as permitted under applicable law (including, for example, monitoring access and use of telephone, voicemail, e-mail, internet and computer usage, any sites visited by you, your work email inbox and log files of your computer) where you have agreed to such monitoring or it is necessary for our legitimate interests (or those of a third party) for the following purposes:

- To ensure compliance with our policies, rules and principles;
- To prevent unlawful or defamatory actions;
- To retrieve lost messages;
- To protect the Company's economic, commercial and financial interests;
- To ensure the safety and good technical operation of the Company's IT systems, including cost control, and the physical protection of the Company's equipment; and
- To comply with a legal obligation and/or to assist in the investigation of any alleged wrongdoing.

HOW LONG WILL WE HOLD YOUR PERSONAL INFORMATION?

Personal information may be retained for as long as necessary consistent with applicable law. This means that we do keep a record of your personal information for as long as it is required or justified by the law or by another legal obligation, or for a specific period consented to by you (where relevant), or for the period for which this would be necessary for the aforementioned purposes.

At the end of the retention period, we will use appropriate measures to delete or anonymize your personal information. To the extent that we hold hard copies of your personal information, such records, print-outs or hard copy documents etc. will be permanently destroyed.

HOW WE DISCLOSE YOUR INFORMATION

We will not sell, hire out, disclose, transfer or pass on your personal information to third parties, which may be located within your jurisdiction or internationally, except in the situations provided for in this Notice or unless you provide prior consent (which may be required under applicable law). We may share personal information in the following ways:

- **Third-party service providers.** We may share personal information with service providers, suppliers or their subcontractors which perform the following services, among others: payroll, pension administration, benefits provision and administration; contract administration and review; accounting, tax, financial management and corporate governance services; insurances, including employment liability insurance, health insurance and salary continuance; insurance brokers; education training and development services; event organizers; corporate travel services; IT services; photo and video services; printing services; provision of online and telephone reporting systems; and vehicle leasing. When we share your personal information with third parties that we engage to process data on our behalf we will ensure that those third parties are contractually bound to guarantee the same levels of privacy protection and confidentiality observed by the Company when handling your personal information.
- **Third party involved in a business transaction.** We may share personal information with one or more third parties in connection with or during negotiation of any merger, financing, acquisition or dissolution, transition, or proceeding involving the sale, transfer, divestiture, or disclosure of all or a portion of our business or assets. In such situations we will, where possible, share anonymized data with the other parties before the transaction completes. Once the transaction is completed, we will share your personal information with the other parties if and to the extent required under the terms of the transaction and in accordance with applicable law.
- **Our advisors.** We may also share personal information with our auditors, legal advisors, and similar third parties in connection with our receiving their professional services, subject to standard confidentiality obligations.
- **Law enforcement.** We may disclose personal information to the government or to third parties under certain circumstances when legally obligated to do so, or to respond to a subpoena, court order or other legal process, or that we believe may aid a law enforcement investigation. In accordance with applicable law, we reserve the

right to release personal information to law enforcement or other government officials, as we, in our sole discretion, deem necessary or appropriate.

- **Legal processes.** We may share all types of personal information with others as required or permitted by applicable law. This may include sharing personal information with, among others, governmental entities, data protection authorities, tax or social security authorities, works councils or representative bodies, or third parties in response to subpoenas, court orders, other legal process, or as we believe is necessary to exercise our legal rights, to defend against legal claims that have been brought against us, to defend against possible legal claims that we determine in our sole discretion might be brought against us, to investigate and help prevent security threats, fraud or other malicious activity and to protect the rights or personal safety of the Company employees, workers, contractors and third parties.
- **Other Third Parties.** We may share personal information with other third parties that are not described above. When we do so we will take appropriate steps to protect your privacy, such as requiring third parties to process personal information for specified purposes and in accordance with our instructions or by aggregating or anonymising personal information before it is shared. Aggregation means that we combine the information of numerous people together so that the data does not relate to any one person. Anonymize means that we remove or change certain pieces of information that might be used to link data to a particular person.

INTERNATIONAL TRANSFERS AND STORAGE

Your personal information will be stored and processed in the United States, where our servers are located, and/or where our central database is operated.

Where required by applicable laws, we will take appropriate measures to ensure adequate protection of your personal information when transferred internationally and, if necessary, seek your prior consent. Such measures may include use of data transfer agreements or official transfer mechanisms such as data authority approved contractual clauses. If you are located in the United Kingdom (“UK”), Switzerland, or the European Economic Area (“EEA”), we may store your personal information as described in this Notice outside those jurisdictions. Where we transfer UK, Swiss and/or EEA personal information to a third party located in a country not recognized by the UK Government, Swiss Government, European Commission, or another relevant body, as ensuring an adequate level of protection, we will take appropriate steps, such as implementing standard contractual clauses recognized by the UK Government, Swiss Government and/or EU Commission, to safeguard such personal information.

For more information, please contact: Data-Privacy@diazyme.com.

YOUR RIGHTS AS A DATA SUBJECT

Under certain circumstances, by law, including if you are located in the UK or EU, you may have the right to:

- **Request access to your personal information.** You may have the right to request confirmation from us as to whether we process your personal information and to

request access to any personal information we hold about you as well as related data, including the purposes for processing the personal information, the recipients or categories of recipients with whom the personal information has been shared, where possible, the period for which the personal information will be stored, the source of the personal information, and the existence of any automated decision making.

- **Request correction of your personal information.** You may have the right to obtain the rectification of any inaccurate personal information we hold about you. To the extent required by applicable laws, any correction requirements will be communicated to each recipient of your personal information.
- **Request erasure of your personal information.** You may have the right to request that personal information held about you is deleted. To the extent required by applicable laws, any erasure requirements will be communicated to each recipient of your personal information.
- **Request restriction of processing your personal information.** You may have the right to prevent or restrict processing of your personal information. To the extent required by applicable laws, any restriction of processing requirements will be communicated to each recipient of your personal information.
- **Request transfer of your personal information.** You may have the right to request transfer of your personal information directly to a third party where this is technically feasible.
- **Right to object.** You may have the right to object to the processing of your personal information when you have legitimate reasons to do so.
- **Right to withdraw consent.** Where processing is based on consent, you may have the right to withdraw such consent.

Also, where you believe that the Company has not complied with any obligation applicable to you under this Notice or UK or European law, you have the right to make a complaint to a UK or an EU Data Protection Authority, such as the UK Information Commissioner's Office.

If you are a resident of California, you have the following rights:

- **Right to Access Information**
 - **Information Collection Practices.** The right to receive disclosure about our Information Collection Practices. This disclosure is provided below.
 - **Information Disclosure Practices.** The right to receive disclosure about our Information Disclosure Practices. This disclosure is provided below.
 - **Data Portability.** The right to request a copy of Personal Information we collected about you during the past 12 months or, at your option, since January 1, 2022, subject to certain exceptions. Certain information will not be released to you because of legal restrictions or because the information is used for security purposes. You may make this request up to twice in any calendar year. Please see below for how to exercise this right.

- **Opt Out Rights**
 - o **Do Not Sell.** The right to tell us not to sell your personal information. We do not sell your personal information.
 - o **Do Not Share.** The right to tell us not to share your personal information for behavioral or cross-context marketing purposes. We do not share your personal information for this purpose.
 - o **Limit Processing of Sensitive Personal Information.** The right to tell us not to process your Sensitive Personal Information for purposes other than the purposes for which it was originally collected. We only process Sensitive Personal Information for the purpose for which it was collected as disclosed above or before the new use is instituted.

- **Correction.** The right to request that we correct information that is incorrect. Please see below for how to exercise this right.

- **Deletion.** The right to request that we delete Personal Information subject to certain exceptions. We are not permitted to delete information that we need in order to operate our business, administer our employees, protect our legal obligations and rights, or to provide security for our employees, our systems and our Company.
- Please see below for how to exercise this right.

- **Non-Discrimination.** We will not discriminate against you as a result of your exercise of any of the above rights.

Information Collection Practices:

The Company collects the above categories of Personal Information directly from employees (current, former and applicants) and from third parties such as staffing partners, recruitment agencies, employment application references, background and credit checking vendors, and government agencies.

We use Personal Information for the purposes set forth above, and specifically to:

- Comply with all applicable laws and regulations.
- Recruit and evaluate job applicants and candidates for employment.
- Conduct background checks.
- Manage your employment relationship with us, including for:
 - o onboarding processes;
 - o timekeeping, payroll, and expense report administration;
 - o employee benefits administration;
 - o employee training and development requirements;
 - o the creation, maintenance, and security of your online employee accounts;
 - o reaching your emergency contacts when needed, such as when you are not reachable or are injured or ill;
 - o workers' compensation claims, leaves of absence, or other benefits management;
 - o employee job performance, including goals and performance reviews, promotions, discipline, and termination; and
 - o other human resources purposes;
- Manage and monitor employee access to company facilities, equipment, and systems.
- Conduct internal audits and workplace investigations.

- Investigate and enforce compliance with and potential breaches of Company policies and procedures.
- Engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company.
- Maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance.
- Perform workforce analytics, data analytics, and benchmarking.
- Administer and maintain the Company's operations, including for safety purposes.
- Exercise or defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.
- We use and process Sensitive Personal Information to comply with laws including anti-discrimination laws and disability accommodation laws.

Employee Information Disclosure Practices:

The Company may disclose Personal Information of employees for a business purpose to service providers or contractors who assist us in administering our workforce including benefits providers; payroll and expense administrators; worker's compensation vendors and government agencies; professional advisors such as attorneys, auditors and accountants; and, where appropriate, law enforcement or government regulators all as set forth above.

Selling or Sharing Personal Information:

We do NOT sell employee Personal Information or share it with third parties for behavioral or cross-context marketing purposes.

Processing Employees Sensitive Personal Information:

We do NOT process Sensitive Personal Information for purposes other than the purpose for which it was collected as disclosed above or before the new use is instituted.

Exercising your rights

To exercise the above-mentioned rights, or to raise a question, comment or complaint, send an e-mail with your request to: Data-Privacy@diazyme.com. You may also call +1 (888) 454-1936.

We reserve the right to request the provision of additional information necessary to confirm your identity, including after termination of employment.

Subject to applicable laws, you may exercise the above data subject rights through a legal representative or delegated person, in which case we will seek verification as to whether the requesting party is a duly authorized representative. We may reject such request if there is justifiable reason for rejection under applicable laws.