

A. Information on data protection regarding the application platform

Thank you for your interest in a position within the Boehringer Ingelheim Group. Before you proceed with your application, we would like to inform you about how we process and protect your personal data.

The operator of the application platform is Boehringer Ingelheim GmbH, Binger Strasse 173, 55216 Ingelheim am Rhein, Germany.

Please note that, depending on the location as well as the respective Boehringer Ingelheim company to which you are applying, valid laws or additional provisions may apply (e.g. for companies based in the European Economic Area or the USA). You will find a description of these special provisions in section VI.

I. Use of your personal data

The processing of your personal data takes place for the purpose of processing your application, meaning to assess your suitability for the position to be filled, as well as to carry out administrative tasks relating to your potential hiring, such as scheduling appointments.¹ Furthermore, with your consent, you will become part of the worldwide Boehringer Ingelheim applicant pool, enabling us to notify you of other interesting positions.²

Provided that you have already entered into an employment relationship with a Boehringer Ingelheim company, internal data protection directives may also potentially apply.

II. Who has access to your personal data?

Due to the corporate structure of Boehringer Ingelheim, various companies within the group may potentially receive your personal data for the processing of your application:

- The company to which you have applied for the position
- Other Boehringer companies whose relevant departments or HR units are involved in the processing of your application
- Boehringer Ingelheim International GmbH as the operator of this application platform
- Technical service providers who process the data under the supervision of Boehringer Ingelheim.

Example: you apply for a position with Boehringer Ingelheim Ltd. (United Kingdom). Employees from the relevant department in the USA (Boehringer Ingelheim Pharmaceuticals, Inc.) and the HR department in Germany (Boehringer Ingelheim Pharma GmbH & Co. KG) are involved in the processing of your application. Consequently, employees from all three companies receive and process your personal data.

In the event that you are hired, your data will be transferred from the application platform to the personnel management system of the Boehringer Ingelheim Group.

III. Your access to your data and your rights

You can consult and edit or deactivate the data that you have uploaded as well as your applicant profile at any time directly via your applicant account. Here, you can also withdraw your application for a vacant position at any time. Changes to or deactivations of your applicant profile may possibly have an impact on your pending applications.

If you would like to revoke your consent to the storage, processing and publication of your profile and application data within the Boehringer Ingelheim Group and want the data in your applicant account to be deleted, please contact GBSComplianceandQuality@boehringer-ingelheim.com, stating your name and the e-mail address you used for the application.

You are also entitled to receive at any time information regarding the personal data stored and to receive the data that you have provided in a common, machine-readable format, or to transfer said data to a third party. In justified cases, you may request the correction or the restriction of processing for your data. If your data is transferred to countries outside of the European Economic Area, you are entitled to request information regarding the protection of your data and, if applicable, a copy of the agreement specifying the appropriate protective measures for your personal data.

To exercise these rights, please contact our data protection officer at datenschutz@boehringer-ingelheim.com.

If you have any further concerns regarding the processing of your data, you can also contact your relevant data protection authority. Boehringer Ingelheim International GmbH is under the jurisdiction of the Rhineland Palatinate Commissioner for Data Protection and Freedom of Information (poststelle@datenschutz.rlp.de).

IV. Security of your personal data

The security of your personal data is important to us. For this reason, the information you share with us is kept confidential. We take appropriate precautions to protect personal data against loss, misuse, unauthorized access, disclosure, modification, and destruction.

V. Cookies

We use Cookies (small text files placed on your browser) and similar technologies such as pixel tags, web beacons and clear GIFs (added to the web site), all together hereinafter referred to as "Cookies".

Within the job board and application section of the career website we only use Essential Cookies.

Apart from session Cookies and other Cookies generated by the Taleo application system (e.g. for language settings or restoring search queries) we use a number of 3rd party Cookies for functionalities like sharing jobs, preventing malware or connecting to business networks.

Essential Cookies are necessary for the website to function properly. Such Cookies make a website usable by providing basic functions such as page navigation and access to secure areas of the website or language settings. Due to their importance for the website's functioning, you cannot opt-out from this kind of Cookies.

VI. National data protection notices

Please note that the respective data protection directives of the country in which the position you are applying to is based will apply. If, for instance, your domicile is located within the European Economic Area and you are applying to a company that is based outside of the Economic Area (e.g. in China or the USA), the use of your data by these companies will not be subject to the European data protection directives and, therefore, a different level of protection will apply.

Storage period: if no specific storage period is indicated for the country in which you are applying, personal or personally identifying data is deleted after 36 months of inactivity in the application system.

Employees of Boehringer Ingelheim applying within the Boehringer Ingelheim Group may be subject to different local operating rules depending on the country and company which they apply to.

Below, you will find information regarding additional data protection requirements in relation to the location of the respective Boehringer Ingelheim company:

- Notice for applications in Argentina
- Notice for applications in Australia and New Zealand
- Notice for applications in Canada
- Notice for applications in Colombia

- Notice for applications in the European Economic Area
- Notice for applications in Indonesia
- Notice for applications in Korea
- Notice for applications in Mexico
- Notice for applications in the Philippines
- Notice for applications in the Russian Federation
- Notice for applications in the Ukraine
- Notice for applications in the USA

You will find translations of further data protection notices [here](#).

1. Notice for Applications in Argentina

“The Data Protection Agency (Agencia de Acceso a la Información Pública), Supervisory Agency of Law N° 25.326, is entitled to receive claims and complaints filed for violation of personal data protection regulations.”

2. Notice for applications in Australia and New Zealand

If you are applying for a position at a company based in Australia or New Zealand, the following additionally applies:

Where possible we collect your personal information directly from you. We may also collect personal information from third parties (where it is unreasonable or impractical to collect personal information from you directly or where you have authorised collection from such third parties) or from publicly available resources. If you do not supply us with the desired personal information, we potentially may not be able to fully and effectively process your application.

Subject to applicable privacy laws, if your personal information is no longer needed for any purpose for which it was collected or for which it may be lawfully used, we will either destroy it or permanently anonymise it.

The entities described above under "II. Who has access to your personal data?" include all of our affiliated legal entities as well as service providers. Some of our affiliated legal entities and service providers may be based overseas and so, in disclosing your personal information to these parties, your personal information may be transferred and stored overseas. We ensure that any organisations we disclose your personal information to, whether local or overseas, safeguard and protect your personal information and comply with applicable privacy laws.

Our data protection directive contains information on how you can file a complaint regarding a violation of your right to data protection and how we handle your complaint. You can send your questions on data protection, make a complaint, or access or update the personal information we hold about you by writing to our data protection officer at privacyofficer.syd@boehringer-ingelheim.com.

If you are not satisfied with the way in which we handle your question, request or complaint, you can contact:

- If you are located in Australia: the Office of the Australian Information Commissioner on 1300 363 992, email: enquiries@oaic.gov.au, or submit an online complaint form accessed at www.oaic.gov.au/privacy/privacy-complaints/.
- If you are located in New Zealand: the Office of the Privacy Commissioner on 0800 803 909, email enquiries@privacy.org.nz, or submit an online complaint form accessed at www.privacy.org.nz/your-rights/making-a-complaint/.

Storage period: personal or personally identifying data for applications in Australia and New Zealand is deleted after 12 months of inactivity in the application system.

3. Notice for applications in Canada

If you are applying for a position based in Canada, the following additionally applies:

The entities described above under "II. Who has access to your personal data?" includes all of our affiliated legal entities as well as potential 3rd party service providers.

4. Notice for applications in Colombia

By submitting the application through this website, I declare, acknowledge and accept that in accordance with Law 1581 of 2012 and other applicable laws or regulations, I have been duly informed by Boehringer Ingelheim S.A. Colombia (hereinafter "BI") that the curriculum vitae data and other personal data such as name, address and contact telephone number, gender, date of birth, among others; they will be included in a database, formed by electronic means and will be treated according to the finalities contained herein. Understanding that these may involve sensitive personal data such as those that reveal my racial or ethnic origin, or any other, and I understand that I am in no way obligated to authorize their treatment. The Data Processing will have the same finalities contained in the accepted general privacy text.

I have also been duly informed by BI that I will be able to access my existing personal information in the BI database, as well as request, if applicable, the rectification or update of my data and that I may request, at any moment, the delete of my personal data from BI databases, and / or its affiliates, in whole or in part. I may also choose to revoke, at any time, my consent to the processing of my personal data. For the purposes set forth in this paragraph, I must submit my request in writing to BI. For this you can contact the email: Legales.CO@boehringer-ingelheim.com or phone number: (+57) (1) 3199100.

5. Notice for applications in the European Economic Area

If you are applying for a position at a company based within the European Economic Area, the following additionally applies:

Data usage by companies based outside of the European Economic Area: if you are applying for a position with a company that is based within the European Economic Area (such as Germany) and your data is also processed by a Group company that is based in a country outside of the European Economic Area (such as a company based in the USA) for which there is no applicable appropriateness resolution from the European Commission, we will ensure an appropriate level of safety for your data with the use of standard contractual clauses that are provided by the European Commission.

Sensitive data: please do not store sensitive data on the application platform. This especially applies to data regarding your health, your religion, your membership in a union or political party, your sexual life, your prior convictions or your addictions.

Storage period: personal or personally identifying data for applications in the EU is deleted after 12 months of inactivity in the application system.

6. Notice for applications in Indonesia

Storage period: personal or personally identifying data for applications in Australia and New Zealand is deleted after 12 months of inactivity in the application system.

7. Notice for applications in Korea

If you are applying for a position at a company based in the Republic of Korea, the following also applies:

We process all the data listed in your application and your applicant profile, which includes: your name, your gender, your date of birth, your nationality, your academic career, and any other information that you have voluntarily provided us with for the purposes listed in section 1 (whereby, however, sensitive data and data that enables unmistakable personal identification, in accordance with the Korean law regarding the protection of personal data ("*Personal Information Protection Act, PIPA*"), are under no circumstances processed without obtaining your express declaration of consent for the specific instance of the processing of such data) and communicate this information to the entities listed in section 2 for the same purposes.

Subject to another provision in accordance with respective applicable law, your applicant profile, your application, and your personal data are stored, used, and made available until the aforementioned purposes of the Boehringer Ingelheim Group have been fulfilled. You are hereby informed of the fact that you are entitled to refuse to provide the following declaration; however, in the event of such a refusal to provide a declaration of consent, you will not have the ability to apply for hiring procedures

within group companies belonging to Boehringer Ingelheim through this application platform.

8. Notice for applications in Mexico

BOEHRINGER INGELHEIM MEXICO, S.A. de C.V., domiciled at Maíz 49, Barrio Xaltocan, Xochimilco, 16090, Mexico City, (hereinafter “BIM”), hereby informs that it is currently entitled as Controller, responsible for collecting, processing, and protecting personal data you freely, specifically and under informed manner provide us at any time.

The purposes of this Notice are, mainly: 1) to comply with that what stated in the Federal Law for Protection to Personal Data in Possession on Individuals Possession [Ley Federal de Protección de Datos Personales en Posesión de los Particulares] (hereinafter the “Law”), its Regulations (hereinafter the “Rules”) and regulations related to same; 2) inform you the categories of Data we collect, the purpose for which we use them, how do we process and protect hem; as wells as the right you can exercise for being informed and protect-ing your information. BIM ratifies herein the importance your personal data deserve to us for processing them confidential and lawfully. Therefore, and in order for you to clearly know the purposes we will pro-cess your data for, we hereby publish this Privacy Notice.

Personal Data (hereinafter “PD”) is referred to all information concerning to an identified and identifiable individual, such as name or date of birth. Sensitive Personal Data (hereinafter “SPD”) are data that affect the most intimate sphere of its holder or that information which bad use may trigger discrimination or a high risk to its holder, such as religion or illnesses.

BIM will collect, in all cases, PD from you, as Holder, either in person, directly or through any other legal source, including, without limitation, the digital one, with the chance for collecting your consent for their processing by electronic means.

PD AND SPD PROCESSED AND PURPOSES OF SUCH PROCESSING:

Concerning to the independent “Health Professionals” attended by our sales representatives:

- DP processed shall be: Name and surname, address (es), contact telephone number(s) and/or e-mail(s), profession, Holder’s picture or image, signature, date of birth, health relevant topics you may be interested in being notified about.

- SPD processed shall be: Professional license(s); Federal Taxpayer Registry; invoicing data.

Processing of said PD and SPD will be primarily addressed for: (i) preparing historic files; (ii) performing business visits and meetings to said Health Professionals updating them with products commercialized by BIM that may result on the benefit of such professionals' clientele; (iii) inviting Health Professionals attending domestic and international summits organized by or in connection to BIM; (iv) executing customer service surveys; (v) updating data bases prepared prior to July 6, 2011; (vi) providing access to our facilities and events, (vii) providing you "online" services at any of the BIM's controlled-websites and platforms, as well as at those controlled by any of our Processors and, overall; (viii) performing several activities between Holders and BIM.

Occasional, the aforementioned PD and SPD processing will be addressed for: a) sending to the health professionals information related to pharmaceutical researches or products of such professional specialization; b) providing information for marketing purposes; c) issuing invoices in favor of health professional for services, arisen in connection to any summit, such professionals shall pay or refund to BIM.

BIM shall transfer Health Professional's contact personal data to BIM's suppliers related to pharmaceutical industry, in order to provide said professionals with information that may result on their interest.

If you, as a DP holder, do not allow your personal data to be transferred as stated herein, you shall notify it to us in short term, by printing this Notice, filling out "HEALTH PROFESSIONAL" box at the bottom of same. Such printed notice, duly fulfilled and signed by you as PD holder, must be sent in an electronic format (PDF or equivalent) to the electronic mail address enabled for exercising the "ARCO" Rights Request to be mentioned below. Analysis and venting of the aforementioned request will be adopted according to the ARCO procedures set forth in a further section of this notice.

Concerning to BIM "Receipts":

For purposes of this Notice, "Receipt" means any individual, who was not previously subscribed to any of our loyalty programs, and being under medical treatment with any of our products, joins to BIM for acquiring such product under regular basis, receiving it in further occasions either with a discount or for free, and that joins to any of our customers loyalty programs, in order to get our prod with some discount after purchasing them under regular price basis.

- DP processed shall be: Name and surname; address(es); contact telephone number(s) and/or e-mail(s); schooling; date of birth; holder's picture or image; signature; health relevant topics you may be interested in being notified about.
- SPD processed shall be: Federal Taxpayer Registry number; invoicing data, medical data, feeding habits, client's state of health; symptoms in case you have reported any Side Effect.

Processing of said PD and SPD will be primarily addressed for: (i) preparing historic files; (ii) updating on the products commercialized by BIM; (iii) granting benefits related on medicine and healthcare tips while voluntarily joining, by any means, to promotions launched or sponsored by BIM; (iv) updating our databases prepared prior to July 6, 2011; (v) providing access to our facilities and events, and; (vi) providing you "online" services at any of the BIM's controlled-websites and platforms, as well as at those controlled by any of our Processors; (vii) assisting you in any emergency either you or a third party may deal with, as a consequence of any Side Effect and, overall; (viii) performing several activities between Holders and BIM.

Occasional, the aforementioned PD and SPD processing will be addressed for: a) sending to clients information linked to the pharmaceutical industry; b) providing information for marketing purposes; c) issuing invoices in connection to any event attended by Receipts ; d) receipt your comments & suggestions to improve our products or services.

BIM shall transfer client's contact personal data to BIM's suppliers related to pharmaceutical industry, in order to provide said clients with information that may result on their interest.

If you, as a BIM Receipt, do not allow your personal data to be transferred as stated herein, you shall notify it us in short term, by printing this Notice, filling out "RECEIPT" box at the bottom of same. Such printed notice, duly fulfilled and signed by you as PD holder, must be sent in an electronic format (PDF or equivalent) to the electronic mail address enabled for exercising the "ARCO" Rights Request to be mentioned below. Analysis and venting of the aforementioned request will be adopted according to the ARCO procedures set forth at a further section of this notice.

Concerning to BIM "Patients" and "Carers":

For purposes of this notice, "Patients" shall mean the individual under any medical treatment, related to our products. We name "Carer" to any individual who assists patient for timely taking medicines, and who will be requested with his/her consent the first time we contact him/her.

- DP processed shall be: Name and surname, identity data, place of residence, contact telephone number(s) and/or e-mail(s), schooling, date of birth, health relevant topics you may be interested in being notified about.
- SPD processed shall be: your diseases and ailments, medications intakes profile, health relevant topics from which you want to receive advertisement, as well as Carer's contact data.

Processing of said PD and SPD will be primarily addressed for: (i) entering your information into our data-bases for sending you advertisement information; (ii) sending you useful information regarding your ailments and related to our products, sharing such information to your Carer, via e-mail and submitted to his/her approval; (iii) updating on said products; (iv) granting of benefits and discounts related to our loyalty programs, while voluntarily joining to promotions launched or sponsored by BIM and, in general terms; (v) to send them gifts of our promotional products and, overall; (vi) advertisement sending.

In case you contact us exclusively as Patient and for the purposes mentioned in this section, any data you provide us will be processed submitted to your prior and express consent. Such consent will be granted by digital means or contacting to our data protection department at datospersonales.mex@boehringer-ingelheim.com . In case you do not provide us your consent, none of your data will be collected and any access to any of our loyalty and advertising programs will be rejected. You may be able to revoke the previous consent you have granted us, at any moment, by means of clicking "Unsubscribe" option located at the footer of our messages. You may also notify us such revocation, by printing this document filling out "Patient" box at the bottom of same. Such printed notice, duly fulfilled and signed by you as PD holder, must be sent in an electronic format (PDF or equivalent) to the electronic mail address enabled for exercising the "ARCO" Rights Request to be mentioned below. Analysis and venting of the aforementioned request will be adopted according to the ARCO procedures set forth at a further section of this notice.

BIM might exclusively transfer your PD or SPD, as well as information deriving from said data analysis, only to those third parties interesting in developing either deeper researches on medicine intaking and clinic profiles, as well as ailments or influences such medicines might have on human health and that could positively result on you.

Further to the above, we hereby commit not to transfer your PD, unless for those exceptions stated in article 37 to the law, in which case data transfer will be executed as provided by the correspondent authority. In any case, any data transfer procedure shall comply with both the Mexican law, as well as the legislation applied to receiver of the data in transfer.

If you, as a BIM's Patient or Carer, do not allow your personal data to be transferred as stated herein, you shall notify it us in short term, by printing this Notice, filling out "PATIENT" or "CARER" box at the bottom of same.

Such printed notice, duly fulfilled and signed by you as PD holder, must be sent in an electronic format (PDF or equivalent) to the electronic mail address enabled for exercising the "ARCO" Rights Request to be mentioned below. Analysis and venting of the aforementioned request will be adopted according to the ARCO procedures set forth at a further section of this notice.

The fact you deny allowance for transferring your data, shall not limit you for receiving our programs bene-fits or being informed with our advertisement.

Concerning to BIM "Suppliers":

- DP processed shall be: Name and surname; address (es); contact telephone number(s) and/or e-mail(s); personal references; holder's picture or image; signature.
- SPD processed shall be: Federal Taxpayer Registry number and invoicing data.

Processing of said PD and SPD will necessarily be addressed for: (i) preparing historic files at BIM's administrative finance and treasury departments; (ii) preparing agendas for in-house use; (iii) managing projects in stage of development or implementation; (iv) requiring the fulfilment of several obligations; (v) DP remission to Data Processors that shall process DP under BIM's most strict instructions; (vi) providing access to our facilities and events and; (vii) under general terms, performing several activities between Holders and BIM.

BIM shall eventually transfer supplier's contact personal data to third parties who might be interested on supplier's services; for receiving advertisement or any other information that might result on suppliers' interest.

If you, as a BIM Supplier, do not concede your personal data to be transferred as stated herein, you shall notify it to us in short term, by printing this Notice, filling out "SUPPLIER" box at the bottom of same. Such printed notice, duly fulfilled and signed by you as PD holder, must be sent in an electronic format (PDF or equivalent) to the electronic mail address enabled for exercising the "ARCO" Rights Request to be mentioned below. Analysis and venting of the aforementioned request will be adopted according to the ARCO procedures set forth at a further section of this notice.

Additional data processing purposes:

Any further change BIM performed to the original purposes stated herein for the PD processing shall be notified to you, at the appropriate time, by displaying such further changes in our website: <http://www.boehringer-ingelheim.com.mx>; the above in order for you to be duly notified of such changes and become entitled to state your refusal against processing your PD according to such new purposes. If this is the case, the PD Holder, shall send an e-mail to BIM, stating such Holders' PD, the PD processing purposes the Holder originally authorized, as well as a statement expressing refusal to accept the new PD processing purposes published by BIM. This proceeding for sending, receiving and responding to such refusal on further purposes PD processing request will follow the rules established by the ARCO Rights Re-quest as detailed below.

BIM internal data processing:

BIM, acting as Controller of your DP and SPD, shall process such information assisted by Boehringer Ingelheim Pharma GmbH & Co. KG (domiciled at Binger Straße 173, 55216, Ingelheim am Rhein, Germany), member of the corporate group BIM belongs to. BI Pharma shall perform PD processing under the instructions provided by BIM. BIM shall safeguard the adequate PD processing, becoming sure its instructions are duly followed and the applicable law becomes duly complied as well.

BIM and its related party shall execute and adopt the necessary agreements and measures in order to perform any PD processing and any PD transfer such performance may imply, in total and full compliance to both Mexican and international legislations in Protection to Personal Data Processing that may result applicable to the parties referred herein. BIM has never processed in the past and shall never process any PD or SPD motivated by moneymaking.

Best practices on security information:

BIM shall continue to implement the best administrative, physical, and technical practices and measures at its reach in order to guarantee the safeguard and the confidentiality of PD processed by BIM, as Controller. BIM shall maintain the highest administrative, physical, technical, as well as digital standards at its reach to protect said PD from any vulnerability such PD may suffer due to any kind of damage, loss, alteration, mis-use, undue access or unauthorized processing. In case BIM detects any PD has been violated, it will immediately inform the PD Holder, who shall adopt all measures needed to protect his rights, being provided by BIM, furthermore, with the security measures it will adopt in order to minimize damages arisen from said infringement, as well as for assuring to DP holder the reinforcement into security measures for their PD, in order to diminish a chance to further events.

Measures stated here before shall apply to any category of information collected and processed by BIM in the past, as all information is currently processing, even if there is not a binding legal relationship before such PD holders.

All the BIM global policies for processing and protecting PD and SPD as well as our local Management Personal Data System and other proceedings, integrated of analyzed information and documents improved to better process any data we are responsible of, are part of the corporate policies of the Boehringer Ingelheim group, BIM belongs to. Said policies have been reviewed and adapted for duly complying with the Mexican legislation.

At the time we inform you that our associates are properly qualified and trained to follow our policies and proceedings related to DP processing and protection, in full compliance with what stated in our Code of Conduct and in accordance to Mexican law.

PD processing in accordance to GDPR:

BIM here by informs, to all EU residents that is currently adapting its systems focusing into fully complying, as well, with the General Data Protection Regulation, commonly known as GDPR. BIM shall always seek to adopt any GDPR provision as part of BIM's good practices standards, to the point said practices do not go against the local laws.

Any provision related to the EU residents' granting of consent for data processing, data inventories, data transfer, as well as the exercise of any data subject right by EU residents, will be attended to the point BIM shall be able to duly comply with both the Mexican and the GDPR provisions.

In case you have any doubt or question in regard to the PD processing we are currently adopting to fully comply with GDPR, do not hesitate in contact us, by mailing your request to the e-mail addresses stated for the attention of ARCO rights here below. BIM will answer to your questions and requests by the same mean within the same period set forth in the ARCO procedure section of this Notice.

PD Sending:

BIM shall be supported by Data Processors, both individual and corporations that shall perform the PD processing under the BIM's most precise instructions. Said Data Processors shall process such PD to the extent PD holders have authorized BIM for such processing.

BIM shall make sure, at all time, that its Data Processors have adopted policies and make use of internal procedures for duly processing and protecting any PD are lawfully in charge of, with equivalent or higher standards than those adopted by BIM.

PD Transfer:

BIM commits herein not to transfer any PD or SPD to any third party without your previous informed and expressed consent, issued according to law. Accordingly, your PD may be shared with either: a) companies of the pharmaceutical industry, looking for you to timely receive information of interest focused to your professional carrier, business activity, personal development, etc., or; b) to consumption goods and services suppliers, including marketing services suppliers.

BIM hereby commits not to transfer your PD, excepting for what stated in Article 37 of the Law; as well as to execute such PD transfer under the terms set forth by the authority and the applicable regulation(s).

Network Usage, “Cookies” and computing in the “Cloud”:

BIM hereby informs that its corporate policies related to legal advertisements and protection to web users, are main part of the terms of this Privacy Notice (and that commonly apply to all entities that belong to the corporate group BIM belongs to). The aforementioned policies will be displayed for public consultation, jointly to this notice at the web address: <http://www.boehringer-ingelheim.com.mx> . The policy include, among other things, the security measures BIM adopts for the electronic collection and processing of PD through remote points or the Internet; the use of said technology, as well as how Users may disable text files known as “COOKIES” impeding BIM to storage Users’ PD.

In case BIM shall use computing services known as “in the Cloud”, it shall do it for allocating information of exclusive processing by BIM or its agents. BIM hereby commits to contract such services from good-standing suppliers that have same or better security measures for processing and protecting PD, than those BIM do have and that can warrant the service provision, following to BIM’s instructions.

Exercise of “ARCO” Rights:

You, as a PD holder, may at any time exercise your rights of access, rectification, cancellation and opposition to the processing of DP (“ARCO” Rights). This can be done by emailing your request to the following e-mail address: datospersonales.mex@boehringer-ingelheim.com where all requests filed by PD holders and related to PD processing issued will become attended.

The request of access, rectification, cancellation and opposition to DP processing shall be accompanied with the following information: (i) PD holder's full name and domicile or e-mail account the answer to such request shall be addressed to; (ii) documents that support the identity of the PD holder who promotes the said request or the power of attorney granted to the attorney-in-fact, when applicable; (iii) a precise description of those PD/SPD, on respect to which the holder is exercising said Arco Right request; (iv) any further document or element for expediting the location of those PD requested by the holder, and; (v) the amendment must be done in case the holder has exercised a PD Rectification Request. Once BIM is notified with the Holder's request duly fulfilled, BIM shall have 20 working days term, as of the notification date, for responding to the Holder about the admissibility of such request. In case such request turns admissible, BIM shall have a 15 working day period for implementing what requested by the PD holder. The terms mentioned here before may be extended one time at most, for similar periods, in merit of the case and under the best consideration of BIM. The attention and resolution of the aforementioned requests before BIM has no cost for the PD Holder.

At the same time, you may revoke your consent to the processing of your DP, as well as to limit its usage or divulgation, by mailing your request to the e-mail addresses stated for the attention of ARCO rights. Proceedings for PD revocation and limitation to its usage or divulgation will follow the rules established by the ARCO Rights Request as detailed here before; considering the way of contact the Holder has initially contacted BIM with the request of said proceeding and the manner you have granted said consent.

BIM shall use all the tools at its disposal to timely and duly inform its PD holders with this privacy notice and provide them the chance for granting their consent or to refuse, in any grade, the processing of their PD.

BIM reserves to itself the right to make either changes or updates to this Privacy Notice at any time to improve quality in the processing of PD or to comply with business and legal dispositions. Any changes to this Privacy Notice will be announced online in the BIM's Website.

Notice for refusal consent on DP processing: <https://careers.boehringer-ingenheim.com/sites/global/files/Documents/Onboarding/MEX/MEX%20Privacy%20Notice%20EN.pdf>

9. Notice for Applications in Philippines

If you are applying for a position at a company based in the Philippines, the following applies:

We process all the data listed in your application and your applicant profile, which includes: your name, your gender, your date of birth, your nationality, your academic career, and any other information that you have voluntarily provided us with for the purposes listed in section 1 (whereby, however, sensitive data and data that enables unmistakable personal identification, in accordance with the Data Privacy Act of 2012, are under no circumstances processed without obtaining your express declaration of consent for the specific instance of the processing of such data) and communicate this information to the entities listed in section 2 for the same purposes.

Subject to another provision in accordance with respective applicable law, your applicant profile, your application, and your personal data are stored, used, and made available until the aforementioned purposes of the Boehringer Ingelheim Group have been fulfilled. You are hereby informed of the fact that you are entitled to refuse to provide the following declaration; however, in the event of such a refusal to provide a declaration of consent, you will not have the ability to apply for hiring procedures within group companies belonging to Boehringer Ingelheim through this application platform.

In accordance with the Data Privacy Act of 2012, you as data subject have the following rights:

- Right to be informed – you have the right to be informed whether your personal data is being, or have been processed, including the existence of automated decision-making and profiling.
- Right to object - you have the right to object to the processing of your personal data, including processing for direct marketing, automated processing or profiling.
- Right to access – you have the right to reasonable access, upon written request, the contents of your personal data that were processed and the manner by which these were processed; the sources from which these were obtained; the recipients and reasons for disclosure, if any; date when your information was last modified; and information on automated processes where your information will be made as the sole basis for any decision that may significantly affect you.
- Right to rectify erroneous data – you have the right to correct any error in the personal data and if warranted, request immediate rectification.
- Right to erase or block – you have, based on reasonable grounds, the right to suspend, withdraw or order the blocking, removal or destruction of your personal data from to Boehringer Ingelheim's filing system, without prejudice to BIPHI's continuing to process personal data for commercial, operational, legal and regulatory purposes.
- Right to secure data portability - where personal data is processed by electronic means and in a structured and commonly used format, you have the right to obtain from Boehringer Ingelheim a copy of such data in an electronic or structured format that is commonly used and allows your further use.

- Right to be indemnified for damages – you shall be indemnified for any damages sustained due to such inaccurate, incomplete, outdated, false, unlawfully obtained or unauthorized use of personal data, taking into account any violation of your rights and freedoms as data subject
- Right to file a complaint - may file a complaint or exercise your rights above by reaching out to us through the contact details provided below. You may also raise privacy concerns to the National Privacy Commission through their website at www.privacy.gov.ph.

If you have any questions about this privacy notice and our data processing activities or you wish to update any personal information you have shared with us, you may contact our Data Protection Officer by sending us an email at DPOBIPHI.PH@boehringer-engelheim.com or please write us with the following address: Boehringer Ingelheim (Philippines), Inc. 23rd Floor, Citibank Tower, Citibank Plaza, 8741 Paseo de Roxas, Makati City 1227, Philippines. . Also, for further knowledge and reference about your rights as data subjects and how can you exercise them, you may visit NPC's official website at <https://privacy.gov.ph/>

10. Notice for applications in the Russian Federation

If you are a citizen of the Russian Federation, you hereby provide a voluntary, specific, deliberate, and informed declaration of consent that is within your power and intended for your own benefit for the processing of your personal data, which you have transferred to the Boehringer Ingelheim Group and its technical service providers. In particular, you transfer for processing by the aforementioned entities all your personal data indicated on this application platform, especially but not limited to: last name, first name, patronymic, date of birth, information on training and qualification, information on previous employment and professional experience, contact data (domicile address, telephone number, e-mail), passport data (series, number, place and date of issuance, including any foreign ID data), information on scientific works and publications, photo. Your personal data can be processed in one of the following ways: editing of personal data, including an action (procedure) or a series of actions (transactions) that are carried out with or without the utilization of automation technology with personal data, which includes the collection, the recording, the systematization, the accumulation, the storage, the further development (updating, modification), the acquisition, the use, the transfer (communication, granting of access), the cross-border transfer to Austria or Germany, the sale, the depersonalization, the blocking, the deletion, and the destruction of personal data. We store your personal data from the point in time you send it until the withdrawal of this declaration of consent and/or the point in time as of which the purpose of the processing is achieved (if this happens to occur earlier). If

you release your profile for the application tool, the deadline for the processing of your personal data is two years from the last update of your profile.

11. Notice for applications in Ukraine

If you are applying for a position at a company that is based in Ukraine, the following also applies:

Data controller: the data controller responsible for your personal data is Boehringer Ingelheim RCV GmbH & Co KG, acting in Ukraine through the intermediary of Boehringer Ingelheim RCV GmbH & Co KG, with the following registered (and actual) business address: Ukraine, 04073, Kyiv, str. Stepan Bandery, 28-A.

Sensitive data (personal data for which the rights and freedoms of the data subjects are especially compromised): please do not store sensitive data on the application platform. This especially includes information regarding your racial, ethnic, or national origin, your political opinions, your beliefs of a religious or similar nature, your membership in political parties and/or organizations, in unions, in religious communities or in non-governmental organizations with an ideological orientation, your state of health, your sexual life, your biometric data, your genetic data, any data regarding criminal offenses committed by or criminal convictions against a natural person, any data regarding restraining orders issued against a natural person, any data regarding measures taken against a natural person on the basis of the Ukrainian law on operative investigation work, any data regarding the use of violence of any kind against a natural person, and any data regarding the locations visited and/or the routes traveled by a natural person.

Data use by companies based outside of Ukraine: if you are applying for a position at a company based in Ukraine, but your data is also being processed by a group company based outside of Ukraine (such as in the USA or in Germany), we will take measures to ensure an appropriate level of protection for such personal data in accordance with the Ukrainian law regarding the protection of personal data; furthermore, we also ensure that the respective personal data is only used for the purpose for which it is collected.

Rights of the data subject: you have the following rights with regard to your personal data.

The right to know the sources of collection, the location of your personal data, the purpose of its processing, the location and/or residence (registration) of the controller or processor of this personal data, or the right to grant a corresponding power of

attorney for the authorized persons to receive such information, save in the cases provided for by law;

The right to receive information regarding the conditions of access to personal data, especially information regarding third parties who receive your personal data;

The right to access your personal data;

The right to receive an answer as to whether your personal data is being processed, as well as to receive the contents of your personal data within 30 days following the receipt of the request, provided there are no legal requirements to the contrary;

The right to send a justified request to the controller in order to object to the processing of your personal data;

The right to submit a justified request in order to obtain the modification or the destruction of your personal data by a controller or processor of this personal data if this data is being processed illegally or is inaccurate;

The right to protect your personal data against illegal processing and accidental loss, destruction, damage due to intentional concealment, non-delivery or delayed delivery of this data, as well as protection against the delivery of information that is inaccurate or that damages the honor, dignity, or business reputation of a natural person;

The right to file complaints regarding the processing of your personal data with the Ukrainian Parliament Commissioner for Human Rights or with a court;

The right to implement legal protective measures in case of violation of the laws regarding the protection of personal data;

When granting a declaration of consent, the right to restrict the processing of your personal data through reservations;

The right to withdraw the consent for the processing of personal data;

The right to receive information regarding the process in the event of automatic processing of personal data;

The right to protection against automated decisions that have legal consequences for you.

12. Notice for applications in the USA

If you are applying for a position at a company based in the USA, the following applies:

In relation to section III, please note that we may store the information you have provided as well as the changes and deletions of the information as part of our usual business practices and record them for US Equal Employment Opportunity reporting purposes, even in the event of the withdrawal of your application or the editing/deletion of your profile. In the event of the deletion of your applicant profile or your application, the deletion takes place in accordance with applicable law.