

WEBSITE PRIVACY POLICY

Last modified: February 16th, 2022

This privacy policy (“**Policy**”) explains how Variant Bio, Inc. (“**Variant Bio**”, “**we**” or “**us**”) collects, uses, discloses, and otherwise processes Personal Information (defined below) in connection with its Website (defined below) and related services (the “**Services**”) and explains the rights and choices available to individuals with respect to their Personal Information. This Policy does not apply to the extent that we process Personal Information on behalf of a third-party partner (such as a research institution, university, or biorepository).

For the purpose of this Policy, “**Personal Information**” means any information related to an identified or identifiable individual. This includes Personal Information you provide or generate when you access our website at <https://www.variantbio.com/> and other affiliated websites (together, the “**Website**”).

When you use the Website, you accept and understand we collect, process, use and store your Personal Information as described in this Policy. **If you do not agree with this Policy, you must not access the Website. If you change your mind in the future, you must stop using the Website and you may exercise your rights in relation to your Personal Information as set out in this Policy.**

1. INFORMATION WE COLLECT

We may collect the following categories of Personal Information from you from the following sources:

- **Your Communications with Us.** We may collect Personal Information when you contact us through the Website, via email or phone calls, or otherwise, and you provide us with information such as your name, email address, and any other information you choose to provide as part of your communication.
- **Job Applications.** If you apply for a job with us, you may provide us with certain information, including your name, contact details, professional credentials, educational and work history, your resume, and similar information.
- **Business Development and Strategic Partnerships.** We may collect Personal Information from individuals and other third-parties to assess and pursue potential business opportunities.

2. HOW WE USE YOUR PERSONAL INFORMATION

We use your Personal Information for the following purposes:

- **To Provide, Maintain, Improve, and Enhance Our Services.**
- **To Communicate with You and Provide Support.** We may use your communication information to contact you to respond to your comments or answer your questions.

- **To Further a Business Endeavor with You.** If you contact us expressing an interest in a partnership, project, or other business endeavor, we will use your communication information and any other information you subsequently provide in order to consider the business endeavor, further such endeavor if appropriate, and manage our relationship with you.
- **To Process Applications for Employment.** We may use your Personal Information to evaluate and process your application for employment.
- **To Prevent Fraud, Defend Variant Bio Against Legal Claims or Disputes, Enforce Our Terms and to Comply with our Legal Obligations.** We protect our interests through (1) monitoring the use of the Website to detect fraud or any other user behavior which prejudices the integrity of our Website, (2) taking steps to remedy aforementioned fraud and behavior, (3) defending ourselves against legal claims or disputes, and (4) enforcing our terms and policies. When doing so, we will process the Personal Information relevant in such a case which includes information you provide us and information which is provided to us by third-parties.
- **Other.** For other purposes for which we provide specific notice at the time the information is collected.

3. WHO WE SHARE YOUR PERSONAL INFORMATION WITH

We may share your Personal Information with the following categories of third-parties for a variety of business purposes, including to support the functioning of the Website, protect us or others, or in the event of a major business transaction, as described below.

- **Vendors and Service Providers.** We may share any Personal Information we receive with vendors and service providers retained in connection with the provision of our Services.
- **Disclosures to Law Enforcement Agencies, Public Authorities, or Judicial Organizations.** We will disclose Personal Information if we are legally required to do so, or if we have a good faith belief that such use is reasonably necessary to comply with a legal obligation, process, or request; to enforce agreements, terms of service, policies, and standards, including investigation of any potential violation thereof; detect, prevent or otherwise address security, fraud or technical issues; or protect the rights, property or safety of us, our users, a third party or the public as required or permitted by law (including exchanging information with other companies and organizations for the purposes of fraud protection).
- **Disclosure in Connection with Subsequent Corporate Ownership.** If we are involved in a merger, acquisition, bankruptcy, reorganization, partnership, asset sale, or other similar transaction, we may disclose or transfer your Personal Information as part of that transaction, as permitted by law or contract.
- **Consent.** We may also disclose your Personal Information with your permission.

4. THIRD PARTIES

Our Services may contain links to other websites, products, or services that we do not own or operate. We are not responsible for the privacy practices of these third parties. Please be aware that this Policy

does not apply to your activities on these third-party services or any information you disclose to these third parties. We encourage you to read their privacy policies before providing any information to them.

5. INTERNATIONAL VISITORS

Our Services are hosted in the United States and intended for visitors located within the United States. If you choose to use the Services from the European Union or other regions of the world with laws governing data collection and use that may differ from U.S. law, then please note that you are transferring your Personal Information outside of those regions to the United States for storage and processing. Also, we may transfer your data from the U.S. to other countries or regions in connection with storage and processing of data, fulfilling your requests, and operating the Services. By providing any information, including Personal Information, on or to the Services, you consent to such transfer, storage, and processing.

6. DATA SECURITY

We use certain physical, managerial, and technical safeguards that are designed to improve the integrity and security of the Personal Information that we collect and maintain. However, the transfer of Personal Information through the internet will carry its own inherent risks and we do not guarantee the security of your data transmitted through the internet. You make any such transfer at your own risk.

The Website provides links and plug-ins to websites operated by third parties. Any information you provide to third party websites is provided directly to the operators of such websites and subject to their policies governing privacy and security, even if accessed via our Website. We are not responsible for the content, privacy and security practices and policies of such third parties. We encourage you to learn about their privacy and security policies before providing them with your Personal Information.

7. CHILDREN

The Website is not targeted at children, and we do not knowingly collect Personal Information from children under the age of 18. If you learn that a child has provided us with Personal Information in violation of this Policy, please contact us as indicated below.

8. CHANGES

Where required, we will update this Policy from time to time. When we do so, we will make it available on this page and indicate the date of the latest revision. If we materially change the ways in which we use or share Personal Information previously collected from you through the Services, we will notify you through the Services, by e-mail, or other communication.

9. CONTACT US

We welcome questions, comments and requests regarding this Policy. If you have any questions, comments or complaints about how we process your Personal Information, please contact us at privacy@variantbio.com and we will endeavor to respond to you as soon as possible. Alternatively, please write to us at 188 E. Blaine, Suite 126, Seattle, WA 98102.