



## EXTERNAL PRIVACY NOTICE

### Version control.

Version	Modified item	Purpose of Modification	Modified Date
V.1	N/A	Elaboration	03 Jul 2024
V.2	Insertion of the identity of the Person in Charge in the Summary Table; Update of item 6 (Sharing) to adapt to ANPD Resolution No. 19/2024 (International Transfer); Updating of the rights of data subjects; Update of the ANPD nomenclature to "Agency".	Periodic review	02 Mar 2026

JOYSON SAFETY SYSTEMS  
MARCH/2026

## Privacy Notice

We, at **JOYSON SAFETY SYSTEMS BRASIL LTDA.** ("**Joyson**" or "Organization"), registered with the CNPJ/MF under number 59.106.245/0001-40, headquartered at Rodovia Dom Gabriel Paulino Bueno Couto, km 66, Medeiros neighborhood, Jundiaí/SP, CEP 13.212-240, we wish to maintain a relationship of trust and transparency with all those with whom we relate and who access our *website* ("Platform"), such as our *prospects*, customers, business partners, and job applicants in our selection processes ("you(s)").

For this reason, we guarantee to treat your data as securely as possible and in accordance with the limits established here and in the applicable legislation, whether during your browsing on our *website* or during your relationship with us.

We have prepared this Privacy Notice ("Notice") to help you understand, in a simple way, how we process your personal data and how you can exercise your rights as a data subject.

If you have any questions regarding the protection of your personal data and/or this Notice, we provide the following appropriate contact channel for clarification: [DL dadospeessoais\\_dpo@joysonssafety.com](mailto:DL_dadospeessoais_dpo@joysonssafety.com). Please do not hesitate to contact us.

### 1. How about a summary of the most relevant information?

To facilitate your understanding of this Notice, we provide below a summary table of the information that will be presented to you in this document:

<b>WHO WILL PROCESS YOUR PERSONAL DATA?</b>	Referred to as the controller, <b>Joyson</b> is the entity responsible for the processing of personal data and we determine the purposes and means of processing.
<b>HOW DO WE COLLECT YOUR PERSONAL DATA?</b>	The information we process about you may have been provided directly by you to <b>Joyson</b> , by third parties, or collected automatically through our <i>website</i> or other channels, as detailed in <a href="#">Topic 2</a> of this Notice.
<b>WHAT DATA WILL BE PROCESSED?</b>	We indicate below, in a summarized way, some personal data that we process, which will be detailed in <a href="#">Topic 3</a> : <ul style="list-style-type: none"> <li>• <u>personal data</u>: name, CNPJ, CPF, RG, CNH, nationality, citizenship, passport, vehicle data, signature, photo, marital status, PO box, zip code, city, state, country, telephone (landline and mobile), home and professional address, personal and professional e-mail, absences, training data, function, profession, company/entity/organization, hierarchical superior, academic background and other information provided in the curriculum, bank data (bank, agency, account number), account information, bank statement, IP address, date and time of request, browsing time, time zone, cookie data.</li> </ul>
<b>WHY DO WE NEED YOUR PERSONAL DATA?</b>	We indicate below, in summary, some purposes for which we process your personal data, which will be detailed in <a href="#">Topic 4</a> : <ul style="list-style-type: none"> <li>• complying with our legal or regulatory obligations;</li> </ul>

	<ul style="list-style-type: none"> <li>• provision of our services, based on the contract entered into with you;</li> <li>• carrying out an activity to enable the regular exercise of our rights;</li> <li>• carrying out internal processes to promote and support our activities; e</li> <li>• recruitment and selection.</li> </ul>
<p><b>WHEN MIGHT YOUR PERSONAL DATA BE SHARED?</b></p>	<p>We may share your personal data with third parties so that we can achieve the purposes for which it was collected. In addition, there may be sharing when necessary to meet requests from judicial authorities or comply with legal or regulatory obligations, as informed in <u>Topic 6</u> of this Notice.</p>
<p><b>HOW LONG WILL YOUR DATA BE KEPT?</b></p>	<p>We store your personal data for as long as necessary to achieve the purposes for which it was collected, or if applicable, for the minimum time provided for in a given law, regulation or normative act. When possible, we will keep personal data anonymously, respecting the highest level of care and market security, as informed in <u>Topic 7</u> of this Notice.</p>
<p><b>HOW TO EXERCISE YOUR RIGHTS AS A PERSONAL DATA SUBJECT?</b></p>	<p>We are committed to the fulfillment of all your rights as a data subject. Therefore, we have a communication channel to resolve any doubts, suggestions or requests regarding the processing of the personal data collected.</p>
<p><b>MEET OUR SUPERVISOR!</b></p>	<p>The Personal Data Processing Officer ("Person in Charge") is responsible for ensuring that <b>Joyson</b> complies with privacy laws and regulations, for ensuring the protection of personal data and for being the communication interface with the ANPD and with the data subjects. To contact our Officer, Opice Blum, Bruno Advogados Associados, represented by Henrique Fabretti Moraes through the e-mail address: <a href="mailto:DL_dadospessoais_dpo@joysonsafety.com">DL_dadospessoais_dpo@joysonsafety.com</a></p>

## 2. How do we collect your personal data?

The information we process about you may have been provided directly by you to **Joyson**, by third parties, or even collected automatically through our website. Let's better understand each of these data collection situations?

- Information provided directly by you - from the beginning of your interaction with us, you voluntarily provide us with information about yourself, such as, but not limited to, the following situations:
  - When you register or fill in information on our *website*, we will collect the information via text box, attachments, or other form of voluntary information sharing;
  - when you submit your resume to participate in our selection processes through our careers page or LinkedIn.
- Information obtained from third parties - in specific cases, we may also receive some of your personal data from third parties. For example, in the registration of brokers on the Foreign Trade portal.

- Information obtained automatically - when you use our services on our *website*, including through cookies.
- Publicly available information - there is also the possibility of collecting information about you that is publicly available and on social media (such as LinkedIn) and in databases of public agencies (such as courts of justice, boards of trade, Federal Revenue).

### 3. What personal data do we process about you?

In order to respect your privacy, we understand that any and all processing of personal data must be limited to the minimum necessary, in a pertinent and proportionate manner to allow the intended purpose to be achieved.

Therefore, the personal data we collect about you will vary according to the relationship you have with us, that is, as a customer, visitor to our *website*, partner, candidate for our job openings, among others.

Below, grouped into categories, we present the main personal data that may be processed by us:

- registration and qualification data: name, CNPJ, CPF, RG, CNH, nationality, citizenship, passport, vehicle data, signature, photo, marital status;
- contact data: PO Box, Zip Code, City, State, Country, Telephone (landline and mobile), home and work address, personal and professional email;
- professional and academic data: absences, training data, function, profession, company/entity/organization, hierarchical superior, academic background and other information provided in the curriculum;
- Financial and banking data: bank details (bank, branch, account number), account information, bank statement;
- attributes associated with your electronic devices: IP address, date and time of request, browsing time, time zone, cookie data.

### 4. What do we use your information for?

The personal data we collect may be used for the purposes described in the table below:

Category of personal data	Purposes	Affected data subjects
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<p><b>Registration and qualification data; Contact details; Financial and banking data; e Professional and academic data.</b></p>	<p><b>Complying with our legal or regulatory obligations</b></p> <p>Your personal data may be used to comply with our obligations provided for by law (e.g. issuance of invoices, export process, among others) and/or regulations of government agencies and orders or requests from tax authorities, the Judiciary and/or other competent authorities.</p>	<p><b>Clients and legal and/or commercial representatives; Partners, Suppliers and Service Providers</b></p>
<p><b>Registration and qualification data; Contact details; Financial and banking data; e Professional and academic data.</b></p>	<p><b>Providing our services on the basis of a contract with you</b></p> <p>Your personal data will be processed within the contractual limits defined or on the basis of our legitimate interest, for activities such as:</p> <ul style="list-style-type: none"> <li>• comply with our contractual obligations;</li> <li>• drafting contracts;</li> <li>• process payments;</li> <li>• Respond to our customers' requests/interactions through our <i>website</i>, social networks and other service channels.</li> </ul>	<p><b>Clients and legal and/or commercial representatives; Partners, Suppliers and Service Providers</b></p>
<p><b>Registration and qualification data; Contact details; e Financial and banking details</b></p>	<p><b>Carrying out an activity to allow the regular exercise of our rights</b></p> <p>Even after the end of your relationship with us, we may process some of your personal data to exercise our rights guaranteed by law, including as evidence in judicial, administrative or arbitration proceedings.</p>	<p><b>Plaintiff/defendant or legal/commercial representative in judicial, administrative or arbitration proceedings</b></p>
<p><b>Registration and qualification data; Contact details; Attributes associated with your electronic devices.</b></p>	<p><b>Carrying out internal processes to promote and support our activities</b></p> <p>Based on our legitimate interest, we may also process your personal data in various activities to support <b>Joyson</b>, such as, but not limited to:</p> <ul style="list-style-type: none"> <li>• optimize usability and your experience while browsing our <i>website</i>;</li> <li>• access to the Organization's physical premises; or</li> <li>• send you updates that impact your relationship with us in respect of transparency, for example, updates to this Notice or our terms of use.</li> </ul> <p>We may also process the data of individuals who are not yet our customers, but who have contacted us through our contact channels. We inform you that in activities to support our interests, we will always observe the limits of your expectation, preserving your fundamental rights and freedoms.</p>	<p><b>Holders who have contacted us; Potential customers; Clients and legal and/or commercial representatives; Partners, Suppliers and Service Providers</b></p>

<p><b>Registration and qualification data; Contact details; Professional and academic data.</b></p>	<p style="text-align: center;"><b>Recruitment and selection</b></p> <p>Those interested in working with us can submit their resumes through our <i>website</i>, under "Careers", as well as apply through partner platforms and websites.</p> <p>Thus, considering your expectations and our legitimate interest, we process your personal data to analyze your resume, verify your skills, academic and professional information, as well as to assess whether or not your profile meets the specific requirements of the position for which you have applied.</p> <p>We will also process your data to contact you (by phone or <i>email</i>) and to enable all stages of our selection process, such as scheduling individual interviews.</p>	<p style="text-align: center;"><b>Job Candidates</b></p>
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**5. What are Cookies and how do we use them?**

Cookies are text files that may be stored on your electronic devices when you visit our Platforms. **Joyson** uses this tool for different purposes, such as generating access statistics or improving your experience on our Platforms.

We list below the types of cookies used and their purposes:

Cookie Type	What do they do?
<p style="text-align: center;"><b>Necessary/Essential</b></p>	<p>These are essential cookies to enable the proper functioning of our Platform, as well as to allow you to make use of all available features.</p>
<p style="text-align: center;"><b>Performance/Analysis</b></p>	<p>These are <i>cookies</i> that help us understand how visitors interact with our Platform, providing information about the areas visited, the time they visit the Platform and any problems they may encounter.</p>
<p style="text-align: center;"><b>Functional</b></p>	<p>These are <i>cookies</i> that allow us to remember your previous choices, such as browsing language. They are responsible for providing a personalized experience.</p>

We emphasize that necessary cookies are essential for the normal functioning of our *website*.

This means that if you oppose the use of this tool, it may result in the unfeasibility of your experience or the suspension of your access.

However, you do not have to worry, as cookies do not damage your equipment and/or electronic device and can be easily disabled by setting your browser to refuse cookies. In these cases, the platform may not operate properly, or cause too much delay to load the content.

For more information on how to proceed in relation to the management of cookies in browsers, we provide the links below:



You can also choose to block the use of Google Analytics *cookies* from the following *link*: <https://tools.google.com/dlpage/gaoptout>.

## 6. Who do we share your personal data with?

It is possible that **Joyson** may share your personal data, in which case it will be restricted to the minimum appropriate and necessary for the fulfillment of any of the specific purposes previously informed to you in this Notice.

Thus, we may share your data with the following third parties:

- Group companies – to enable the provision of our services more efficiently;
- Business partners and service providers - to enable the provision of the necessary structure for the operation of our services, such as: technical support, partner platforms that help us to intermediate the recruitment and selection processes, among others;
- administrative and judicial authorities – where necessary to comply with a legal obligation or to assist in the investigation of suspicious or illegal activities; and
- law firms, advisors and other legal representatives - when necessary to defend **Joyson's** interests in administrative, arbitration or judicial proceedings.

We may also share your data due to some corporate transaction, such as mergers, acquisitions, spin-offs and incorporations.

In all of these situations, we use contracts and other tools to ensure that the third parties who receive your data keep it safe and secure.

We may carry out international transfer of personal data in the following situations:

- with group companies located in the Americas, Asia, Europe, Japan, India and Indonesia regions. In this case, the international transfer will take place for administrative and operational purposes;
- with vendors, partners, or service providers, especially those in cloud infrastructure or those who may have their servers hosted in the United States. In this case, the transfer will take place for as long as we engage the supplier and/or service provider to use systems and tools and/or have a purpose to process your personal data.

In any case, when carrying out international transfers of personal data, we use methods to ensure that your data remains secure, such as:

- use of specific and secure systems to carry out the transfer, with security measures implemented;
- Vulnerability Management
- multi-factor authentication (MFA)
- privilege-based access control (principle of least access), allowing only authorized persons to access personal data;
- continuous monitoring of environments, logs and systems, to identify anomalous behavior and prevent incidents;
- contracts with data protection clauses with international suppliers and partners, ensuring that they adopt appropriate security standards;
- internal information security and data protection policies, mandatory for all employees;
- periodic privacy and security awareness training, reinforcing the organizational culture;
- formal incident response procedures, including investigation, mitigation, logging, and reporting where applicable;
- secure backups, system redundancy, and business continuity plans to ensure information integrity and availability;

In addition to ensuring the security and protection of personal data through a contract, we ensure that all international transfers are carried out in compliance with applicable data protection legislation, such as the General Data Protection Law (LGPD) in Brazil and Resolution CD/ANPD No. 19/2024, as well as other local legislation and other relevant rules.

## **7. How long do we store your personal data and how do we protect it?**

We will not keep your personal data for longer than necessary for the purposes stated above, nor will we use your data for other purposes, except in cases authorized by law.

When the retention of personal data after the purpose for which it was collected is necessary, the criteria for delimiting the retention period will be as follows:

- whether we have a legal, regulatory, contractual, or competent authority-imposed obligation to retain personal data;

- regular exercise of rights, in case of pending litigation, until the decision becomes final; e
- whether they are necessary to maintain accurate historical, business, and financial records or to meet internal determinations of our Organization.

If there is a legal, regulatory or normative obligation that imposes a minimum storage period, the personal data will be kept for the corresponding period, according to applicable legislation, before being eliminated or anonymized.

All storage observes high safety standards and is carried out in a structured way, in order to facilitate compliance with your rights provided for by law. Therefore, **Joyson** has internal procedures that determine how personal data should be treated.

These guidelines aim to ensure the proper and lawful treatment of the personal data we hold.

In addition to these organizational and governance measures, we have adopted several others of a technical nature that ensure even greater security for your personal data, such as:

- strict control of the processing of personal data, including access limitation and password-protected access;
- the existence of an information security program;
- the segregation of access to personal data;
- guidelines for password protection; e
- access to services, exclusively, through secure networks.

To find out more information about storage deadlines, please contact our Person in Charge, by e-mail [DL\\_dadospessoais\\_dpo@joysonssafety.com](mailto:DL_dadospessoais_dpo@joysonssafety.com)

## 8. What are your rights and how you can exercise them with Joyson

Whatever the relationship established with **Joyson**, you are assured of all the rights related to your personal data provided for by law, including:

- **confirm** whether we carry out any processing with your personal data, know what data is processed and have **access** to it;
- **correct or request the correction** of incomplete, inaccurate or outdated data;
- request the **anonymization, blocking or deletion** of unnecessary, excessive or processed data in non-compliance with the legislation;
- request data **portability** to another provider of similar products or services;
- obtain **complete information** about the public or private entities **with which we share your data**;

- When the processing activity requires your consent, you can **refuse to consent**. In this case, we will inform you of the consequences of not carrying out such an activity;
- when the processing activity requires your **consent**, you can **revoke it at any time**;
- request deletion **of the data** collected and used on the basis of your consent;
- **oppose the processing** carried out based on one of the hypotheses of waiver of consent, in case of non-compliance with the provisions of the LGPD;
- request the **review of decisions** made solely on the basis of **automated processing** of your data and that affect your interests;
- request **access to a copy of the standard contractual clauses** where this is the mechanism used by us for the international transfers we make; and
- **petition** in relation to your personal data against Joyson **before the National Agency for the Protection of Personal Data**

You may exercise your rights at any time and free of charge. To exercise them, simply contact our Officer, Opice Blum, Bruno Advogados Associados, represented by Henrique Fabretti, by e-mail [DL\\_dadospessoais\\_dpo@joysonsafety.com](mailto:DL_dadospessoais_dpo@joysonsafety.com)

Other information and/or documents may be requested by **Joyson** for the purpose of confirming your identity or the veracity of your information.

Requests involving personal data and/or documents of other holders will not be granted, except by means of a power of attorney, parental authority or other hypothesis that authorizes the exercise of the right of another holder by you.

In specific circumstances, it is possible that your request will not be met. In these cases, we will explain the reasons that justified the non-service.

## 9. Doubts

Some of the information provided here may be updated or changed. Therefore, we advise you to consult this Privacy Notice periodically.

If you have any questions, you can contact our Person in Charge by e-mail: [DL\\_dadospessoais\\_dpo@joysonsafety.com](mailto:DL_dadospessoais_dpo@joysonsafety.com).

Last updated date: March 02, 2026.

**FOR THE RIGHT TO UNDERSTAND: HOW ABOUT WE CLARIFY FOR YOU SOME TECHNICAL TERMS OF THIS NOTICE?**

Term/Expression	Meaning
<b>National Data Protection Agency (or ANPD)</b>	Autarchy of a special nature linked to the Ministry of Justice and Public Security, endowed with functional, technical, decision-making, administrative and financial autonomy, with its own assets and with headquarters and jurisdiction in the Federal District.
<b>Customers</b>	Individuals or companies who buy from <b>Joyson</b> . When terms such as "you", "your" and "your" are used, we will be referring to you ( <b>Joyson's customer</b> ).
<b>Controller</b>	An individual or legal entity, under public or private law, who is responsible for decisions regarding the processing of personal data.
<b>Personal data</b>	Any information capable of identifying a natural person, directly or indirectly.
<b>Sensitive personal data</b>	Any personal data that concerns racial or ethnic origin, religious conviction, political opinion, membership in a union or organization of a religious, philosophical or political nature, data related to health or sex life, genetic or biometric data.
<b>Foreman</b>	Professional responsible for acting as a communication channel between <b>Joyson</b> , the data subjects and the ANPD. Its main objective is to ensure that the Organization complies with laws and regulations regarding privacy and data protection
<b>LGPD</b>	General Law for the Protection of Personal Data (Federal Law No. 13,709/2018).
<b>Platform</b>	<i>Joyson's website.</i>
<b>Third Parties</b>	Any and all individuals or legal entities with whom <b>Joyson</b> has a relationship or will have a relationship. This includes: service provider, supplier, consultant, partner, third party contractor or subcontractor, lessee, assignee of space, regardless of formal contract or not, including one who uses the name of the Organization, provides materials, interacts with a government official, the government or other third parties on behalf of <b>Joyson</b> .
<b>Holder</b>	Any identified or identifiable natural person to whom the personal data processed refers (e.g. customer, <i>prospects/leads</i> , job candidate, supplier, partner, etc.).
<b>Treatment</b>	Any operation carried out with personal data in an automated or non-automated way. That is, it is the collection, production, reception, classification, use, access, reproduction, transmission, distribution, processing, storage, archiving, elimination, evaluation or control of information, modification, communication, transfer, dissemination or extraction.