

China – Data Privacy

China's Constitution and civil laws provide limited privacy rights. China has not enacted general data protection legislation.

Collection and Processing of Personal Data	
<i>Compliance Alternatives</i>	Employee consent for data processing is not expressly required by any legislation. It is recommended that an employer disclose its data processing activities to employees.
<i>Disclosure/ Registration</i>	None applicable.
<i>Other Requirements</i>	None applicable.
Transfer of Personal Data	
<i>Compliance Alternatives</i>	Employee consent for cross-border data transfer is not expressly required by any legislation. It is recommended that an employer obtain an employee's consent prior to transferring his or her personal data outside of China.
<i>Other Requirements</i>	None applicable.

This summary is intended to reflect local and practice as at 1 May 2013. Please note, however, that recent amendments and legal interpretations of the local law may not be included in these summaries. In addition, corporate governance, administration, and option plan design facts that are specific to your company may impact how the local laws affect the company's equity based compensation plans.

With these matters in mind, companies should not rely on the information provided in this summary when implementing their stock plans.