

LUMINEX CORPORATION

HCP Code of Compliance

NOVEMBER 24, 2020

I. INTRODUCTORY STATEMENT OF LUMINEX POLICY

Luminex Corporation and each of its subsidiary companies (“Luminex”) is committed to delivering superior products and services to its customers and operating with high ethical standards in accordance with applicable U.S. state, U.S. federal, and international laws and regulations and, as appropriate, the applicable standards of the International Organization for Standardization. With this goal in mind, Luminex has implemented a comprehensive compliance program (the “Program”), which includes this Healthcare Provider Code of Compliance (the “HCP Code”). Through performance in accordance with the Program and HCP Code, Luminex and its personnel will earn and receive the respect of one another, the public, the business community, customers and regulatory authorities. This HCP Code is intended to generally describe permitted interactions with HCPs. For purposes of Luminex, HCPs may also include lab directors or other employees who have discretion to purchase Luminex products; do not assume this HCP Code is limited to physicians. Many of the subjects addressed in this HCP Code are complex and require detailed policies and procedures. As such, this HCP Code is meant to supplement other policies and procedures established by Luminex, such as the Code of Compliance, Quality Manual, Employee Handbook, FDA Compliance Program and Luminex’s Intellectual Property Program. Also, this HCP Code cannot, nor is it intended to, cover every situation that Luminex personnel may encounter with an HCP. In any given situation, Luminex recognizes that no set of standards or procedures can substitute for personal integrity, good judgment and common sense.

It is the personal responsibility of all Luminex sales and other personnel who interact regularly with HCPs to become familiar with these standards of conduct, learn how the standards apply to their own responsibilities, and to strictly follow the Program and the HCP Code. The effectiveness of Luminex’s compliance efforts depends upon our personnel bringing any potential HCP compliance issues to the attention of Luminex’s Compliance Officer, the legal department, or the Board of Directors of Luminex Corporation (“Board of Directors”). If any employee is not sure whether a particular situation with respect to an HCP raises a compliance

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issue, the employee must err on the side of caution and report the issue to the Compliance Officer, the legal department, or the Board of Directors.

II. STANDARDS OF CONDUCT

Luminex seeks to comply with all U.S. state, U.S. federal, and international laws and regulations relating to its interactions with HCPs, and to ensure that its personnel comply with these laws and regulations. Luminex is committed to following professional standards of ethics, honesty and integrity in its interactions with HCPs.

2.1. Standards Relating to Gifts to or by Employees; Bribery; Kickbacks

Relationships with Healthcare Providers. U.S. state and U.S. federal laws and regulations prohibit kickback activities within the healthcare field. Luminex requires compliance with these laws. This anti-kickback prohibition is broad, and it applies not only to hospitals and other healthcare facilities but also to vendors or suppliers who sell products or services to those entities. Any violation of this law can expose Luminex and individual personnel to significant penalties, including substantial fines and exclusion from participation in U.S. state and/or U.S. federal payor healthcare programs. In addition, any person participating in these “kickback” activities is subject to criminal prosecution. Employees are prohibited from giving anything of value, including but not limited to gifts and promotional items of any kind, to healthcare providers. The sole exception to this prohibition is made for educational items that are actually useful to the healthcare provider’s medical practice, cannot be used for any other purpose, and that have been reviewed and approved in advance by Luminex’s Compliance Officer. Anything of value that is provided by a Luminex employee to any HCP or individual who may have control over procurement decisions regarding Luminex products or services must be appropriately reported on expense reports to ensure compliance with Sunshine Act and similar reporting obligations.

2.2. General Requirements for Travel, Accommodations, and Meal Expenses

Travel payment or reimbursement must never be provided as an inducement of any kind. Luminex may pay for or reimburse travel-related expenses to an HCP who needs to travel to:

- a. A Product Related Industry Meeting (see Section 2.3); or
- b. Provide services to or for Luminex under an executed consulting or speaker agreement (see Section 2.3).
- c. A third-party conference using stipend funds (see Section 2.3).

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The law or ethics code of the jurisdiction in which the HCP is licensed (in the case of government officials, where the government official resides) controls what is an appropriate expense to reimburse. While this policy generally embodies all variants of global law, the Compliance Officer may issue stricter rules for certain territories.

- a. Luminex will only pay for or reimburse an HCP for travel expenses after the HCP submits itemized receipts for all expenses.
- b. Luminex will not reimburse any travel-related costs for any HCP guests (including family members, such as a spouse or child).
- c. Luminex will neither pay for nor reimburse HCPs or government officials for entertainment or recreation activities, hotel room movies, spa fees, or other similar expenses.
- d. The Compliance Officer must pre-approve any travel outside the HCP's region, and any travel expected to take longer than eight (8) hours.
- e. Payment or reimbursement related to airfare, ground transportation, and lodging must be consistent with the Luminex Travel Policy.

Meals. Luminex personnel may provide meals (“meals” includes any refreshments) during legitimate business meetings with HCPs (including sales discussions). For example, if a HCP is only free during the lunch hour, a sales representative may bring a sandwich to a sales meeting with the HCP (bearing in mind the value and frequency requirements of this policy). Meals should be secondary to the business purpose of a customer interaction. The “60/40 Rule” is a good rule of thumb: at least 60% of the time devoted to any interaction involving a meal should be relevant to a purposeful business conversation. For example, a sandwich would almost always be “secondary” to a business discussion, which happens to be during lunchtime. On the other hand, a two-hour sit-down meal at a restaurant would *never* be secondary to a fifteen-minute business conversation. For the same reason, Luminex personnel must be present for any meal they provide or pay for. If they are not present, there is no business conversation. For example, “drop and go” food for receptionists and staff at an HCP’s practice would not be appropriate. Personnel may not schedule business meetings during mealtime *solely* to justify providing a meal.

Unless explicitly permitted under another Luminex policy, Luminex personnel may not provide HCPs more than one meal per two-month period. Meals provided during Product Related Industry Meetings (see Section 2.3 of this HCP Code) are not counted towards this frequency limitation. Consultants are not subject to this frequency limitation when they receive meals necessary to their provision of services to Luminex.

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Luminex personnel may not provide or pay for meals for any person who does not need to know the information discussed at the meeting. ***We will not provide meals to guests.*** For example:

- a. It would not be appropriate to bring meals to the office staff to thank them for arranging a meeting with an HCP.
- b. It would never be appropriate to pay for an HCP's spouse to attend a meal if the spouse has no independent need to participate in the business meeting.

Meals must be provided in an appropriate venue conducive to the bona fide business purpose of the interaction. For example, scheduling a meal at a noisy bar is not considered an "appropriate venue conducive to the business purpose of the interaction." Meals should generally be provided at the HCP's place of business.

Alcohol. Luminex will neither provide nor pay for alcoholic beverages, except during the dinner hour, and in general no more than two to three drinks per attendee. The entire bill, inclusive of all food and beverages, must be within the meal limitations set forth in the Luminex Travel Policy.

2.3. Product Related Industry Meetings

General Requirements. The objectives of Product Related Industry Meetings ("Industry Meetings") are limited to providing accurate clinical information (such as white papers or other literature) to lab directors and other potential customers regarding the performance of Luminex products. Any HCP expenses related to an HCP's presentation at these events shall be governed by a separate written speaker agreement between the HCP and Luminex, and consistent with these policies.

Meetings devoted to presentations on general disease states or medical topics unrelated to Luminex products, or that are simply promotional, are ***not*** Industry Meetings and thus are subject to stricter meal and travel expense limitations. Refer to Section 2.2 on General Requirements for Travel, Accommodations, and Meal Expenses.

Each Industry Meeting must be "commercially reasonable," which means:

- a. At a minimum, 60% of the time scheduled for the meeting must be devoted to education or other approved business purpose stated in a written agreement. The remaining 40% can be devoted to meals and breaks in support of the general business purpose of the meeting.
- b. Luminex may not schedule free time around recreation or entertainment events (even if Luminex does not pay for or coordinate the recreation or

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entertainment). Apart from scheduling free-time, Luminex personnel may not arrange for, pay for, or attend any entertainment or recreation events with HCPs.

Venue. As with all interactions with HCPs, the location of the Industry Meeting must not detract from the accurate clinical information (such as white papers or other literature) regarding performance of Luminex products offered at the Industry Meeting. The following additional “venue” requirements apply:

- a. If Luminex serves as the main organizer and host of the Industry Meeting, then Luminex must select a meeting location that is close to and convenient for the majority of the attendees.
- b. In general, luxury hotels or resorts or any venue nearby a well-known leisure location that might suggest an emphasis on leisure or entertainment activities are not appropriate.

Speaker Requirements. Any person speaking at Industry meetings, whether or not a third party and whether or not an HCP, must have specific expertise linked to the educational goals of the Industry Meeting. All third-party HCPs whom Luminex engages to speak to attendees at Industry Meetings must sign a speaker agreement approved by Luminex.

Participant Requirements. Only HCPs with a legitimate need to receive, and ability to actively engage in, the educational information regarding the performance of Luminex products offered at the Industry Meeting can be invited. HCP invitees may not be invited to reward past or potential future purchases or endorsement of Luminex’s products or services, or to gain an unfair advantage. Luminex will not pay a fee to HCP participants for attending an Industry Meeting (such as “lost clinic hours” fees). Consultants acting as speakers shall be compensated per their speaker agreement.

Travel and Meal Standards Relevant to Speakers, Industry Meeting Participants and Consultants. Refer to Section 2.2 for limits and restrictions applicable to meals and travel expenses related to Industry Meetings. Note, however: Industry Meeting meal expenses do not count towards the meal frequency limitations set in Section 2.2 on Travel, Accommodations, and Meal Expenses.

Luminex personnel may not encourage HCPs to extend their stays before or after the Industry Meetings for personal reasons. If HCPs nonetheless choose to do so, Luminex cannot arrange or pay for any part of the extended stay. If particular HCPs regularly extend their stays in connection with Industry Meetings, Luminex should consider whether it is appropriate to continue sending the HCPs to such meetings as it may indicate only a marginal interest/need in the actual product information being provided. HCP spouses or

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other individuals who would not qualify as speakers or consultants for Luminex in their own right may not be invited to Industry Meetings.

Attendee Notification and Approval Requirements. HCP attendees (speakers and participants) may be legally or contractually required to notify their employer, a regulatory body, an industry group, or some other oversight entity of his or her Industry Meeting attendance. The sales/marketing teams must reinforce the disclosure and approval requirements in conversation with HCP speakers and participants. HCP attendees (speakers and participants) are solely responsible for all professional notification and/or disclosure responsibilities.

2.4. Commercial Practices

This section covers the compliance policy requirements applicable to a number of commercial practices. Additional business requirements will also apply in each area and are required to be followed. Any and all departures from the following must be approved in advance by the Luminex Compliance Officer or the Luminex Legal Department. Sales and marketing personnel should contact the Compliance Officer or Legal Department with questions.

“Evaluation Units.” Luminex may provide free-of-charge Luminex products to HCPs to enable them to evaluate the products and assess whether the products meet their clinical needs. These are referred to as “Evaluation Units.” Evaluation Units are to be used as a comparison against the products currently used by the HCP, and may include capital equipment or single use items.

The following criteria apply to distribution of “Evaluation Units”:

- a. Evaluation Units should only be distributed for use by HCPs who have never used the particular Luminex product.
- b. Luminex personnel may only distribute Evaluation Units when an HCP requests Evaluation Units, and only with a fully-executed Evaluation (or Validation) Agreement.
- c. As part of the request, the HCP must identify the product and the condition for which they would like to evaluate the product.
- d. The HCP’s intended use must be on-label.
- e. In no event may Luminex provide more than a reasonable amount of no-charge kits to use on the Evaluation Units during the evaluation period. Title to and ownership of the Evaluation Unit shall remain at all times with Luminex.

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- i. Multi-use Evaluation Units provided to any individual HCP may not exceed a 90-day loan period, unless an extended loan period is authorized in advance by the Compliance Officer on a case by case basis.
- f. Evaluation Units must not be distributed to reward or compensate individual HCPs or healthcare institutions for past purchases or future purchase commitments; in exchange for services of any kind; or for the HCP's personal use or for the use of his or her family or friends.

The sales or marketing team responsible for the product must:

- a. Develop a tracking process to ensure that all Evaluation Units are tracked;
- b. Collect any Evaluation Units remaining on site with the HCP within 90 days of providing the Evaluation Units to the HCP, or upon the expiration or termination of the Evaluation Agreement (if we are not entering into a longer-term reagent rental agreement), whichever is earlier.

Distribution of HCP Benefit & Education Items. In limited circumstances, Luminex may distribute (to HCPs) certain valuable items that serve a genuine educational function for HCPs free-of-charge.

- a. Each type of item is subject to specific approval by the Compliance Officer.
- b. The Compliance Officer may also immediately instruct the sales and marketing teams to remove any item from distribution at any time.

The following rules apply to all items distributed under this section:

- a. Must have a fair market value below the local-currency values listed in Addendum I; and
- b. Must be specific to Luminex products and product information; and
- c. Generally cannot be converted to non-educational or non-patient-related purposes (DVD players and iPods are examples of items that can be converted to personal use and so may never be distributed free-of-charge).
 - i. This is a territory-specific requirement. See Addendum I for territory-specific standards relating to distribution of non-educational items like mugs, food, flowers, cash or cash equivalents.
- d. Luminex personnel may never distribute such items as an unlawful inducement.

The sales or marketing team responsible for the product must develop a tracking process to ensure that no single HCP receives any single item more than once in a calendar year,

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and must submit such tracking reports to the Compliance Officer according to a submission schedule set by the Compliance Officer.

Distribution of Journal Reprints and Study Information. Luminex may distribute non-promotional journal reprints and study information on both approved/cleared and unapproved/not-cleared uses of Luminex products. Such communications may include peer-reviewed medical journal articles and textbooks, materials compiled in response to unsolicited requests for clinical information, or responses to requests for on-label and off-label information.

All distributed information must be truthful, complete, not misleading, and approved by the Legal Department.

The sales and marketing teams are responsible for developing processes:

- e. To track the distribution of journal reprints and study information to the HCP level; and
- f. To submit such reports to the Compliance Officer in acceptable format so that the Compliance Officer may report the value of such journal reprints to the appropriate regulatory authorities that administer various global transparency regimes.

Marketing and Promotional Activities Connected to Third-Party Organized Conferences. Luminex may purchase, at commercially reasonable terms, booth and floor space at third-party organized conferences. Such arrangements are also known as “sponsorship arrangements”, which are distinct from educational grants and charitable contributions, which are determined by the Grant Review Committee as further described below.

The Compliance Officer or Marketing Department must review all sponsorship arrangement requests to:

- a. Determine whether the requests (or any portion thereof) should be submitted to the Grant Review Committee per Agile 02887 for review as an educational grant or charitable contribution instead;
- b. Ensure that there will be at least three other exhibitors at the event;
- c. Ensure that Luminex does not provide any meals and/or refreshments while exhibiting Luminex’s products;
- d. Ensure that Luminex does not provide any items inconsistent with the paragraphs above;

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- e. Ensure that Luminex does not make any payment to a sponsor or organizer as an inducement to generate business for Luminex, or to reward a sponsor or organizer for generating business for Luminex in the past. Payment to a sponsor or organizer must be at fair market value and not be a disguised direct or indirect HCP benefit.

Behavior in Clinical Environments. Where local law is stricter or conflicts with this policy, local law takes priority.

Individuals may provide advice on technical questions related to mode of action, assembly, and operational performance of Luminex products consistent with product labeling and with approved training materials.

Individuals may not provide diagnostic advice, even at the direct request of an HCP or practice. Requests for additional clinical or scientific information regarding use of an approved/cleared product inconsistent with the product labeling should be referred to the Compliance Officer.

Individuals may not perform any service for a facility that would otherwise be the responsibility of a staff person of the facility. This is true even if the individual holds appropriate certification/license and is properly credentialed by the facility.

Individuals should know and follow the relevant policies and procedures of the facilities they visit. Where required by the facility, individuals must do the following:

- a. Wear appropriate attire, including identification;
- b. Provide any relevant information about Luminex products directly to the facility.

Individuals should be up-to-date on any training requirements prior to entering a Clinical Environment. Training requirements may include the following:

- a. Site policies and procedures;
- b. Certification with Reprax or other vendor credentialing service, as required by the site.

If there is any doubt about an activity being in compliance with this HCP Code, the individual should seek guidance before engaging in the activity.

III. TRANSPARENCY AND DISCLOSURE REQUIREMENTS

3.1. General Requirements

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In addition to the general Luminex requirement that all direct or indirect HCP transfers-of-value comply with Luminex's policies and procedures, transparency laws and rules worldwide require that Luminex capture certain information regarding direct and indirect (i.e., through a third party) HCP transfers-of-value for reporting to governmental oversight authorities.

Capturing transparency information: In almost all cases, Luminex captures the transparency information through existing expense reimbursement and contract payment processes. The Compliance Officer may request follow-up information to accurately report specific transfers-of-value. In all cases, the Compliance Officer will ensure that relevant personnel understand their reporting obligations.

All Luminex personnel must cooperate with Compliance Officer requests for additional information about any transfer of value. Reimbursements and contract payments will not be paid and/or will be recouped if the Compliance Officer determines that any person:

- a. Submitted inaccurate or incomplete information in connection with a transfer-of-value; or
- b. Refused to cooperate with Compliance Officer requests for information.

This is in addition to disciplinary action under Luminex Employee Handbooks, Code of Compliance, and local laws and regulations.

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Addendum I

Jurisdictional Limits on HCP Benefit and Educational Items

In addition to the specific jurisdictional limitations set forth below, the rules outlined above in Section 2.4 apply in equal force to all items provided to HCPs in any of the jurisdictions below. In particular:

- c. All items must be provided, if at all, in accordance with national and local laws and industry codes where the recipient HCP is licensed to practice.
- d. Luminex is never permitted to provide cash or cash equivalents to any HCP in any jurisdiction. Cash equivalents include items such as vouchers, gift certificates, and other similar items.

Luminex may not provide any item to an HCP's family member, relative, business associate, friend, staff, or other person with special ties to an HCP if Luminex would not otherwise be permitted to provide that item directly to the HCP.

3.2. United States

Items	Maximum Price	Additional Limitations
Free-of-charge educational items provided to HCPs licensed to practice in the United States.	FMV < \$100 <u>Exception:</u> Medical textbooks and anatomical models, which may have greater FMV.	Must benefit patients or serve a genuine educational function. <i>Cannot</i> be capable of non-educational or non-patient-related uses, such as DVD or MP3 players, iPod or iPad, or scrubs. May <i>not</i> provide branded promotional items, even if of minimal value, such as office supplies (e.g. pens, notepads, or mugs) branded with the Luminex name or logo.

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3.3. Jurisdictions Outside the United States

Australia and New Zealand

Items	Maximum Price	Additional Limitations
<p>HCP Benefit Items provided to HCPs licensed to practice in Australia and New Zealand.</p>	<p>FMV < AU/NZ \$100</p> <p><u>Exception:</u> Medical textbooks and anatomical models, which may have greater FMV but still may not be extravagant.</p>	<p>Must relate to medical profession, benefit patients, or serve genuine educational function for the HCP. For example, iPods, iPads, and DVD players are not permissible.</p> <p><i>Cannot</i> provide promotional items or items branded with Luminex's name or logo, such as branded office supplies.</p> <p>No more than two items per HCP per year, excluding purely educational items like journal reprints.</p> <p>Luminex may not <i>accept</i> gifts <i>from</i> HCPs beyond the level of what is reasonable and customary in the circumstances of the relationship.</p>

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Brazil

Items	Maximum Price	Additional Limitations
<p>HCP Benefit Items provided to HCPs licensed to practice in Brazil.</p>	<p>FMV < BRL\$100</p> <p><u>Exception:</u> Medical textbooks and anatomical models, which may have greater FMV but still must be used for educational purposes.</p>	<p>Must be appropriately tailored to an educational event or product training.</p> <p>Must be of minimal value.</p> <p>Must be related to the HCP's work or for the benefit of patients.</p> <p>Non-educational branded items are permitted but must be limited to pens and notepads only.</p> <p>May not provide items that are capable of use by the HCP (or his/her family, office staff, or friends) for non-educational or non-patient purposes. For example, iPods, iPads, and DVD players are not permissible.</p>

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Canada

Items	Maximum Price	Additional Limitations
<p>HCP Benefit Items provided to HCPs licensed to practice in Canada.</p>	<p>Educational items: < \$100 CDN</p> <p><u>Exception:</u> Medical textbooks, Demonstration Units, or anatomical models, which may have a greater value than \$100 CDN.</p> <p>Flowers or donation in case of death (if permissible on case by case basis): < \$100 CDN</p>	<p>May provide educational items of minimal value (< \$100 CDN) to HCPs occasionally and infrequently.</p> <p>Must relate to the HCP's practice, benefit patients or serve a genuine educational function.</p> <p>Items may not be of a personal nature, such as DVD or MP3 players, iPod or iPad, or scrubs.</p>

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China

Items	Maximum Price	Additional Limitations
<p>HCP Benefit Items provided to HCPs licensed to practice in China.</p>	<p>< RMB 100 per item for promotional items branded with Luminex’s logo or name.</p> <p>< RMB 200 per cultural/courtesy item.</p> <p>< RMB 500 per item of medical utility (medical textbooks, anatomical models), with Compliance Department approval if necessary.</p>	<p>Must relate to HCP’s practice, benefit patients, and/or serve genuine educational function.</p> <p>May <i>not</i> include items for the personal benefit of the HCP, such as DVD player, iPad, or iPod.</p> <p>May provide branded items with Luminex’s name or logo (< RMB100).</p> <p>Items of medical utility (such as medical textbooks and anatomical models) may be provided if of modest value (< RMB 500). If value exceeds RMB 200, must obtain prior Compliance Department approval.</p> <p>May occasionally provide inexpensive “cultural” or “courtesy” item for official Chinese holidays (e.g. New Year, Spring Festival, Labor Day, National Day, and Mid-Autumn Festival). Limit 3 per year, max RMB 200 per item.</p>

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Europe

Items	Maximum Price	Additional Limitations
<p>HCP Benefit Items provided to HCPs licensed to practice in Europe.</p>	<p>Modest in value</p> <p><u>Exceptions:</u> Medical textbooks and anatomical models are not subject to otherwise applicable maximum value thresholds.</p> <p><u>Note on France:</u> Any item greater than €10 (including taxes) must be disclosed to French authorities. Refer to Section III on Transparency and Disclosure Requirements.</p>	<p>Must relate to HCP's practice, benefit patients, and/or serve genuine educational function.</p> <p>May include branded or promotional items, such as mugs, pens, calendars, diaries, computer accessories with the Luminex company name or logo.</p> <p>May also include clinical use items such as wipes, nail brushes, surgical gloves, and tourniquets.</p> <p>May not include items that are primarily for use in the home or car, such as a DVD or MP3 player, as they are not related to the HCP's practice nor are they for the benefit of patients.</p>

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India

Items	Maximum Price	Additional Limitations
<p>HCP Benefit, Patient Benefit, and Patient Education Items provided to HCPs licensed to practice in India.</p>	<p>Retail value < INR 500.</p> <p><u>Exception:</u> Medical textbooks, medical periodicals, and anatomical models may have a maximum value of < INR 5,000.</p>	<p>Must relate to the HCP's practice of medicine, benefit patients, or serve an educational function.</p> <p>May not be for HCP's personal use, such as DVD player, iPad, or iPod.</p> <p>Must be occasional and inexpensive (< INR 500).</p> <p>May be branded with Luminex's name or logo (e.g. pens, notepads, etc.)</p> <p>Must be procured directly by Luminex, unless the Luminex employee has received approval from the Compliance Officer, in which case the employee may procure the item and claim reimbursement later.</p> <p>Cultural courtesy items are permitted under Indian law but are <i>limited to edible food items</i>, such as a cake or fruit basket. Maximum of 2 items per HCP per year. Maximum value of INR 1,500 per item for private HCPs, INR 1,000 per item for public HCPs.</p>

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Malaysia

Items	Maximum Price	Additional Limitations
<p>HCP Benefit Items provided to HCPs licensed to practice in Malaysia.</p>	<p>Items of medical utility that are beneficial to the provision of medical services and patient care: < MYR 500.</p> <p>Medical educational materials (i.e. textbooks, journals, anatomical models) provided to <i>institutions only</i>: < MYR 1000.</p> <p>Promotional items of general utility: < MYR 100.</p>	<p>Must be occasional and inexpensive.</p> <p>Must relate to medical profession, benefit patients, or serve genuine educational function.</p> <p>May provide items of general utility branded with Luminex's name or logo, such as office supplies, so long as value is < MYR 100.</p> <p>Medical educational materials such as journals, textbooks, and anatomical models, may <i>only</i> be provided to institutions and may <i>not</i> be provided to individual HCPs.</p> <p>No more than two items may be provided per HCP per year.</p>

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Singapore

Items	Maximum Price	Additional Limitations
<p>HCP Benefit Items provided to HCPs licensed to practice in Singapore.</p>	<p>Promotional items < SGD 50.</p> <p>Plaques as token of appreciation < SGD 100.</p> <p>Max value of medical textbooks, journals, and anatomical models depends on recipient:</p> <ul style="list-style-type: none"> - Private specialists, general practitioners, public hospital doctors: SGD 500 per HCP per year. - Public, restructured hospital clinic departments, private medical centers or hospitals: SGD 1000 per institution per year. 	<p>Must be occasional and inexpensive.</p> <p>Must relate to the HCP's practice of medicine, benefit patients, or serve an educational function.</p> <p>May not be capable of conversion to personal use by HCP such as DVD players or iPods or iPads.</p> <p>May provide items branded with Luminex's company name or logo, as long as they relate to the HCP's work and/or entail a benefit to patients, such as office supplies.</p> <p>No more than <i>two items per year</i> per HCP (excluding educational materials)</p> <p>Food items may be provided to HCPs under local law to acknowledge major festive occasions (Chinese New Year, Christmas, Hari Raya, Deepavali, and Mid-Autumn Festival) as long as the value < SGD 100 per HCP and no more than two such items are provided to any HCP per year.</p>

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South Africa

Items	Maximum Price	Additional Limitations
<p>HCP Benefit Items provided to HCPs licensed to practice in South Africa.</p>	<p>< ZAR 300</p> <p><u>Exception:</u> Scientific medical reference books and medical periodicals are exempt <i>so long as</i> they're relevant to the practice or clinical department. Max total value per annum is ZAR 2500 per HCP and ZAR 10,000 per institution.</p>	<p>Must be occasional and inexpensive.</p> <p>Must relate to the HCP's practice of medicine, benefit patients, or serve an educational function, such as items for clinical use like wipes, nail brushes, surgical gloves, and tourniquets. Things like iPods, iPads, DVD, or MP3 players are prohibited.</p> <p>Branded or promotional items are permitted, such as mugs, pens, calendars, diaries, computer accessories, etc. with value < ZAR 300.</p> <p>Branding on items should be limited to (1) the name of the product, (2) an indication that the name of the product is a trademark, and (3) relevant company name, company logo, and/or product logo.</p>

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South Korea

Items	Maximum Price	Additional Limitations
<p>HCP Benefit Items provided to HCPs licensed to practice in South Korea.</p>	<p>Value < KRW 10,000</p>	<p>Must be occasional and inexpensive.</p> <p>May be branded or unbranded items, such as pens, mugs, notebooks (with value < KRW 10,000).</p> <p>Must relate to HCP's practice of medicine, benefit patients, or serve an educational function.</p> <p>May not be capable of conversion to personal use by HCP, such as iPods, iPads, and DVD or MP3 players.</p>

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