

# Personal Data Protection Policy

In accordance with the management objective of “establishing a comprehensive management framework and implementing personal data protection,” the Company places great importance on and respects the rights and interests of all personal data subjects. In compliance with applicable laws and regulations, the Company has established a comprehensive personal data protection management system to properly safeguard the personal data of its employees, customers, clients, business partners, contractors, and other stakeholders.

The Company is committed to ensuring that personal data is handled in accordance with legal requirements throughout all stages of collection, processing, use, retention, and disposal, while also taking into account information security and privacy protection, thereby enhancing the soundness and effectiveness of its personal data management system. The Company makes the following commitments:

## **Implementation of Personal Data Protection Management**

The Company plans, establishes, and maintains a personal data protection management system, and adopts appropriate administrative, technical, and organizational security measures to implement access control and usage management of personal data. Such measures are designed to prevent unauthorized collection, processing, use, disclosure, alteration, or destruction of personal data, and to ensure the security and integrity of personal data in the course of daily business operations through effective information security protection mechanisms.

## **Compliance with Laws and Fulfillment of Contractual Obligations**

The Company complies with applicable personal data protection laws and regulations and adheres to the principles of lawfulness, fairness, and necessity when collecting and using personal data. Personal data obtained is properly managed and protected in accordance with contracts, confidentiality agreements, or project-specific arrangements. In situations involving third parties or project-based cooperation, the Company prudently evaluates the scope and purpose of data use to ensure the fulfillment of contractual obligations and the protection of data subject rights.

## **Protection of Data Subject Rights**

The Company respects and safeguards the rights of personal data subjects as prescribed by law, including the right to inquire about or request access to personal data, request copies, request supplementation or correction, request cessation of collection, processing, or use, and request deletion of personal data. Relevant requests are handled in accordance with applicable laws and

regulations to ensure that the use of personal data aligns with the reasonable expectations of data subjects and legal requirements.

### **Strengthening Personnel Awareness and Responsibility**

Through education, training, and internal communication, the Company strengthens employees' awareness and understanding of personal data protection laws and relevant internal policies, ensuring that employees clearly understand their duties and obligations and comply with personal data protection principles in the performance of their duties. By fostering a culture of shared responsibility, the Company seeks to reduce the risk of improper use or disclosure of personal data and enhance the overall effectiveness of personal data protection management.