

# Privacy Policy

Anpec Electronics Corporation (hereinafter referred to as “the Company”) is committed to strengthening information security management and safeguarding the rights of personal data subjects. This Privacy Policy (hereinafter referred to as “the Policy”) is established in accordance with the Personal Data Protection Act, its Enforcement Rules, the Trade Secrets Act, and other applicable regulations. It serves as the highest guiding principle for privacy protection, ensuring the confidentiality, legitimacy, and availability of essential operational information in compliance with legal requirements, thereby minimizing the impact of potential personal data incidents.

The Company will revise this Policy in a timely manner to comply with updates in relevant laws and regulations at its operating locations and to meet business execution needs. Any matters not covered herein shall be handled in accordance with applicable laws and other relevant Company regulations, provided that such handling does not violate mandatory or prohibitive legal provisions.

## 1. Scope

This Policy applies to the Company’s directors (including independent directors), managers, and all employees (including full-time staff, job applicants, and contract personnel), as well as business partners, vendors, customers, service providers, and third-party personnel.

## 2. Personal Data Definition

Personal data includes, but is not limited to, the following :

Name, gender, date of birth, address, phone number, email address, Employer, job title, ID/passport number or other identification numbers, Facial photographs, data collected via cookies on the Company’s website, Educational background, work experience, and professional certifications of job applicants, Any other information that can directly or indirectly identify an individual. The types of personal data collected may vary depending on the purpose of collection and use.

## 3. Responsibilities for Information Security and Personal Data Protection

- (1). All Company personnel share the responsibility for information security and personal data protection. The Information Management Department is the designated unit responsible for implementing multi-layered security measures to ensure data safety.

- (2). The Company incorporates privacy and personal data protection into its enterprise-level risk management framework and conducts regular risk assessments to continuously improve the effectiveness of personal data management mechanisms and reduce potential risks.
- (3). The Company collects only the minimum and necessary personal data for legitimate purposes. It ensures that the processes for collecting, processing, and using personal data prevent theft, alteration, damage, loss, leakage, or other improper uses, and exercises the duty of care of a prudent administrator to build trust and protect the rights of data subjects.
- (4). The Company prohibits the collection, processing, and use of personal data without the consent of the data subject, unless such collection is permitted by law. Any personnel found in violation will be subject to disciplinary action in accordance with the Company's Code of Conduct and may be referred for legal action depending on the severity of the case.
- (5). To enhance employees' awareness of information security, the Company regularly conducts training on information security protection, promotes personal data management policies, and evaluates the effectiveness of such training.

#### 4. Communication and Complaint Channels

If you encounter any incident or situation that may affect your rights, or if you discover any potential violation of this Privacy Policy, employees, external parties, or other stakeholders may submit suggestions or complaints through the following channels. The Company will strictly protect the complainant's information to safeguard their rights and interests.

- Complaint Hotline: +886-3-5642000 ext. 480/481
- Complaint Email: [hrm@anpec.com.tw](mailto:hrm@anpec.com.tw)