

啓基科技隱私權政策

啓基科技股份有限公司（以下稱「啓基」或「本公司」）致力於保護使用者所提供的任何個人資料，為確保您的個人資料受到妥善保護，啓基依據各營運據點之隱私權相關法規與歐盟《一般資料保護規範》（General Data Protection Regulation, GDPR）等規範制定本隱私權政策（以下簡稱「本政策」），並進一步說明啓基如何處理個人資料，包括本公司會蒐集和處理的資料種類及使用這些資料的方式等。

1. 範圍

- 1.1 本政策適用於本公司、子公司及本公司具有重要影響力的合資公司所有人員與供應商、承包商、外部顧問等協力廠商。
- 1.2 任何使用者（包括但不限於本公司網站訪客、產品或服務的使用者、企業客戶及承包商之員工、應徵者、造訪本公司之訪客、投資人、簽約及訴訟對象等，以下簡稱「您」）的個人資料保護。

2. 個人資料定義

個人資料包括但不限於姓名、地址、電子郵件地址、電話號碼、服務機構、職稱、網站 Cookie 蒐集之資料、求職者之學、經歷與資格證照等，以及或是其他能夠直接間接識別個人之資料。

3. 個人資料蒐集、處理、利用與保留

- 3.1 啓基在您與本公司聯絡或造訪本公司網站時蒐集您的個人資料，並合併來自不同裝置的資料以進行處理與利用。
- 3.2 除非另有約定，個人資料的保留期間以五年為原則，或根據蒐集之特定目的消失或約定期限屆滿為依據。
- 3.3 啓基可能基於以下特定目的蒐集、處理及利用您的個人資料：向您提供服務、產品安全與品質、業務營運、溝通與行銷、供應商管理、安全管理、資訊系統之管理、網站維護及溝通、法律遵循、主張或行使法律上權利、招募及面試等。
- 3.4 啓基可能基於合法活動，將個人資料提供給以下對象：
 - 依法有權機關
 - 法律規定利用之機構
 - 啓基各子公司及其他業務相關機構
 - 經您同意之對象（如共同行銷或推廣業務之公司）

- 與本公司簽署保密合約之專業人士（如會計師、律師等）
- 若委託供應商處理個人資料，啓基將簽訂合約，要求其依照書面指示的目的範圍內處理個人資料，並遵守法律規定與要求。

4. Cookies 及其他類似科技

啓基使用 Cookies 及/或其他類似科技處理您的個人資料，當您瀏覽啓基的網站時，本公司的資訊科技系統可能會蒐集相關被動資訊，包括您的 IP 位址、瀏覽器類型及作業系統。

5. 安全性

啓基不會將客戶或網站使用者的個人資料販賣給任何第三方。本公司將採取合理和適當的組織、人員、實體及技術等管控措施保護您的個人資料，以防止遭到不法入侵及避免非法存取。

6. 其他網站連結

對於第三方網站提供的任何內容、產品或服務，啓基概不負責。提供第三方網站連結僅為方便使用者之服務，對於您提供給任何第三方網站經營者（或由他們所蒐集）的任何個人資料，啓基不負責這類網站的隱私保護操作或內容。

7. 權利

您有權在合法的前提下，對於您所提供之個人資料主張以下權利：

- 拒絕提供：您有權拒絕提供您的個人資料，但這可能影響本公司提供相關網站功能或服務的完整性。
- 刪除個人資料：您可依法要求刪除您的個人資料，本公司將在收到通知後刪除您的個人資料，惟本公司為履行法定義務或法律另有規定者不在此限。
- 查詢及閱覽：您有權查詢或請求閱覽您的個人資料。
- 提供複本：您有權要求提供您的個人資料複本。
- 補充或更正：您有權請求補充或更正您的個人資料。
- 若您是來自歐盟內部的歐洲經濟區居民，依據 GDPR 規範，您有權主張限制處理權，及在可能的範圍內請求資料移轉權。

8. 管理機制

本公司將隱私權及個資保護納入企業風險管理範圍並設立資料保護小組負責相關事宜。本公司採行定期或不定期內、外部稽核個人資料之保護措施與相關程序是否符合相關法令規範與管理制度，以落實本政策。

9. 跨境傳輸資料

因本公司為跨國性企業，在不逾越原特定目的與合乎本政策之範圍內，可能會在不同國家之子公司間進行跨境傳輸您的個人資料，本公司將遵循本政策及傳輸地區所適用之隱私權及個人資料保護相關法規。

10. 舉報與懲戒

10.1 如有發生可能導致您權益受損的事件或情況，請透過本公司網站「檢舉不法信箱」(WNC.integrity@wnc.com.tw)或其他本公司公告之管道進行申訴或舉報，本公司將即時處理與調查。

10.2 如經調查發現違反本政策或隱私權及個資保護相關適用法規之情事屬實，啓基將嚴懲行為人，必要時依法進行求償或追訴，並盡力避免損害擴張。

11. 同意與更新

使用啓基的網站即表示您同意本政策且同意啓基蒐集和處理您的個人資料。本政策可能會因應法規變動而進行修訂，建議您定期查閱本公司網站以瞭解最新內容

12. 語言和聯繫方式

12.1 本政策以中文和英文書寫。兩種語言應根據國際通行的多語言文本解釋的原則具有同等效力。如果本政策的中文版和英文版有任何不一致之處，應當以中文版為準。

12.2 如果您對本政策有任何問題或建議，請以電子郵件寄至 public@wnc.com.tw。

WNC Privacy Policy

Wistron NeWeb Corporation (hereinafter “WNC” or “the Company”) is committed to protecting personal data users share with us. To ensure appropriate protection of users’ personal data, WNC has established this Privacy Policy (hereinafter “this Policy”) based on local laws and regulations of the locations where its sites operate and the EU General Data Protection Regulations (GDPR). This Policy explains how WNC processes personal data, including the types of data the Company collects and processes and how the Company uses such data.

1. Scope

- 1.1 This Policy applies to all personnel of the Company, its subsidiaries and joint ventures on which the Company has significant influence, as well as third parties such as suppliers, contractors and external consultants.
- 1.2 The personal data of all users (including but not limited to visitors to the Company’s website, users of the Company’s products or services, employees of customers and contractors, job applicants, visitors to the Company, investors, contracting and litigation parties, hereinafter referred to as “you”) is included in the scope of personal data protection.

2. Definition of Personal Data

Personal data includes but is not limited to names, addresses, email addresses, phone numbers, employers, job titles, data collected through website cookies, work experience and certifications of job applicants, as well as other data that could directly or indirectly identify an individual.

3. Collection, Processing, Use, and Retention of Personal Data

- 3.1 WNC collects your personal data when you contact or visit the Company’s website. The Company also consolidates data from different devices for processing and use.
- 3.2 Unless otherwise agreed, the duration of personal data retention is five years, or based on the disappearance of the reason for which data was collected or the expiration of the agreed period.
- 3.3 WNC may collect, process and use your personal data for the following purposes: providing services, ensuring safety and quality of products, business operations, communications and marketing, supplier management, safety management,

information system management, website maintenance and related communications, legal compliance, the assertion or exercising of legal rights, recruitment and interview.

3.4 WNC may provide personal data to the following parties due to legal activities:

- Legally competent authorities
- Institutions entitled to the use of personal data in compliance with the law
- WNC's subsidiaries and other business-related parties
- Entities agreed by you (such as companies that conduct cross-selling or promote businesses jointly with WNC)
- Professionals who have signed confidentiality agreements with the Company (such as accountants and lawyers)
- When entrusting a supplier to process personal data, WNC will sign a contract with the supplier, requiring the supplier to process the personal data in accordance with the purpose and scope specified in prior written instructions and to comply with related laws and regulations.

4. Cookies and Other Similar Technologies

WNC uses cookies and/or other similar technologies to process your personal data. When you visit WNC's website, our information technology (IT) systems may collect passive information, including your IP address, browser type and operating system.

5. Security

WNC does not sell the personal data of customers or website users to any third parties. The Company will take all reasonable and appropriate control measures, including organizational, personnel, physical and technological measures, to protect your personal data and prevent illegal intrusion and access.

6. Links to Other Websites

WNC is not responsible for any content, products or services offered on any other third-party websites. Links to third-party websites are provided for your convenience only. This Policy does not apply to personal data you provide to, or that is collected by, any third-party website operator. WNC is not responsible for the privacy practices or the content of

such websites.

7. Rights

You have the right to exercise the following rights over the personal data you have provided under lawful conditions:

- **Right to Object (Object to Provision):** You have the right to object to providing your personal data. However, the Company may not be able to provide full services or website functionalities as a result.
- **Right to Erasure (Erase Personal Data):** You may request deletion of your personal data in accordance with applicable laws. The Company will delete your personal data upon receiving your request, except to the extent necessary for the Company to fulfill its legal obligations or as otherwise provided by law.
- **Right of Access (Inquiry and Review):** You have the right to request an inquiry or review of your personal data.
- **Right to Copy (Request Copies):** You have the right to request copies of your personal data.
- **Right to Rectification (Supplement or Correct):** You have the right to make supplementation or correction of your personal data.
- If you are a resident of the European Economic Area within the European Union, under the regulations of the GDPR, you have the right to request restriction of processing and, where possible, the right to request transfer of your personal data.

8. Management Mechanisms

The Company has incorporated the protection of privacy and personal data into corporate risk management and has established the Data Protection Group to carry out related matters. To implement this Policy, the Company conducts regular or aperiodic internal and external audits on protection measures of personal data and checks whether all procedures comply with related statutory regulations and management systems.

9. Cross-border Transfer of Personal Data

Since WNC is a multinational company, your personal data may be transferred between

subsidiaries in different countries without overstepping the original and specific purpose and within the scope of this Policy. The Company will comply with this Policy and laws and regulations concerning privacy and personal data applicable in the regions where the data is transferred.

10. Reporting and Disciplinary Actions

10.1 If an incident or situation that may infringe upon your rights occurs, please send an email to us at WNC.integrity@wnc.com.tw or any other channels announced by WNC. The Company will handle and investigate your complaint or reporting immediately.

10.2 If after investigation, a violation against this Policy or laws related to privacy and personal data protection is found to have occurred, WNC will take disciplinary actions against the responsible party. Where necessary, WNC will seek compensation or take legal action in accordance with applicable laws in order to prevent further damage.

11. Consent and Update

By using this website, you consent to the terms of this Policy and to WNC's collecting and processing of your personal data. This Policy may be revised in accordance with changes to related laws. You are advised to visit WNC's website regularly to obtain the latest information.

12. Language and Contact Information

12.1 This Policy is presented in both Chinese and English. The English version is provided for reference only. In case of any discrepancy between the Chinese and English versions, the Chinese version shall prevail as this Policy is governed by the laws of the Republic of China (Taiwan).

12.2 If you have any questions or concerns about this Policy, please send an email to us at public@wnc.com.tw.