

## 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](mailto: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](mailto:public@wnc.com.tw).