Ta Ya Electric Wire & Cable Co., Ltd.

Personal Data Protection Management Regulations

1. Purpose

To implement effective personal data protection management, the Company has established these Regulations in accordance with the Personal Data Protection Act (the "PDPA") and other applicable laws and regulations to govern matters relating to the protection and management of personal data.

2. Scope of Application

2.1

These Regulations apply to all Company employees, companies, vendors, natural persons having cooperative or business relationships with the Company, and personnel assigned by vendors to perform work for the Company, where such persons are required, for business purposes, to collect, process, or use personal data relating to the Company, its customers, or related projects.

2.2

These Regulations govern the personal data protected under Article 5 of the PDPA.

They apply to personal data in any form, including written and electronic records, that are generated, handled, collected, processed, used, or transmitted in connection with personal data-related procedures. The management scope is intended to ensure the security of personal data.

3. Responsibilities and Authorities

3.1

All Company employees shall understand and comply with these Regulations.

3.2

Each level of Company management shall designate the relevant department manager, including personnel at Grade 6 or above, or the Chairperson of the labor union, the Chairperson of the Labor Pension Reserve Fund Supervisory Committee, or the Chairperson

of the Employee Welfare Committee, as the person responsible for personal data management.

Such responsible persons shall supervise the operation of the Company's personal data management system, exercise relevant management authority, oversee the implementation of personal data protection management, and ensure compliance with the PDPA.

3.3

Where necessary, individual departments or units may establish operating rules or detailed implementation procedures based on their specific business characteristics and in accordance with these Regulations, provided that such rules or procedures shall not exceed or conflict with the requirements of these Regulations.

4. Definitions

4.1 Personal Data

"Personal Data" means a natural person's name, date of birth, national identification number, passport number, characteristics, fingerprints, marital status, family information, education, occupation, medical records, medical treatment information, genetic information, sex life, health examination information, criminal records, contact information, financial conditions, social activities, and other information that may directly or indirectly identify the individual.

4.2 Personal Data File

"Personal Data File" means a collection of personal data systematically organized so that it may be retrieved or arranged by automated machinery or other non-automated means.

4.3 Collection

"Collection" means obtaining personal data by any means.

4.4 Processing

"Processing" means recording, entering, storing, editing, correcting, reproducing, retrieving, deleting, linking, or internally transmitting personal data for the purpose of establishing or using such data.

4.5 Use

"Use" means the use of collected personal data for purposes other than processing.

4.6 International Transmission

“International Transmission” means the cross-border processing or use of personal data.

4.7 Data Subject

“Data Subject” means the individual to whom the personal data relates.

4.8 Units

“Units” means the Company’s administrative, management, and business-related units, as well as the labor union, the Labor Pension Reserve Fund Supervisory Committee, and the Employee Welfare Committee.

5. Provisions

5.1 Management of the Collection, Processing, Use, and International Transmission of Personal Data

5.1.1

The Company shall ensure that the collection, processing, use, or international transmission of personal data is conducted in good faith and has a legitimate and reasonable connection with the purpose of collection.

5.1.2

The person responsible for personal data management in each Company unit shall supervise personal data collection, processing, and use activities, ensure the accuracy and completeness of such data, and ensure that all related activities comply with the PDPA and the Company’s requirements.

5.1.3

Where the collection, processing, or use of personal data does not comply with the PDPA or these Regulations, or exceeds the specified purpose or scope, the non-compliance shall be corrected and the collection, processing, or use of such data shall be immediately discontinued.

The matter shall be reported to the head of the relevant unit, and the person responsible for personal data management in that unit shall arrange for deletion of the relevant data and implement appropriate corrective and preventive measures to prevent recurrence.

5.1.4

The Company shall collect, process, and use personal data strictly in accordance with these Regulations.

5.1.5

As a general principle, the Company prohibits the collection, processing, or use of special categories of personal data.

5.2 Personal Data Retention and Management

5.2.1

Where personal data held by the Company is changed, incorrect, incomplete, or subject to dispute regarding its accuracy, the unit that collected the data shall make the necessary corrections or supplements and prepare a record for approval by the person responsible for personal data management.

5.2.2

Unless otherwise restricted by applicable laws or regulations, personal data, activity or tracking data, and relevant notification and consent documents related to data collection shall be retained for at least five years to ensure that complete documentation can be produced when necessary.

5.2.3

Where personnel responsible for personal data management are transferred from or leave their positions, all personal data under their custody, including electronic files and paper documents, shall be handed over to the head of the relevant unit or to personnel designated by the Company.

5.2.4

Personal data shall be destroyed in a manner that prevents restoration to its original form.

Destruction shall be carried out periodically under the coordination of the person responsible for personal data management. Designated personnel performing the destruction shall prepare and retain destruction records for future reference.

5.3 Liability and Penalties for Violations

All Company personnel shall comply with requirements for maintaining the security of personal data files.

In addition to these Regulations, personnel shall comply with the PDPA, its Enforcement Rules, other applicable laws and regulations, and the Company’s relevant information security and confidentiality requirements.

Any violation shall be handled in accordance with the reward and disciplinary provisions of the Company's Employee Service Regulations. Where legal liability is involved, the responsible person shall be held liable in accordance with applicable laws.

5.4 Other Matters

Persons responsible for personal data management shall periodically review the status of the Company's personal data file management and provide recommendations and guidance as appropriate. Relevant Company personnel shall cooperate accordingly.

5.5

Any matters not addressed in these Regulations shall be handled in accordance with the PDPA and other applicable laws and regulations.

5.6

These Regulations shall take effect upon approval by the Board of Directors. The same procedure shall apply to any amendments.

These Regulations shall apply retroactively from November 6, 2018.

6. Reference Documents

6.1

Personal Data Protection Act

6.2

Enforcement Rules of the Personal Data Protection Act

Date of Establishment: November 8, 2018