

Personal Data Protection Implementation

The Company (including all subsidiaries) values privacy and personal data protection. To safeguard the personal data of employees, customers, suppliers, contractors, visitors, website users, investors, shareholders, and job applicants, the Company has established the *Privacy and Personal Data Protection Policy* in accordance with Taiwan's *Personal Data Protection Act* and its Enforcement Rules, the PRC *Personal Information Protection Law*, relevant cross-border transfer regulations, the EU *General Data Protection Regulation (GDPR)*, U.S. laws, and other applicable privacy and data protection regulations in jurisdictions where TSRC operates. This policy serves as the basis for managing the collection, processing, and use of personal data, ensuring data security and preventing leakage or misuse. The Company also requires suppliers, contractors, and external consultants to comply with this policy and implement proper governance to jointly uphold privacy and personal data protection, thereby safeguarding the rights of data subjects.

The Human Resources and Administration Department is designated as the responsible unit for policy formulation, while the collection, processing, and use of personal data are managed effectively by each functional unit according to operational practices.

The Company adopts a “zero tolerance” approach toward violations of privacy and personal data protection. If an investigation confirms any breach of this policy or applicable laws, disciplinary actions will be taken in accordance with relevant regulations, and legal remedies or prosecution will be pursued where necessary. Immediate reviews and improvements to management measures will also be implemented to minimize risks and prevent recurrence.

Personal Data Protection Implementation in 2025:

- Policy:
 - The “Privacy and Personal Data Protection Policy” has been established and published on the official website.
- Data Inventory:
 - Completed a comprehensive personal data inventory across all departments to identify the scope, categories, and risks of personal data involved in business processes, and continuously optimized management measures based on the findings.
- Employee Training:
 - Conducted “Personal Data Management and Protection” training courses. In 2025, 349 employees completed the training, with a total of 115.2 training hours and a 100% pass rate on post-training assessments.
- Risk Management and Incident Response:
 - Set a “zero tolerance” target for 2025. As of year-end, no violations occurred within the Group.