

Privacy Policy of Qisda Corporation

1. Overview	1
2. Scope of personal data and the purposes of collection/processing/use of personal data	2
3. Restrictions on personal data sharing.....	2
4. Rights of the personal data subject and contact information	3
5. Cross-border transfer of personal data	3
6. Retention period of personal data	4
7. Cookies policy and similar technology	4
8. Internal management mechanism of personal data protection	4
9. Protection of personal data	5
10. Personal data protection for minors	5
11. Update of this Privacy Policy	5

1. Overview

Qisda Corporation (hereinafter referred to as "the Company" or "we") puts great emphasis on the personal data you provide to us and is committed to protecting your rights. In this Privacy Policy (hereinafter referred to as "this Policy"), we will elaborate on how we collect, use and protect your personal data and let you know about the rights you possess and how to exercise them.

In addition to ourselves, we also require that our subsidiaries, joint ventures, suppliers, contractors, external consultants and third-parties comply with this Policy in order to implement privacy and personal data protection.

2. Scope of personal data and the purposes of collection/processing/use of personal data

The Company collects/processes/uses personal data in accordance with the local privacy protection laws and regulations of each regional operation office, as well as the General Data Protection Regulation (GDPR) of the European Union. **We commit that we will not collect/process/use your personal data without your consent.**

(1) We may collect/process/use your personal data for the following purposes (including but not limited to):

- Providing products and services and related improvements
- Communication and marketing
- Managing our communication/information/security/human affairs systems
- Website maintenance and communication
- Recruitment and interview
- Fulfillment of legal obligations
- Asserting, exercising or defending legal rights
- When required, to assist government authorities in carrying out their legal duties
- When required, to perform the operations management of the Company

(2) For the above purposes, we collect/process/use the following personal data (including but not limited to): name, gender, date of birth, ID card/passport number, workplace, title, telephone number, email address, mailing address, face photo, information collected by cookies on our website, interviewee's educational and professional experience and qualifications and other relevant information that can directly or indirectly identify you.

(3) We take strict measures in controlling and protecting personal data collected for different purposes and prohibit any use for purposes other than those for which it was collected.

3. Restrictions on personal data sharing

We will not share, sell, transfer or otherwise make your personal data available to third-parties except as required by law or other relevant demands. To the extent that the aforementioned conditions are met, we may share your personal data as follows:

(1) To provide your personal data to legal/judicial authorities as required by law or in connection with the protection of legal rights.

(2) To provide your personal data to whom you have consented (including but not limited to the latter, e.g. Qisda affiliate companies or companies with which Qisda jointly markets or cooperates in the promotion of its business or the reciprocal use of customer data).

(3) To provide your personal data to our payment service providers, shipping companies and related suppliers in accordance with this Policy.

(4) External professionals who have signed confidentiality agreements with us and provide consulting services to the Company, such as accountants, lawyers, auditors, consultants, etc.

4. Rights of the personal data subject and contact information

The personal data subject has the following rights. If you want to exercise your rights or have question about your rights, you can contact us at:

Qisda Corporation

Human Resources Department

No. 157, Shanying Road, Gueishan District, Taoyuan City, Taiwan 333,

R.O.C.

Tel: (03)359-8800

Fax: (03)359-9000

E-mail: 2HR@Qisda.com

(1) Access to your personal data.

(2) To receive a copy of your personal data.

(3) To correct your personal data that is not accurate.

(4) To delete your personal data.

(5) To stop the collection, processing and use of your personal data.

(6) Request to transfer your personal data to other administrators to the extent possible and in a form that can be used and interpreted by a machine.

(7) To withdraw your consent to the processing of your personal data. Doing so does not affect the lawfulness and legitimacy of the processing of your personal data prior to the withdrawal.

(8) To obtain separate permission for the collection of personal data for each category or purpose. If the permission of a category is not given, then the data of such category should not be collected.

(9) In terms of marketing communication, we make sure that we have obtained your consent before sending any such communication to you (opt-in). You have the right to cancel or unsubscribe from us at any time (opt-out).

5. Cross-border transfer of personal data

Due to the multinational nature of our business and services, we may transfer your personal data to other companies or regional operation offices within our group. The transfer of



Privacy Policy of Qisda Corporation

personal data will be governed by the privacy laws and local regulations of each regional operation office and this Policy.

(1) If the Company transmits your personal data to a third country and the recipient of your personal data is located in a country that does not have EU adequacy decision or similar approval, the Company will take appropriate protective measures, such as entering into EU standard contractual terms with the recipient.

(2) If you transfer any of your personal data directly to our affiliates outside the EEA, we cannot be held responsible for the transfer of that personal data.

6. Retention period of personal data

The Company is committed to taking reasonable measures to ensure that your personal data is processed for as long as necessary to achieve the purposes for which it was collected. If not specifically agreed, personal data will be retained for a period of five years or, if otherwise specified, for the period agreed.

7. Cookies policy and similar technology

We use "TrackID" in cookies to track visitor behavior, such as tracking visitor's web browsing history, time spent, device information and other information as a reference for adjustment of website content. We also use other analytics services to analyze visitors' online behavior as a reference for generating browsing data on our website. Most browsers allow users to delete or block cookies or change their usage habits. You can change the browser setting to allow or reject cookies.

8. Internal management mechanism of personal data protection

(1) Since we care about privacy protection, we adopt a zero-tolerance policy in the event of a breach and will punish and take legal action against the violator depending on the severity of the situation.

(2) In order to strengthen and implement privacy protection, privacy rights and its protection is recognized as one of the risk management areas by the Company. A risk management policy has been established as the principle to follow and a risk management committee have been formed for supervision the management.

(3) The contents of this Policy shall be revised by GDPR Core Team and review of the promotion of the management mechanism shall be conducted by GDPR Core Team.

(4) To ensure the practices of privacy protection are carried out, we conduct internal audit annually and external audit once every three years to review the implementation of those systems, and verify whether the measures and procedures are compliant with related regulations and management system, and continuously enhance the effectiveness of personal data management.

9. Protection of personal data

We adopt reasonable administrative, technical, organizational and physical measures to protect your personal data from loss, theft, unauthorized use or modification and we continually update and test our privacy protection technologies.

We take all the necessary technical and security measures and follow the objective of ISO 27001 to ensure the security of personal data. The relevant security maintenance measures include:

- (1) Use of secure data transmission and storage devices, such as secure encryption (SSL, HTTPS, etc.) for personal data transmission and firewalls.
- (2) Classification and management of personal data and establishment of confidentiality levels to ensure that personal data is not collected, processed or used for any purpose other than that for which it was collected, processed or used, and that it is not used by unauthorized persons.

10. Personal data protection for minors

If a minor consents to the collection, use and processing of his/her personal data through the use of our services, he/she should do so with the consent of his/her legal representative or guardian. The legal representative or guardian may at any time request the Company to terminate the services of the minor or to exercise the rights of the data subject as set forth in section 4 of this Policy.

11. Update of this Privacy Policy

We make every effort to ensure the legality and accuracy of this Policy and therefore may update it at any time. We reserve the right to make changes at any time and recommend that you check back regularly for the latest content.