

TECO Electric & Machinery Co., Ltd.

Personal Data Protection Policy

(Summary Translation) This English version is a translation of the Chinese version.

If there is any inconsistency or discrepancy between the Chinese and English versions, the Chinese version shall prevail for all intents and purposes.

Article 1 (Purpose, Applicable Subjects, and Scope)

To comply with the Personal Data Protection Act and related regulations, and to ensure proper protection and management of personal data, the Company hereby establishes this Personal Data Protection Policy (hereinafter referred to as “this Policy”) in accordance with the Personal Data Protection Act (hereinafter “PDPA”), the Enforcement Rules of the PDPA, and other related laws and regulations.

This Policy applies to all personal data collected, processed, and used in the course of the Company's business operations. All employees of the Company (including contracted staff, interns, and part-time workers) as well as any vendors or third-party collaborators (including their employees, users, or agents) entrusted by the Company to collect, process, or use personal data shall comply with this Policy.

Article 2 (Definitions)

1. **Personal Data:** Information relating to a natural person, including but not limited to name, date of birth, National ID number, passport number, physical characteristics, fingerprints, marital status, family, education, occupation, medical records, healthcare, genetics, sexual life, health checkups, criminal records, contact details, financial status, social activities, and any other data that can directly or indirectly identify an individual.
2. **Collection:** The act of collecting personal data in any way.
3. **Processing:** The act of recording, inputting, storing, compiling/editing, correcting, duplicating, retrieving, deleting, outputting, connecting or internally transferring data for the purpose of establishing or using a personal data file.
4. **Use:** The act of using personal data via any methods other than processing.
5. **Cross-border transfer:** The cross-border processing or use of personal data.
6. **Data Subject:** An individual whose personal data is collected, processed or used.

Article 3 (Responsibilities)

The Chairman of the Company is the highest authority responsible for personal data protection. The Legal & Compliance Department is responsible for promoting and establishing related mechanisms, and for organizing training sessions on personal data protection. The Digital Development Department is responsible for periodically reviewing the effectiveness of data security controls. The Internal Audit is responsible for conducting audits and reporting to the highest management level. All departments shall collect, process, use, and retain personal data in accordance with the PDPA, this Policy, and related internal regulations.

Article 4 (Principles for the Collection, Processing, and Use of Personal Data)

1. The Company shall comply with Taiwan's relevant laws and regulations on personal data protection;
2. The Company shall collect, process, and use personal data by adequate and secure means, and within the scope of specific purposes;
3. The Company shall inform the data subject of statutory matters before collecting personal data as required by law;
4. The Company shall take appropriate security measures to prevent theft, tampering, damage, loss, or leakage of personal data;
5. The Company shall only collaborate with vendors or third-party collaborators that comply with personal data protection regulations and shall properly supervise them;
6. The Company shall ensure that adequate protection is provided during cross-border transfer of personal data;
7. The Company shall respect the rights that data subjects may exercise over their personal data and publicly announce contact methods for exercising such rights or submitting complaints and inquiries;
8. The Company shall promptly report and deal with personal data incidents in accordance with the Company's relevant regulations;
9. The Company shall establish and implement a personal data protection management system to enforce personal data protection.

Article 5 (Training)

The Legal & Compliance Department shall hold at least one training session per year on personal data protection.

Article 6 (Prohibited Conduct)

The Company strictly prohibits employees or vendors from unlawfully misusing personal data.

Article 7 (Disciplinary Measures)

Employees who violate this Policy or related management rules shall be subject to disciplinary action and held legally accountable in accordance with the Company's work rules.

If vendors or third-party collaborators violate the PDPA or related laws and cause damage to the Company, they shall be held liable for damages in accordance with the contract.

Article 8 (Ongoing Review and Amendments)

The Company shall pay close attention to developments in personal data protection regulations and its own business circumstances in order to review and improve the effectiveness of this Policy and the personal data protection management system.

Article 9 (Implementation)

This Policy shall take effect upon approval by the Board of Directors. The same shall apply to any amendments.

Article 10 (Enactment Date)

This Policy was enacted on May 14, 2025.