

## **Personal Data Protection Policy and Implementation Status**

The Company places great importance on customer privacy and complies with the Personal Data Protection Act. Accordingly, it has established a Personal Data Protection Management Policy and obtained ISO 27001 certification for its Information Security Management System (ISMS). Through rigorous personal data privacy security management and protection measures, the Company has implemented a comprehensive data governance framework, including data standards and classification, access control mechanisms, and data owner review procedures, to ensure that data access and sharing are properly governed and protected, as well as to safeguard data availability, integrity, and confidentiality.

The scope of application covers all branches, operating sites, subsidiaries, customers, and suppliers. With respect to the collection, processing, use, and protection of personal data involved in business operations, the Company strictly complies with applicable laws and regulations and uses personal data only within the scope permitted by law. The Company does not provide, lease, or otherwise disclose personal data to any third party in any form. All relevant activities are conducted in accordance with the Company's Personal Data Protection Management Policy. Senior management at the Company's headquarters assumes overall responsibility for supervising and managing internal personal data protection practices. Department heads are responsible for implementing personal data protection operations and internal communication within their respective units, and are committed to safeguarding customer data security and privacy rights.

In addition, the Company has established the Integrity Management Procedures and Code of Conduct, under which it systematically collects and reviews applicable laws, regulations, and international standards relevant to the products and services it provides, and consolidates key compliance requirements for internal communication. This ensures transparency and security of product and service information throughout the processes of research and development, procurement, manufacturing, provision, and sales. Company personnel are required to avoid conducting business with agents, suppliers, customers, or other counterparties involved in dishonest or unethical conduct. Where such conduct is identified, the Company will consider suspending business relationships and listing such parties as restricted counterparties, in order to uphold its integrity management policy.

The Company has also established stakeholder communication channels. Stakeholders, including customers and suppliers, may submit feedback or lodge complaints via telephone or email to protect their rights and interests.

Contact Information:

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Stakeholder Contact Email: [ablerex@ablerex.com.tw](mailto:ablerex@ablerex.com.tw)

## Quantitative Indicators and Management Metrics for Personal Data Protection (2025)

- Education and Training:

During the year, the Company conducted education and awareness training related to personal data protection (including Personal Data Protection Management and the Employee Code of Ethical Conduct), totaling 263 participants and 526 training hours.

- Internal Management and Technical Safeguards:

A comprehensive annual review of data access permissions was conducted, with all access rights verified to be consistent with assigned job responsibilities.

- Incident Response and Risk Management:

No personal data protection incidents or violations occurred during the year.