



# Nan Pao Resins Group

## Privacy and Personal Data Protection Policy

### I. Policy Purpose

Nan Pao Resins Group (hereinafter referred to as the “Group”) has established this Policy in accordance with the Personal Data Protection Act and relevant laws and regulations to safeguard the rights and interests of data subjects, strengthen personal data protection management and legal compliance mechanisms, and reduce operational risks. This Policy serves as the highest guiding principle for personal data protection within the Group.

The Group regards personal data protection as a key element of corporate governance and sustainable development, and is committed to continuously improving its management framework to enhance stakeholder trust and corporate responsibility.

### II. Scope of Application

This Policy applies to:

1. The Group and its subsidiaries
2. Directors, management, and all employees (including contract staff)
3. Customers, suppliers, contractors, and other third parties having business relationships with the Group

Where local laws and regulations of a subsidiary are more stringent than this Policy, such local laws shall prevail. Where local requirements are less stringent, this Policy shall serve as the minimum standard.

### III. Governance Structure and Responsibilities

1. Personal data protection is the shared responsibility of all personnel within the Group.
2. The Group has designated a responsible unit to plan and promote personal data protection management.
3. Management is responsible for supervising policy implementation and regularly reviewing its effectiveness.
4. In the event of a personal data incident, internal reporting procedures shall be followed promptly and corrective actions shall be taken.

#### IV. Principles of Personal Data Management

When collecting, processing, and using personal data within the scope of business operations, the Group adheres to the following principles:

1. Data shall be collected and used only for lawful and specific purposes.
2. Only the minimum and necessary data shall be collected.
3. Data accuracy and timely updates shall be ensured.
4. Unauthorized access, disclosure, alteration, or misuse shall be prevented.
5. Data subjects shall be informed in advance of the purposes and parties involved in data use.
6. In principle, prior consent from data subjects shall be obtained unless otherwise required by law.

#### V. Third-Party and Outsourced Processing Management

Where personal data is outsourced for processing due to business needs, the Group shall enter into confidentiality or personal data protection agreements with the relevant third parties and require compliance with this Policy and applicable laws and regulations. Unauthorized use, retention, sale, or disclosure of personal data is strictly prohibited.

#### VI. Rights of Data Subjects

Data subjects may exercise the following rights in accordance with applicable laws:

1. To access or review their personal data
2. To request copies
3. To request supplementation or correction
4. To request cessation of collection, processing, or use
5. To request deletion or destruction

#### VII. Training and Incident Handling

The Group regularly conducts education and training on personal data protection to enhance employee awareness.

In the event that a personal data incident results in damage to the rights of data subjects, the Group shall handle the matter in accordance with internal procedures and take appropriate remedial measures.

## VIII. Personal Data Retention Period

The Group retains personal data only for a reasonable period necessary to fulfill the specific purposes of collection. When such purposes cease to exist, retention periods expire, or relevant laws no longer require retention, the Group shall proactively or upon request by the data subject cease use and delete or destroy the personal data, unless otherwise required by law, necessary for business execution, or consented to by the data subject.

## IX. Cross-Border Data Transfer

Due to multinational operations, the Group may transfer personal data within the Group or to overseas operating locations in compliance with applicable laws and this Policy. Such transfers shall be limited to what is necessary for the original purposes of collection, and appropriate management measures shall be implemented in accordance with relevant privacy and personal data protection regulations to ensure data security.

## X. Policy Exceptions and Amendments

Any exception to this Policy due to special operational requirements shall be subject to approval through the Company's internal authorization procedures.

This Policy shall be reviewed and amended periodically in response to legal amendments, operational needs, and developments in sustainable governance, and shall be implemented upon approval.

## XI. Contact Window

For any inquiries regarding this Policy or personal data protection matters, please contact:

Nan Pao Group Sustainability Office  
Email: [esg@nanpao.com](mailto:esg@nanpao.com)

Chairman

December 2025