

Status of Implementation of the Privacy and Personal Data Protection Policy

(This English translation is based on the Chinese original and is for reference only.

In the event of any inconsistency, the Chinese original shall prevail.)

In order to protect customers, suppliers and business partners against personal data breaches, CHEM (the “Company”) continued to work diligently and obtained the ISO 27001 Information Security Management System certification in 2025. In its daily operations, the Company maintains and strictly enforces up-to-date security protocols across its hardware, software and operational processes. For example, the Company has employed advanced encryption technologies to strengthen data protection, has enhanced phishing email detection and regularly conducts employee awareness tests, social engineering exercises, and privacy and personal data protection awareness campaigns. All these are done to maintain the confidentiality of important assets of the Company and all its stakeholders.

The Company adopts a zero-tolerance approach toward personal data incidents. In case of a personal data breach, the responsible units, including the Information Technology Division, the Legal Division, and the Management Division, will handle and investigate the case in accordance with the Personal Data Protection Act. Anyone who breaches confidentiality obligations will be held accountable under applicable laws and subject to disciplinary action under the Company's internal regulations (including, but not limited to, termination of collaboration).

With regard to the Company’s personal data protection training for employees and supply chain and business partner management, the quantifiable data and management indicators related to commitment to personal data protection policies for 2025 are as follows:

- **Personal data protection training for employees**

- 31 attendees (accounting for 1.63% of the Company’s total employees) in total

- 5.17 training hours in total

- **Supply chain and customer management**

- 78.95% of the Company’s suppliers have established a privacy rights policy.

- 78.95% of the Company’s suppliers have established documented rules to protect employee personal data.

- 69.00% of the Company’s customers have established a privacy rights policy.

- 69.00% the Company’s customers have established documented rules to protect employee personal data.