

CARSEM SUZHOU PRIVACY POLICY FOR JOB APPLICANTS

1. Carsem Semiconductor (Suzhou) Co. Ltd (“**we**”, “**our**” or “**Company**”) respect your legal right to privacy and are committed to protecting your personal information in accordance with our obligations under the Personal Information Protection Law of the People’s Republic of China (“**PIPL**”). This Privacy Policy explains our privacy practices as to how we collect, use and store your personal information as well as your rights under these aspects.
2. This Privacy Policy is subject to change from time to time and any changes will be posted on the Company’s website at www.carsem.com.
3. In case of discrepancies between the English and Chinese versions of this Privacy Policy, the Chinese version shall prevail.

Collection and Use of Personal Information

4. From time to time we may collect personal information from job applicants of the Company in the People’s Republic of China (“**Relevant Person**” or “**Relevant Persons**”, or “**you**” or “**your**”, as the case may be) in connection with their employment applications. The types of information that we may collect may include your name, identity card number, telephone number, e-mail address, your correspondence address, academic qualifications, prior job experience, marital and family status, past criminal background (if any) and health-related information (applicable for certain job positions only).
5. This Privacy Policy applies to all personal information of Relevant Persons collected by or submitted to the Company. The purposes for which personal information relating to a Relevant Person as a job applicant of the Company may be used include:-
 - (i) processing of the employment application;
 - (ii) determination of the corresponding salary and other benefits associated with the employment application;
 - (iii) assessing the suitability to assume the job duties;
 - (iv) consideration of eligibility for staff benefits and other entitlements;
 - (v) consideration of any other suitable position within the Company;
 - (vi) compliance with any other requirements related to the employment application in accordance with the applicable laws, rules or regulations; and
 - (vii) other purposes relating to any of the above.
6. If the Relevant Person does not agree to provide the personal information as requested by the Company, such failure may result in the Company being unable to process the employment application of the Relevant Person.
7. In the event of a successful employment application, the Company may require additional personal information of the Relevant Person to be collected from time to time throughout

the period of his/her employment with the Company. The personal information collected shall be used in accordance with the Carsem Suzhou Privacy Policy for Employees.

Sharing and Transfer of Personal Information

8. We will take all reasonable and practicable steps to keep personal information of Relevant Persons confidential, as well as to ensure the safety of the personal information that Relevant Persons have provided to us. We will not disclose any of the personal information of Relevant Persons to any third party unless the disclosure is required or permitted by the applicable laws or regulations or with your consent. If we entrust any third party service provider to process personal information of Relevant Persons on the Company's behalf, such personal information will continue to be protected by means of contracts we will have entered into with those service providers.
9. Despite our general practice of keeping personal information within the territory of the People's Republic of China, personal information of Relevant Persons may, with the consent of the Relevant Persons, on certain occasions be transferred to the Company's associated companies located outside the People's Republic of China. If we do this, the personal information of Relevant Persons will continue to be protected by means of contracts (which will be in a form approved by the competent authority) we will have entered into with those overseas recipients. The Company shall seek to ensure any transfer of personal data across jurisdictions will be afforded with such a degree of protection similar to that being afforded in the People's Republic of China.

Retention and Storage of Personal Information

10. Subject to paragraph 9 above, all personal information collected by the Company will be retained and stored within the territory of the People's Republic of China, and will be retained and stored only for so long as the personal information is necessary:-
 - (i) to fulfill the purpose for which it was collected; or
 - (ii) to comply with the relevant laws or regulations or as unless otherwise specified by the relevant laws of the People's Republic of China.
11. Personal information of Relevant Persons which:-
 - (i) is no longer necessary for achieving the purpose of processing; or
 - (ii) is the subject of a request for erasure (or withdrawal of consent) by the Relevant Person,will be destroyed as soon as reasonably practicable by the Company.

Your Rights

12. As a provider of your personal information, you have the right:-
- (i) to request the Company to explain our rules of processing of personal information;
 - (ii) to access your personal information collected and stored by the Company ("**Your Personal Information**");
 - (iii) to request the Company to correct any of Your Personal Information which is incorrect or incomplete;
 - (iv) to request the Company to delete Your Personal Information;
 - (v) to request Your Personal Information be transferred to any personal information processor designated by you (where conditions under the PIPL are met);
 - (vi) to restrict our processing of Your Personal Information; and
 - (vii) to the extent that you have given us consent to collect or process Your Personal Information, to withdraw your consent.

For the avoidance of doubt, in the event that you withdraw the consent previously given to the Company, such withdrawal shall not affect the lawfulness of any processing of Your Personal Information carried out by the Company prior to your indication for withdrawal of the consent.

13. To the extent permitted by law, we may charge a reasonable fee for processing any data access request.
14. You can make a request or exercise any of the above rights by contacting the Company at jonsonna@carsem.com.

Contact us

15. If you have any questions or comments about our Privacy Policy, please email us at jonsonna@carsem.com.

Last updated: November 2021

The Carsem Suzhou Privacy Policy for Job Applicants (“Policy”) explains Carsem Semiconductor (Suzhou) Co. Ltd (“Company”) privacy practices as to how the Company collect, use and store personal information of the Company’s job applicants in the PRC as well as the job applicants’ rights under these aspects and applies to personal information of job applicants provided to and/or collected by the Company. A copy of the Policy is available on www.carsem.com or upon request. Please read the Policy, complete, sign and return this Acknowledgement to the Company.

ACKNOWLEDGEMENT FOR HANDLING PERSONAL INFORMATION
(for Job Applicants)

1. I confirm that I have read and understood the Policy and acknowledge that the Company will collect and store my personal information such as my name, identity card number, contact details including email address, phone number and correspondence address, my academic qualifications, prior job experience, marital and family status, and past criminal background (if any) (“**Personal Information**”) for the purpose of processing my employment application and/or such other purposes as set out in the Policy.
2. I acknowledge that the Company will also collect and store my health-related information (“**Sensitive Information**”) for the purpose of processing my employment application.
3. I acknowledge that my Personal Information (other than contact details) (“**Transferred Information**”) may be shared with the Company’s associated companies located outside of the People’s Republic of China for the purpose of processing my employment application. I also acknowledge that I may make a request or exercise any of my rights under paragraph 12 of the Policy in respect of the Transferred Information by contacting the Company at jonsonna@carsem.com.

I hereby confirm that:-

- I **consent / do not consent** * to the Company collecting the Personal Information for the purposes as set out in paragraph 1 above. I understand that if I refuse to give consent the Company may not be able to process my employment application.
- I **consent / do not consent** * to the Company collecting the Sensitive Information for the purposes as set out in paragraph 2 above. I understand that if I refuse to give consent the Company may not be able to process my employment application.
- I **consent / do not consent** * to the Company sharing the Transferred Information for the purposes as set out in paragraph 3 above. I understand that I refuse to give consent the Company may not be able to process my employment application.

*** Please delete as appropriate**

Signed:

Name:

Date: