

個人資料運用告知事項

中國信託金融控股股份有限公司(以下簡稱中信金控)暨所屬各子公司依據中華民國(臺灣)及應徵者所在國家/地區之「個人資料保護法」及其他相關法令函釋為蒐集、處理、儲存、利用及/或國際傳輸應徵者所提供個人資料，敬請詳閱以下個人資料保密暨保管承諾，如您現居住於美國加州地區，敬請詳讀第二項【CALIFORNIA CONSUMER PRIVACY ACT】相關說明。

1. 中信金控個人資料運用告知事項 (人力資源業務)

依據【個人資料保護法】(簡稱個資法)第八條第一項規定，說明本公司蒐集、處理、利用及/或國際傳輸 台端所提供個人資料之管理方針，以及 台端之權利如下：本公司基於招募任用之人事管理目的，在業務執行之範圍及期間內，以書面或電子等形式，供本公司、本公司關係企業及代為處理事務之第三人（包括但不限於與本公司具有合作、委任等關係之人及機構），於其所在國境內之地區，蒐集、處理、利用及/或國際傳輸 台端之個人資料。依個資法第三條規定，台端得向本公司行使之權利及方式：請求查詢、閱覽、複製、補充、更正、刪除、或停止蒐集、處理、利用 台端之個人資料。申請方式悉依本公司人力資源單位規定之受理程序辦理。 台端有權選擇是否提供個人資料予本公司，若台端選擇不提供個人資料、或提供不完全、不真實或不正確之個人資料予本公司，即有可能影響本公司對於 台端之招募任用等個人資料之管理、運用及服務。

CTBC recruitment privacy policy

In accordance with Article 8, paragraph 1 of the Personal Information Protection Act, we detail as follows our policy on the collection, processing, and use and/or cross-border transmission of your personal data as well as your related rights. In the course of our recruitment process, and to that end, our financial holding parent company, our affiliates, and third parties handling related matters on our behalf (including people and organizations with whom we have a cooperative, mandate, or other relationship) may, in written, electronic, or other form, collect, process, and use and/or internationally transmit the information of users within their country. Per Article 3 of the Act, you have the right to inquire into, view, receive a copy of, supplement, correct, or delete your personal information, and to request that we stop collecting, processing, or using your information. Requests will be handled in accordance with the accepted procedures prescribed by our HR Department. Whether to provide personal information is your decision; providing incomplete, false, or otherwise misleading information may affect your potential recruitment.

2. NOTICE AT COLLECTION

CALIFORNIA CONSUMER PRIVACY ACT

(CALIFORNIA CIVIL CODE SECTION 1798.100 et seq) EMPLOYMENT CONTEXT

Your privacy is important to us. This California Consumer Privacy Act (“CCPA”) Notice at Collection describes the personal information subject to the CCPA that CTBC Bank Co., Ltd. may collect from California residents who are our employees or who apply for employment with us. In particular, this Notice explains the categories of personal information we may collect, including examples of specific personal information, and the business purposes for which we may use such information.

Categories of Personal Information that We May Collect

- **Personal identifiers**, such as legal name, aliases, Social Security number, driver’s license number, and passport number.
- **Personal information**, as defined in the California safeguards law, such as contact information and financial information.
- **Characteristics of protected classifications under California or federal law**, such as gender and marital status.
- **Biometric information**, such as your fingerprints.
- **Professional or Employment**, such as your current employer and employment history.
- **Education information**, such as educational institutions you have attended and/or from which have graduated.

How We Use Personal Information

- To operate, manage and maintain our business.
- To comply with law, legal process and policies, such as to perform background checks required under federal law.
- For employment purposes, such as to determine eligibility for employment or to administer employee benefits.
- To maintain our facilities and infrastructure.
- To conduct research and data analysis.
- To operate and manage IT and communications systems.
- To conduct risk and security controls and perform identity verifications.
- To perform accounting, audit and other internal functions.
- To exercise and defend legal claims.