

SK hynix system ic (Wuxi) Platform Personal Information Processing Policy

Preamble

SK hynix system ic (Wuxi) Co., Ltd. (hereinafter referred to as "we") provides services and features through the following channels:

- SK hynix system ic Official Website (skhynixsystemic.cn, hereinafter referred to as the "Official Website")
- SK hynix system ic Visitor System (welcome.skhynixsystemic.cn/eSecurity/extNetMob/login.jsp, hereinafter referred to as the "Visitor System")
- SK hynix system ic Purchasing Page (gpis.skhynixsystemic.cn/login.do, hereinafter referred to as the "Purchasing Page")
- SK hynix system ic Recruitment Website (job.skhynixsystemic.com, hereinafter referred to as the "Recruitment Website")
- SK hynix system ic Recruitment WeChat Mini Program (hereinafter referred to as the "Recruitment Mini Program")
- Any other client platforms we currently offer or may offer in the future

The channels and services above are collectively referred to as the "SK hynix system ic (Wuxi) Platform Services", which encompass features and functions including information inquiry, recruitment activities, visitor appointment, and more. SK hynix system ic (Wuxi) Platform Services are designed for various types of users, including: job applicants (individuals who submit resumes or participate in recruitment activities through the Recruitment Website or Recruitment Mini Program), external visitors (individuals who schedule on-site visits through the Visitor System), and business contacts (contact persons representing corporate clients, suppliers, and distributors) (hereinafter referred to as "user" or "you").

When you use SK hynix system ic (Wuxi) Platform Services, we may collect, use, store, transfer, share, disclose, and delete (hereinafter collectively referred to as "process") your personal information. This SK hynix system ic (Wuxi) Platform Personal Information Processing Policy (this "Privacy Policy") has been established in accordance with applicable laws and regulations, including the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, and the *Provisions on the Scope of Necessary Personal Information for Common Types of Mobile Internet Applications*, as well as with reference to national standards such as the *Information Security Technology - Personal Information Security Specification (GB/T 35273-2020)*. We are committed to safeguarding the security of your personal information.

Please read and acknowledge the following important notices:

1. **Your agreement to this Privacy Policy only means that you have read and are willing to accept this Privacy Policy, that you understand the features and functions offered by SK hynix system ic (Wuxi) Platform Services, and that you consent to our collection and use of personal information necessary to provide such services, and confirms that you are at least 18 years of age. It does not constitute your**

consent to our collection and use of non-essential personal information. If the processing of non-essential personal information is required while you use SK hynix system ic (Wuxi) Platform Services, we will seek your separate consent based on the permissions you grant during use. If the processing of sensitive personal information is required, we will conduct a personal information protection impact assessment and obtain your separate consent prior to such processing.

2. If you decline this Privacy Policy, you may still access certain basic features without registering or logging in, such as browsing job listings and viewing informational content.
3. We have highlighted in bold, underlined, or otherwise visually distinguished the provisions of this Privacy Policy that directly affect your personal rights and interests, as well as any provisions relating to the processing of sensitive personal information. Please pay particular attention to these sections.

I. How We Collect and Use Your Personal Information

We only collect the information necessary to provide SK hynix system ic (Wuxi) Platform Services in accordance with the principles of lawfulness, legitimacy, and necessity. To ensure the proper functioning of our services, you are required to provide us with truthful and accurate information. We will conduct appropriate verification of the information you provide. If you refuse to provide truthful information or submit false information, you may be unable to access certain services we offer.

1. What Personal Information We Collect and Use

User Type	Processing Scenario	Types of Personal Information Collected/Processed (Sensitive personal information marked in bold)	Processing Method and Purpose
Job Applicant	Registration/login to the Recruitment Website or Recruitment Mini Program	Email address, login password, mobile phone number	Submitted/verified by the user on the Recruitment Website or Recruitment Mini Program; used for account creation, identity verification, and login
	Password recovery on the Recruitment Website or Recruitment Mini Program	Registered email address	Submitted by the user; used for password recovery.
	Login to the Recruitment Platform Website or Recruitment Mini Program via WeChat	WeChat public profile information (profile picture, nickname, email address, language preference, and any other information authorized by the user)	Obtained via WeChat authorization; used for direct login and access to platform services
	Completing a resume and participating in the recruitment process on the Recruitment Website or Recruitment Mini Program	Required: Position applied for, expected salary, job-seeking status, available start date, profile photo, sex, marital status , date of birth, ethnicity, mobile phone number, current residential address, height, vision, blood type,	Provided by the user on the recruitment platform; used for job matching, interview scheduling, and comprehensive candidate evaluation

User Type	Processing Scenario	Types of Personal Information Collected/Processed (Sensitive personal information marked in bold)	Processing Method and Purpose
		educational background, internship and work experience, confidentiality and non-compete obligations, litigation history and criminal record Optional: ID card number, passport number, religious beliefs , political affiliation, place of origin, home landline number, household registration type, personnel file location, household registration location, weight, special circumstances, hospitalization history, medical conditions and medical history , emergency contact, annual income, foreign language proficiency, computer skills, certifications and qualifications, personal statement, and other recruitment-related information	
	Login data and device information collected by the Recruitment Website or Recruitment Mini Program during use of related features	IP address, access date, access frequency, hardware/software information, device event information, unique identifiers, crash data, cookie data, browsing history	Automatically collected by the system; used for platform operation, user experience optimization, and statistical analysis
External Visitor	Registration/login to the Visitor System	Full name, email address/mobile phone number, password, organizational category (corporate/public institution/unaffiliated), company name	Registered and used to log in to the Visitor System; used for subsequent appointment management and access arrangements
	Password/account recovery	Full name, date of birth or passport number, mobile phone number or email address, organizational category (corporate/public institution/unaffiliated), company	Submitted via the Visitor System; upon identity verification by the system, a new password will be sent via mobile phone or email; used for account and password recovery

User Type	Processing Scenario	Types of Personal Information Collected/Processed (Sensitive personal information marked in bold)	Processing Method and Purpose
		name	
	Visitor appointment/on-site identity verification and access management	Full name, contact information, purpose of visit, scheduled visit date and time, access location, ID card/passport information , photo, company name, job title, company address, business license number of affiliated company, company phone number, email address, mobile phone number, license plate number, vehicle type, entry and exit records	Collected via pre-registration through the Visitor System or on-site registration; reviewed and confirmed by company personnel; used for visit scheduling, access control, vehicle management, security management, and business facilitation.
Business Contact	Registration/login to the Purchasing Page	Business contact's full name, sex, email address, phone number, fax number, mailing address, country, affiliated company name, business license number, legal representative ID number, tax registration number, DUNS number, company size, date of establishment, number of employees, certifications, business type, industry, etc.	Completed during registration on the Purchasing Page and reviewed and confirmed by internal personnel; used for business partner identity verification, contract management, purchasing operations, and business relationship management.
	Business communications and correspondence	Business contact's full name, employer name, job title, phone number, email address, etc.	Used for communications and correspondence, contract negotiations, logistics arrangements, payment settlement, and after-sales service.

With respect to sensitive personal information, the necessity for processing such information arises from our need to complete our recruitment evaluation and security management activities, which will assist you in becoming an employee of our company or gaining access to our facility.

We process your sensitive personal information only to the extent necessary to fulfill the purposes and uses disclosed above, and will seek your separate consent at the time such sensitive personal information is collected (for example, by having you read and sign a *Personal Information Collection and Use Consent Form*). We will implement strict measures to ensure the security of all sensitive personal information we process.

Cookies and Similar Technologies

We use cookies and similar technologies, such as web beacons, pixels, and mobile identifiers. Cookies enable

websites to store data such as your preferences. We will not use cookies for any purpose beyond what is described in this Privacy Policy, and you may manage or delete cookies according to your own preferences. You have the right to choose whether to accept or decline cookies. Unless you have opted out of cookies, we may set or access cookies on your computer or mobile device, and any information we obtain through such cookies will be subject to this Privacy Policy.

When you use the job application feature or create/edit a resume on the Recruitment Website or Recruitment Mini Program, you are deemed to have consented to our recruiters viewing and storing your resume, which constitutes legal authorization for us to access, browse, use, and retain your resume. However, you may still exercise your right to delete your resume information at any time through the deletion feature.

2. Legal Basis for Our Processing of Your Personal Information

- 1) **As a general matter, we will rely on your consent as the legal basis for our processing of your personal information.**
- 2) **In accordance with applicable laws, regulations, and national standards, we may collect and use your personal information without your consent in the following circumstances:**
 - **Where processing is necessary for the conclusion or performance of a contract to which you are a party, or where processing is necessary for the implementation of human resources management in accordance with lawfully established internal labor rules and regulations or lawfully executed collective agreements;**
 - **Where processing is necessary for the fulfillment of a statutory duty or legal obligation;**
 - **Where processing is necessary to respond to a public health emergency, or where processing is necessary in an emergency situation to protect the life, health, or property of a natural person;**
 - **Where personal information that an individual has voluntarily disclosed to the public, or that has otherwise been lawfully made public, is processed within a reasonable scope;**
 - **Any other circumstances prescribed by laws or administrative regulations.**

II. How We Entrust, Share, Transfer, and Publicly Disclose Your Personal Information

We will not share or transfer your personal information to any third party other than SK hynix system ic (which refer to SK hynix system ic (Wuxi) Co., Ltd., its shareholders SK hynix system ic Inc. and Wuxi Industrial Development Group Co., Ltd., its subsidiary HYSTARS SEMICONDUCTOR (WUXI) CO., LTD., and SK hynix system ic Wuxi Solutions Inc. (hereinafter collectively referred to as "Group Companies")) unless we have obtained your separate and explicit consent.

1. Sharing and Entrusted Processing

- 1) For operational reasons, the interview process for certain positions involves relevant internal departments and personnel of the Group Companies. Upon successful submission of your application, **you will be deemed to have consented to your personal information being shared with relevant internal departments and personnel of the Group Companies for the purposes of recruitment process management, interview scheduling, and other recruitment-related activities.**
- 2) We are committed to sharing only the minimum personal information necessary to provide our services in accordance with the principles of lawfulness, legitimacy, and necessity and for clearly defined service purposes. We will conduct a personal information protection impact assessment and make our best efforts to ensure that your personal information is protected. With respect to any other companies, organizations,

or individuals with whom we share personal information (if any), we will execute strict confidentiality agreements with such parties and require them to handle such information with confidentiality and security measures no less than those required under this Privacy Policy. If you refuse to allow us to share personal information that is necessary for recruitment purposes, you may be unable to proceed with subsequent stages of the application process.

- 3) To fulfill the processing purposes set forth in this Privacy Policy, we may engage affiliated companies or third-party partners (including third-party service providers, contractors, agents, and application developers) to assist in processing your personal information. Such parties will process the aforementioned information on our behalf in accordance with this Privacy Policy and any other applicable confidentiality and security measures, solely for the purpose of providing our services to you and achieving the objectives described in this Privacy Policy.

2. Transfer

- 1) We will not transfer your personal information to any company, organization, or individual, except in the following circumstances:
 - I. Where we have notified you in advance of the purpose, type, and recipient of the transfer (**and, where sensitive personal information is involved, we will provide you with separate notice of the specific sensitive personal information concerned**), **and have obtained your explicit authorization or consent**;
 - II. Where transfer is expressly required by laws or regulations, by an enforceable legal instrument, or by a binding decision issued by an administrative authority in accordance with law;
 - III. Where we are involved in a merger, division, liquidation, or the acquisition or sale of assets or business operations, your personal information may be transferred as part of such a transaction. In such cases, we will ensure the security of your personal information during the transfer and will require the company or organization that assumes custody of your personal information to remain bound by this Privacy Policy; otherwise, we will require such company or organization to seek your authorization or consent again. In the event that our company becomes insolvent or ceases operations without a successor entity, we will delete or anonymize your personal information.

3. Public Disclosure

- 1) We will not publicly disclose your personal information, except in the following circumstances:
 - I. Where we have conducted a Personal Information Protection Impact Assessment **and obtained your explicit and separate consent**;
 - II. Where transfer is expressly required by laws or regulations, by an enforceable legal instrument, or by a binding decision issued by an administrative authority in accordance with law.

III. How We Protect Your Personal Information

We will strictly comply with applicable laws and regulations, including the *Cybersecurity Law* and the *Personal Information Protection Law*, and will implement reliable security measures that are reasonable and appropriate to store and protect your personal information. We maintain strict safeguards against unauthorized access to, disclosure, use, or modification of personal information to prevent data corruption or loss.

1. Retention Period

- 1) We have established a dedicated talent pool system for storing job applicants' resume information, which we will retain on a long-term basis. Appointment information for external visitors and business contact information for business contacts will be stored in the corresponding internal management systems and

retained in accordance with actual business needs. If an external visitor has not completed the required online security training, we will delete their personal information accordingly. Where deletion of your personal information is required, we will either delete it or anonymize it. **We will modify the applicable retention period under the following circumstances:**

- I. Where expressly required by laws or regulations;
- II. Where required by a court judgment, ruling, or other enforceable legal instrument;
- III. Where required by a relevant administrative regulatory authority in accordance with law;
- IV. Upon your reasonable request;
- V. In the event that our services cease operations, we will notify you **through website announcements and in-app notifications and will delete or anonymize your personal information within a reasonable period of time.**

2. Storage Location and Personal Information Security Measures

The personal information we collect and generate in the course of our operations within the People's Republic of China is stored within the territory of China. We will implement the following technical and administrative measures to protect your personal information:

1) **Technical Measures**

- I. We make every reasonable and reliable effort to protect your information. We are actively working to establish personal information protection policies that govern the storage and use of information.
- II. We implement comprehensive security controls over your information through the establishment of monitoring and audit mechanisms.
- III. To prevent unauthorized access to, public disclosure, use, or modification of your information, and to prevent data corruption or loss, we will implement reliable protective measures to safeguard your information. For example: SSL encryption is applied to data exchanged between browsers and our services; HTTPS secure browsing is enabled across the websites associated with SK hynix system ic (Wuxi) Platform Services; encryption technologies are employed to ensure data confidentiality; professional protection systems are deployed to defend against malicious attacks; access controls are strengthened to ensure that only authorized personnel may access information; and employee awareness initiatives are conducted to underscore the importance of information protection.
- IV. Please safeguard your own personal information and, unless necessary, refrain from sharing your account credentials with others. If you discover that your personal information (particularly your account name or password) has been disclosed, please contact us immediately using the contact information provided in "VII Contact Us" of this Privacy Policy, so that we may take appropriate remedial action.

2) **Rules and Policies**

- I. **Internal Policies:** We have established a dedicated department and designated personnel responsible for information security (the specific roles and personnel may change as the company grows), to ensure the secure operation of our platform and websites. Different levels of system access privileges have been assigned to website operations staff. In addition, we will continuously refine our information security rules and policies and strengthen information security training for our employees.
- II. **Group Companies:** In circumstances involving the transfer or disclosure of users' personal

information to Group Companies, we will likewise require such Group Companies to comply with all applicable requirements, including relevant laws and regulations, this Privacy Policy, and any confidentiality provisions contained in executed agreements.

3. Security Incident Notification

- 1) We will develop a cybersecurity incident response plan to promptly address security risks such as system vulnerabilities, computer viruses, cyberattacks, and unauthorized network intrusions. In the event of an incident that compromises cybersecurity, we will immediately activate the incident response plan, implement appropriate remedial measures, and report the incident to the relevant competent authorities in accordance with applicable laws and regulations.
- 2) Following the occurrence of a security incident, we will notify you in a timely manner of the basic facts of the incident and its potential impact, the remedial measures we have taken or plan to take, recommendations for steps you may take independently to mitigate risk, and the remedies available to you, as required by applicable laws and regulations. **We will notify you of incident-related information through the contact details you have provided, such as SMS, phone call, or email. Where it is not practicable to notify affected individuals on a case-by-case basis, we will issue a public announcement through reasonable and effective means.**

IV. Your Personal Information Rights

While you are using SK hynix system ic (Wuxi) Platform Services, in order to make it easier for you to access and manage your personal information and to ensure that you are able to exercise your rights regarding your personal information, including the right to correction, deletion, and withdrawal of consent, we have provided the corresponding operational settings on the relevant pages. You may follow the guidance below.

Except as otherwise provided by laws and regulations, you have the right to access and manage your information. If you wish to exercise your data management rights, you may do so directly through the following means:

1. Accessing/Managing Your Information on the Recruitment Website

- 1) After logging in to the Recruitment Website, you may access and manage your login password and verified mobile phone information by navigating to "My Job Applications" - "Personal Information Management".
- 2) Prior to the application submission deadline, after logging in to the Recruitment Website, you may access and manage your resume information by navigating to "My Job Applications" - "My Application Status".

2. Accessing/Managing Your Information on the Recruitment Mini Program

- 1) After logging in to the Recruitment Mini Program, you may access and manage your linked WeChat account, personal profile, and login password by navigating to "My".
- 2) Prior to the recruitment deadline, after logging in to the Recruitment Mini Program, you may access and manage your job application records and personal resume by navigating to "My".

3. Deleting Your Personal Information

- 1) You may delete your personal information by logging in to the Recruitment Website and navigating to "My Job Applications" - "My Application Status".

Please note that after the application submission deadline has passed, you will only be able to view your personal information and will no longer be able to delete or modify it. If you wish to delete your personal information, you may notify us of the specific information you would like deleted using the contact

information provided on the homepage of the SK hynix system ic (Wuxi) Recruitment Website, and we will process your request within 10 business days.

- 2) After logging in to the Recruitment Mini Program, you may delete your job application records by navigating to "My." Upon deletion of your application records, your personal information will be automatically deleted.
- 3) Please note that once the recruitment period has expired, you will only be able to view your application records and will no longer be able to delete or modify them. If you need to delete your personal information, you may notify us using the contact information provided on the homepage of the Recruitment Website or the Recruitment Mini Program, and we will process your request within 10 business days.
- 4) As an external visitor or business contact, you may contact us using the contact information provided in Section VII of this Privacy Policy to exercise your right to deletion, and we will process your request within 10 business days.

4. Right to Account Cancellation

You may cancel your registered account and delete it through the following means:

- 1) Job applicants may cancel their account by logging in to the Recruitment Website, navigating to "My Job Applications" - "Personal Information Management", and clicking the "Sign Out" button to complete the account deletion process.
- 2) Job applicants may cancel their account by logging in to the Recruitment Mini Program, navigating to "My", and clicking the "Cancel Membership" button to complete the account deletion process.
- 3) External visitors and business contacts may contact us using the contact information provided in Section VII of this Privacy Policy to cancel and delete their registered account.

Please be aware that canceling your account may result in the permanent and irrecoverable deletion of all your user data and account information.

5. Right to Obtain a Copy of Your Personal Information

In accordance with applicable laws and regulations, you have the right to obtain a copy of your personal information. You may notify us of your request using the contact information provided on the homepage of the Recruitment Website or the Recruitment Mini Program, and we will process your request within 10 business days.

6. Right to Advance Notice of Service Termination

In the event that SK hynix system ic (Wuxi) Platform is compelled to cease operations due to special circumstances, we will notify you in accordance with applicable laws and regulations by posting an announcement on the main page of the relevant product and/or service. We will simultaneously cease collection of your personal information and will delete or anonymize the personal information we hold in accordance with applicable laws and regulations.

7. Withdrawal of Your Authorization and Consent

You may request to withdraw any consent you have previously granted to us for specific purposes, including the collection, use, and/or disclosure of your personal information that we hold or control. Upon your modification of the scope of your consent or withdrawal of consent, we will process your request within a reasonable period of time and, in accordance with your request, will cease processing your relevant personal information and proactively delete or anonymize such information. **Please be advised that, unless your consent is re-obtained, once you have completed the actions above, we will no longer be able to continue providing you with the features and services corresponding to the consent or authorization you have withdrawn. Furthermore, your withdrawal of consent or authorization shall not affect the validity of any**

personal information processing activities we have previously carried out on the basis of your consent.

8. Responding to Your Requests

In order to safeguard the security of your information, we may verify your identity before processing your request, and you may be required to provide relevant materials to prove your identity.

V. No Collection of Personal Information from Minors

SK hynix system ic (Wuxi) Platform Services are intended solely for users who are 18 years of age (including) or older. We will not knowingly collect personal information from minors under the age of 18. If you believe that we have inadvertently collected personal information from a minor under the age of 18, please notify us immediately and we will take prompt steps to delete relevant data.

VI. Updates to This Privacy Policy

We reserve the right to update or modify this Privacy Policy from time to time. We may update or modify this Privacy Policy in response to changes in applicable laws and regulations or changes in our business operations. In the event that this Privacy Policy is updated, we will notify you via the login interface of the Recruitment Website, the login interface of the Recruitment Mini Program, or other relevant pages on our website, and will invite you to provide your consent again.

VII. Contact Us

Company Name: SK hynix system ic (Wuxi) Co., Ltd.

Registered Address: No. 702, Zhide Avenue, Xinwu District, Wuxi, Jiangsu Province, China

Contact Information: If you have any questions, comments, suggestions, or complaints regarding this Privacy Policy or the personal information processing practices of SK hynix system ic (Wuxi) Platform Services, you may contact us through the Help & Feedback feature or by the following means:

Email: 【Edison.Lu@sk.com】

We will respond to your inquiry within 10 business days of receipt.