

KULICKE AND SOFFA INDUSTRIES, INC.

GLOBAL DATA PROTECTION POLICY – KOREA ADDENDUM

This Korea Addendum supplements and amends the Global Data Protection Policy (collectively, the “Korea Policy”) and should be read together with the Global Data Protection Policy as one policy. Unless otherwise set forth in this Korean Addendum, all other terms and principles in the Global Data Protection Policy continue to apply. The Korea Policy shall apply to all Korean incorporated K&S entities, the Korean Branch of other K&S entities and all Processing of Personal Data in Korea.

This Korea Addendum shall prevail in the event of inconsistency between the principles stated herein and those as described under the Global Data Protection Policy.

Capitalised terms in this Korea Addendum, unless otherwise defined herein, shall have the same meanings as those defined in the Global Data Protection Policy.

The Global Data Protection Policy shall be amended and/or supplemented as follows:

1. Purposes of Processing Personal Data and Items of Personal Data to be Processed

K&S may Process or continue to Process Personal Data in **Appendix B** for any of the purposes as set out in **Appendix A** to the Policy. K&S may Process Personal Data not set out in Appendices A and B so long as K&S notifies the Individual of the new purpose and gain his/her consent.

“**Personal Data**” means information pertaining to an Individual which contains information identifying a specific person with a name, a resident registration number, an image, among others (including information that does not, by itself, make it possible to identify a specific person but that enables to identify such a person easily when combined with other information).

The definition of “**Processing**” also includes the acts of producing and manufacturing.

2. Section 3 of the Global Data Protection Policy on “Getting Consent for Data Processing”

Delegation of the Processing of Personal Data

K&S may delegate Personal Data to third parties for Processing purpose. K&S shall enter into delegation services agreements with such third party. Upon entering into the relevant delegation services agreement, K&S not only specifies the matters regarding the prohibition of Processing of Personal Data, technical and managerial protection measures, limitation on secondary delegation, control and supervision over the delegated service provider, liabilities such as compensation for damages in addition to the purpose of the delegated services pursuant to Article 25 of the Personal Information Protection Act on the relevant documents such as the agreements, but also monitors whether the service provider Processes Personal Data in a safe manner. K&S shall identify such third party with a description of the delegated services in the table below; if there is any change in the details and service provider of the delegated services, K&S will announce the pertinent changes to this Korea Addendum without delay.

Delegatee	Descriptions of Delegated Services
Kulicke & Soffa Pte Ltd, Kulicke & Soffa Asiapac, Inc., and Kulicke and Soffa Industries, Inc.	Employee human resources management
Payasia Pte Ltd	Payroll services
International Outsourcing Inc	Payroll services
AON Korea Inc.	Group insurance consulting

3. Section 4 of the Global Data Protection Policy on “Retention and Security of Personal Data”

a. Period of Processing and Retention of Personal Data

K&S may only retain Personal Data for as long as such Personal Data is necessarily required or relevant for business or legal purposes. K&S shall not retain Personal Data longer than is necessary and shall securely return, dispose or destroy such Personal Data in a permanent and complete manner when it is no longer required. However, K&S may retain Personal Data under any of the following circumstances:

- (i) if K&S has obtained prior consent from the Individual; or
- (ii) K&S is required to retain the Personal Data of the Individual pursuant to laws and regulations including (but not limited to) the Labor Standards Act; or
- (iii) when it is necessary for the convenience of the Individual, including (but not limited to) the issuance of certificate of employment, certificate of career and certificate of retirement, etc.

Furthermore, when K&S needs to determine, at a later point in time, whether or not to hire a candidate, K&S may retain the Personal Data of such candidate until such determination is made; provided that the retention period in such case shall not exceed ten (10) years from the application date (which refers to the date of the close of the recruitment process). For employees’ records, the retention period shall not exceed ten (10) years from the date of termination of employment.

b. Destruction and Retention of Personal Data

When K&S destroys Personal Data, it shall implement measures to ensure that the Personal Data cannot be restored or regenerated.

If K&S is required to retain Personal Data, instead of destroying it, it shall store and manage such Personal Data or personnel file separately from other Personal Data.

4. Section 6 of the Global Data Protection Policy on “Access and Correction of Personal Data”

Rights and Obligations of Individual and Method of Exercise Thereof

Inspection of Personal Data

Save for the information that an employee has previously provided to K&S and is responsible for uploading/updating in My HR Portal, Employee Self Service, an Individual may request inspection of his/her own Personal Data processed by K&S, in which case the Individual should submit to K&S a request for inspection of Personal Data using the form prescribed by the Decree of the

Ministry of Security and Public Administration (“MOSPA”) (currently Form 8), comprising the following:

- (i) stating the items and contents of the Personal Data to be inspected;
- (ii) asking K&S for the purposes of collection and use of the Personal Data;
- (iii) asking K&S for the period of retention and use of the Personal Data;
- (iv) asking K&S for the status of transferring Personal Data to third parties; and
- (v) asking K&S for the fact that the Individual consented to the Processing of the Personal Data and contents of such consent.

Within ten (10) days from the receipt of the Individual’s request for inspection of Personal Data, K&S shall allow the Individual to inspect his/her Personal Data and notify the Individual of the details of the inspection using the form prescribed by the Decree of the MOSPA (currently Form 9). If the Personal Data cannot be inspected within the above period due to a justifiable reason, K&S may delay to provide for the inspection after notifying the Individual of the reason for the delay. When the reason for the delay ceases to exist, K&S shall immediately allow inspection of the Personal Data.

K&S may restrict or refuse inspection of Personal Data after notifying the Individual of the reason for such refusal or restriction if:

- (i) the inspection is prohibited or restricted by law; or
- (ii) the inspection is likely to inflict damages upon another person’s life or body or unfairly infringe upon another person’s property or other rights.

Correction and Deletion of Personal Data

Save for the information that an employee has previously provided to K&S and is responsible for correction or deletion via uploading/updating in My HR Portal, Employee Self Service, an Individual may request that K&S correct or delete his/her Personal Data, in which case the Individual should submit to K&S a request for correction or deletion of Personal Data using the form prescribed by the Decree of the MOSPA (currently Form 8).

Within ten (10) days from the receipt of request for correction or deletion of Personal Data, K&S shall deliver to the Individual a report on the results of correction or deletion using the form prescribed by the Decree of the MOSPA (currently Form 10), notifying the Individual of the following:

- (i) (if the request for correction or deletion of Personal Data is complied with by K&S): the fact that K&S is in possession of the Personal Data and has taken necessary measures to correct or delete such Personal Data as requested by the Individual; or
- (ii) (if the request for correction or deletion of Personal Data is not complied with by K&S): the fact that K&S has not complied with the Individual’s request for correction or deletion because the Personal Data is specified as items subject to collection under applicable laws or because of other reasons, the reason therefore and the method that the Individual can use to raise an objection.

However, if specific procedures for correction or deletion of Personal Data are stipulated by other laws and regulations (such as the Credit Information Act or Network Act), K&S will comply with such laws and regulations.

If K&S deletes Personal Data in accordance with the Individual’s request, it shall implement measures to ensure that the Personal Data cannot be restored or regenerated.

Methods and Procedures of Exercising Rights

Requests for inspection, correction or deletion of Personal Data or suspension of Processing of Personal Data may be made by the Individual, his/her legal representative or delegatee. However, in the event that the Individual is represented by his/her legal representative or delegatee, a power of attorney of the Individual in the form prescribed by the Decree of the MOSPA (currently Form 11) should be submitted to K&S.

5. Section 9 of the Global Data Protection Policy on “Data Protection Committee”

Individuals may, in the first instance, file complaints regarding the protection of Personal Data to the Chief Privacy Officer (“CPO”), who is responsible for the duties involving the Processing of Personal Data. K&S will provide prompt and sufficient responses with regard to the complaints of the Individuals. If the Individuals reasonably believe that the responses are not sufficient, they may contact any of the Data Protection Officers.

CPO for K&S Korea

- Name: Choong-Ho Oh
- Telephone Number: 82-2-34612107
- E-mail: choh@kns.com

CPO for ASMB Korea

- Name: Yun, Ju Seon Sunny
- Telephone Number: +82 70 7002 5800
- E-mail: JSYun@kns.com

6. Amendments to the Korea Addendum

If K&S makes any amendment to this Korea Addendum, K&S shall inform the timelines of such amendment and enforcement thereof as well as the contents of amendment by way of updated comparison versions which shows the changes made to the Korea Addendum, for the purpose of the Individuals' ease of reference.