

KULICKE AND SOFFA INDUSTRIES, INC.

GLOBAL DATA PROTECTION POLICY – SINGAPORE ADDENDUM

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

This Singapore 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 Singapore 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. Section 1 on Definitions

Where “Individuals” refer to employees, such employees may include volunteers.

The definition of “Personal Data” does not include business contact information (such as name, title, business telephone number, business address, business electronic mail address or fax number) or any other information provided for business purposes, and not provided solely for personal or family purposes.

2. Getting Consent for Processing Data

K&S shall not, as a condition of providing a product or service, make it obligatory for an Individual to consent to the collection, use or disclosure of Personal Data about the Individual beyond what is reasonable to provide the product or service to that Individual.

3. Access and Correction of Personal Data

Data Access Request under Section 6 of the Global Data Protection Policy

An Individual may request K&S to provide access to Personal Data about the Individual that is in the possession or under the control of K&S, as well as information about the ways in which the Personal Data has been or may have been used or disclosed by K&S (excluding disclosure to a law enforcement agency lawfully made without the Individual's consent) within a year before the date of the request.

K&S may refuse a data access request if:

- a. such data can be accessed by the employee via My HR Portal, Employee Self Service;
- b. the requested information pertains to opinion data for evaluative purposes or may disclose confidential commercial information;
- c. the requested information may disclose Personal Data of another Individual or identify another Individual who does not wish to be so identified;
- d. the request is frivolous or vexatious;
- e. provision could threaten the safety or physical or mental health of any Individual;
- f. the requested information is trivial or cannot be found or if it imposes an unreasonable burden or expense on K&S;
- g. K&S has disclosed data to a law enforcement agency; or
- h. as may be allowed under any applicable laws.

However, if K&S is able to provide the requested information without the excluded data as set out in clauses a – g above, K&S will do so.

Data Correction Request under Section 6 of the Global Data Protection Policy

With respect to the requirement to correct or complete Personal Data, K&S shall send the corrected or completed Personal Data to the organisations to which data was disclosed within a year before the date of correction or completion, unless the Individual consents that K&S can send such data to specific organisations only.

K&S may choose not to undertake correction or completion if: (i) such data can be updated by the employee via My HR Portal, Employee Self Service; (ii) K&S is unable to agree that the Personal Data is incorrect or should be completed, in which case K&S will record the request; (iii) such data constitutes opinion data for evaluative purposes; or (iv) this is allowed under any applicable laws.

4. Withdrawal of Consent

At any point in time, any Individual who wishes to revoke his/her consent where Personal Data is already being Processed, shall notify K&S that he wishes to withdraw consent to K&S' continued Processing of any of his/her Personal Data. Withdrawal may pertain to a part, or all, of an Individual's Personal Data and/or a specific part, or all, of the Processing. To request for withdrawal, an Individual shall give reasonable notice in writing to the Data Protection Officers stating the specific part(s) of the Personal Data, the objected area(s) of Processing, and, where applicable, the reasons behind the withdrawal.

On receipt of notice, K&S shall, within a reasonable timeframe, inform the Individual of the likely consequences of withdrawal, even if this is already known to the Individual or set out in any applicable contract or corporate policy. This may include, but shall not be limited to, termination of K&S' relationship (at K&S' option) with the Individual concerned.

K&S shall not prohibit withdrawals except where permitted to do so in accordance with applicable law and to further a legitimate business or legal purpose. Upon receiving a notice of withdrawal, K&S shall, within a reasonable timeframe, cease Processing the relevant Personal Data, including ensuring that its Data Intermediaries do the same. It should be noted that a withdrawal of consent to the Processing of Personal Data shall not restrict K&S' right to Process Personal Data where it has the right to do so under applicable law without consent.