

Parade Technologies
Personal Data Privacy Statement

譜瑞科技

個人資料隱私保護聲明

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Parade Technologies, Ltd., and its affiliates (collectively, “Parade Technologies” “we,” “our,” and/or “us”) respect your right to privacy.

譜瑞科技股份有限公司及其關聯企業（以下簡稱“譜瑞科技”或“我們”），尊重有關您的個人隱私權。

This Personal Data Privacy Statement (“Privacy Statement”) outlines how we collect, use, retain and share personal data we collect from individuals or that individuals provide to us when using our website (“Website”), or use any of applications and related services made available by us from time to time (collectively, our “Services”). By using our Services, you agree to the collection, use, disclosure, and procedures this Privacy Statement describes. If you do not agree with this Privacy Statement and practices, your choice is not to use the Services. We provide Services throughout the world and comply with our obligations under applicable data protection laws (collectively, “Data Protection Legislation”), including the General Data Protection Regulation (EU 2016/679) (“GDPR”) and California Consumer Privacy Act (“CCPA”). Parade Technologies is considered a data controller under the GDPR.

本個人資料隱私保護聲明（以下簡稱“隱私聲明”）概述我們如何蒐集、使用、保存及共享我們從個人所蒐集到的資料、或個人使用我們公司網站（“網站”）、任何應用程式或相關服務時，提供予我們的個人資料（以下統稱為“服務”）。當你使用我們的服務時，即表示您同意本隱私聲明中所敘述的蒐集、使用、揭露和相關程序。若您不同意本隱私聲明和我們的操作方式，您可以選擇不使用我們的服務。我們的服務擴及全球範圍，並遵守相關可適用的資料保護法律規範（以下統稱為“資料保護法規”），包含：歐盟的《一般資料保護規範》（EU 2016/679）（“GDPR”）及美國加利福尼亞州的《消費者隱私法案》（“CCPA”）。根據 GDPR 的規定，譜瑞科技為 GDPR 中所規定的資料控制者。

1. Information We Collect

我們所蒐集的資訊

We may collect information from or about you and your devices from various sources as described below.

我們可能會依照下列所述方式，蒐集有關您或您的設備的資訊。

A. Information You Provide to Us.

您所提供予我們的資訊

Communications. If you contact us directly, by phone or email, we may receive information about you. For example, if you email our Sales or Customer Service teams in relation to our current or potential business relationship with you or your employer (“Customers”), we will receive your name, email address, the contents of a message, any attachments that you may send to us, and any other information you choose to provide.

通訊。如果您通過電話或電子郵件直接與我們聯繫，我們可能會收到有關您的資訊。例如，您基於我們與您或您的雇主（以下統稱為“客戶”）之間現在或潛在的業務關係，向我們的銷售或客戶服務團隊發送電子郵件時，我們將收到您的姓名、電子郵件地址、訊息內容以及任何您所發送給我們的附加文件，以及您選擇提供予我們的任何其他資訊。

Careers. If you decide to apply for a job with us (“Candidates”), you may submit your contact information and your resume online or via referral. We will collect the information you choose to provide on your resume, such as your contact details, education and employment experience.

職業。如果您決定應徵我們的工作（“應徵者”），您得透過線上申請或員工推薦的方式提交您的聯絡方式及履歷給我們。我們將會蒐集您在履歷表上所提供的資訊，例如：您的聯絡方式、學歷和工作經驗。

Visits. If you visit us at our offices (“Visitors”) we may collect the information you provide to us directly. For example, if you leave your business card, we will receive your name, email address, phone number, and any information you chose to relay to our employees during your visit.

參訪。如果您前往我們的辦公室為參訪（“參訪者”），我們可能會直接蒐集您所提供給我們的資訊。例如，如果您留下您名片給我們，我們將蒐集到您的姓名、電子郵件地址、電話號碼以及您在訪問我們辦公室的期間內所傳達給我們員工的任何資訊。

B. Information We Collect When You Use Our Services

基於使用我們的服務時所蒐集的資訊

Device Information. We receive information about the device and software you use to access our Services, including IP address, web browser type, operating system version, phone carrier and manufacturer, device identifiers, and mobile advertising identifiers.

裝置資訊。我們會收到有關您用於瀏覽我們服務的裝置和軟體設備的資訊，包括：IP 地址、Web 瀏覽器類型、操作系統版本、電話運營商和製造商、裝置標識符以及移動廣告標識符號。

Usage Information. To help us understand how you use our Services and to help us improve them, we automatically receive information about your interactions with our Services, such as the pages or other content you view, and the dates and times of your visits.

使用資訊。為了幫助我們了解您如何使用我們的服務並幫助我們改善服務，我們會自動接收有關您與我們服務的互動的資訊，例如：您查看的頁面或其他內容，以及訪問的日期和時間。

Information from Cookies and Similar Technologies. We and third-party partners may collect information using cookies, pixel tags, or similar technologies. Our third-party partners, such as analytics and advertising partners, may use these technologies to collect information about your online activities over time and across different services. Cookies are small text files containing a string of alphanumeric characters. We may use both session cookies and persistent cookies. A session cookie disappears after you close your browser. A persistent cookie remains after you close your browser and may be used by your browser on subsequent visits to our Services.

Cookies 和類似技術所得知的資訊。我們及我們的第三方合作夥伴可能會使用 Cookie、像素標籤或類似技術來蒐集資訊。我們的第三方合作夥伴（例如：分析和廣告合作夥伴），可能會使用這些技術來收集有關您的在線活動時間，以及跨不同服務間的資訊。Cookies 是指包含一串字母數字字符的小型文本文件。我們可能同時使用暫時性和永久性的 cookie。於您關閉瀏覽器後，暫時性 cookie 會消失，而永久性 cookie 會持續保留，並可能會在您的瀏覽器下次訪問我們的服務時再次使用它。

Please review your web browser's "Help" file to learn the proper way to modify your cookie settings. Please note that if you delete or choose not to accept cookies from the Service, you may not be able to utilize the features of the Service to their fullest potential.

欲了解如何修改 Cookie 設置的正確方法，請查看您網路瀏覽器的“幫助”功能。請注意，如果您從服務中刪除或選擇不接受 Cookie，可能無法最大程度地利用我們所提供的服務的功能。

C. Information We Receive from Third Parties.

我們從第三方收到的資訊。

Third Parties. We may work with third-party providers whom we engage to collect personal data about you in the course of your recruitment and employment, or your business relationship with us or through the website.

第三方。在您的招聘和就業過程中，或您與我們的業務關係或使用我們網站的過程中，我們可能會與第三方供應商合作，或與第三方供應商合作蒐集有關您的個人資料。

Background Checks. We work with third party partners to perform background checks on Candidates and receive publicly available information such as criminal history, education and employment records.

背景調查。我們與第三方夥伴一同合作對應徵者進行背景調查，並接收與該應徵者有關之可公開獲得的資訊，例如：應徵者的犯罪記錄、教育及就業記錄。

2. How We Use the Information We Collect

我們如何使用我們所蒐集的資訊

We use the information we collect for the following purposes:

我們將蒐集的資訊用於以下目的：

- to provide you with the goods or services you or your employer need, including to facilitate transactions and payments;
為您或您的僱主提供所需要的商品或服務，包括促進交易和付款；
- to contact you if required in connection with your communication and/or order or to respond to any communications you might send to us;
在需要與您就您的採購訂單，或出於必要回覆您的訊息時，與您聯繫；
- to improve our Services;
改善我們的服務；
- to carry out research and analysis of our Customers and Candidates;
對我們的客戶和應徵者進行研究和分析；
- to assess your suitability for a job with us;
評估您是否適合與我們一同工作；
- to manage feedback and queries, and handle requests for data access or correction, or the exercise of other rights relating to personal data;
管理諮詢及回覆，並處理資料存取、更正或行使與個人資料有關的其他權利的請求；

- to find and prevent fraud, and respond to trust and safety issues that may arise;
預防詐欺，並因應對可能出現的信用及安全問題；
- to comply with applicable laws and regulatory obligations; comply with legal process and court orders; and respond to requests from public and government authorities;
遵守適用的法律和法規義務；遵守法律程序和法院命令；並回應公共和政府部門的要求；
- to enforce and defend our legal rights to protect our business operations; and
維護和捍衛我們的合法權利，以保護我們的業務運營；和
- for other purposes for which we provide specific notice at the time the information is collected.
若係出於其他非上述目的時，我們在蒐集資訊時會提供特別通知。

3. Lawful Basis For Using Your Information

使用您的資訊的合法依據

Where applicable, we will only collect, use, retain, or share your information where we have a lawful basis to do so under Data Protection Legislation.

我們只會在可適用且有合法法律依據的情況下，根據資料保護法規之規定蒐集、使用、保存或共享您的資訊。

For EU residents, we only process your personal data where:

對於歐盟居民，我們僅在以下情況下處理您的個人資料：

- The processing is necessary for the performance of a contract to which you are a party or in order to take steps at your request prior to entering into a contract. (For example, we process the personal data of our Customers so that we can perform any contract that we may have with them and deliver goods and services. We also process the personal data of Candidates on the basis that they have requested we assess their suitability for a role with us, or process the personal data of our employees in order to administer the employees' account, to develop contractual relationship, to comply with legal obligations, including tax and labor regulations, or to work with third-party providers to provide services to our employees);

該資料處理對於您作為一個契約當事方的履行上是必要的，或係為了與您在訂立契約之前，根據您的要求所採取的措施（例如：我們處理客戶的個人資料，乃係為了我們可以與該客戶簽訂任何契約並交付商品和服務。此外，我們也會對應徵者，進行評估其適用性，及處理應徵者的個人資料；或處理我們員工的

行程，以便管理員工的帳戶、發展勞雇契約關係及遵守法律義務（包括稅收和勞工法規），或與第三方供應商合作並為員工提供服務）；

- The processing is necessary for compliance with a legal obligation;

該資料處理是為了遵守法律規定的要求所為之；

- The processing is necessary for the legitimate interests pursued by us or a third party. (For example, we may process personal data from Customers where it is in our legitimate interest to do so in order to improve our Services. We also hold the personal data of Visitors because it is in our interest to keep a record of your on-site visit with us for health and safety); or

該資料處理是為了我們或第三方的合法利益，且係有必要之處理。（例如：出於改善我們服務的目的，我們可能會基於合法目的處理客戶的個人資料。或是，出於對於健康和安全的考量，我們可能會保留參訪者的個人資料並為記錄）；或

- You consent to the processing for a specific purpose.

經由您同意，且出於對特定目的所為之資料處理。

4. **How We Share the Information We Collect**

我們如何共享我們收集的資訊

We will use and disclose your personal data for the purposes described in “How We Use the Information We Collect”. We may share your personal data with our affiliates, in order to fulfil our contract with you, or as necessary to improve our products and Services. We only disclose your personal data to third parties, outside of the Parade Technologies, where we have informed you of these categories of third parties. This may include service providers such as IT systems, payment services, banks and financial institutions, background check services, and professional advisors such as lawyers. We will disclose your personal data to government bodies or parties in legal proceedings if we believe in good faith that we are required to disclose it in order (a) to comply with any applicable law, a summons, a search warrant, a court or regulatory order, or other statutory requirement; (b) to protect our legal rights, the privacy or safety of Parade Technologies employees, agents, contracts, or other individuals; (c) to protect the safety and security of visitors to the Parade Technology offices; or to protect against fraud or other illegal activity; (d) to enforce our legal rights. We reserve the right to transfer your personal data to a third party in the event of an acquisition of any part of our business or a merger provided that the third party agrees to adhere to the terms of this Privacy Statement and provided that the third party only uses your personal data for the purposes that you provided it to us. You will be notified in the event of any such transfer and you will be afforded an opportunity to opt-out.

我們將基於“我們如何使用蒐集的資料”中所述的目的來使用和披露您的個人資料。我們可能會與我們的關係企業共享您的個人資料，以履行我們與您的契約，或在必要時改善我們的產品和服務。我們只會於已經將其他第三方的產業類別告知您的情況下，將您的個人資料透露給譜瑞科技以外的第三方。這些第三方供應商可能包括：服務供應商，IT 系統，支付服務，銀行和金融機構，背景調查服務以及專業顧問（例如：律師）。基於善意且遵循政府機構或司法程序當事方的要求，於下列情況，我們得揭露您的資訊於：（a）遵守任何可適用的法律、傳票、搜查令、法院或法規的要求，披露您的個人數據。我們將依照法律程序中，向政府機構或當事方披露您的個人資料或依照其他法定要求為揭露；（b）保護譜瑞科技的員工、代理商、契約或其他第三方的合法權益、隱私或安全；（c）保護譜瑞科技訪客的安全；或防止欺詐或其他非法活動；或（d）行使我們的合法權利。於企業結合的情況時，我們將保留移轉您的個人資料於其他第三方的權利，若該第三方同意遵守本隱私聲明的條款，並且只會於您所同意的目的下使用您的個人資料。若發生此類個人資料移轉的情形時，您將會收到我們的通知，並且有選擇退出且拒絕公開您個人資料的權利。

If you share your information on any other website through an external link it will be processed pursuant to the privacy policy of the operator of that website.

如果您通過外部鏈接在任何其他網站上共享您的資訊，則將根據該網站運營商的隱私政策進行處理。

International Transfers

國際移轉

In providing services to you, your data may be processed by our entities, or third-party partners in countries other than your country of residence. By providing us with your information you consent to any such transfer, storage or use. To the extent that Parade Technologies transfers the personal data of EU residents to recipients which are located outside the European Union, the UK or the European Economic Area, we will provide an adequate level of protection, including appropriate technical and organizational security measures and through the implementation of appropriate contractual measures to secure such transfer, in compliance with applicable Data Protection Legislation. Parade Technologies uses standard contractual clauses in the form approved by the European Commission.

在為您提供服務時，您的個人資料可能會經由我們的企業，或您居住國以外國家/地區的第三方合作夥伴為處理。向我們提供您的個人資料，即表示您同意任何此類個人資料的移轉、存儲或使用。如果譜瑞科技將歐盟居民的個人資料移轉給位於歐盟、英國或歐洲經濟區以外的接收方時，我們將會提供適當級別的保護，包括：適當的技術和

企業安全措施，以及依照所適用的資料保護法規，採取適當的契約方式以確保此類個人資料移轉。譜瑞科技使用歐洲執委會所批准的標準契約條款。

5. **How Long Do We Keep Your Information**

我們保留您的資料多久

We will retain your personal data for as long as needed or permitted in light of the purposes for which it was obtained. The criteria used to determine our retention periods include: (a) the length of time we have an ongoing relationship with our Customers and provide services, (b) whether there is a legal obligation to which we are subject, and (c) whether retention is advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation or regulatory investigations).

我們將根據資料獲得的目的、需求或在允許的時間範圍內保留您的個人資料。我們保留資料期間的標準，包括以下情況：(a) 我們與客戶持續保持關係並提供服務的時間範圍內；(b) 在法律規定下，我們應盡之法律義務期間；以及(c) 依據我們於法律上的立場，就該資料為保留（例如：可適用的法律追溯時效、訴訟或監管調查）。

6. **Security**

安全性

We take reasonable steps to protect the privacy of the information we hold about you from misuse, unauthorized access, loss, modification or disclosure. We maintain physical, technical and administrative safeguards to protect your personal data. We update and test our security technology on an ongoing basis. We restrict access to your personal data to those employees who need to know that information to provide benefits or services to you. In addition, our employees understand the importance of confidentiality and maintaining the privacy and security of your information.

我們採取合理的保護措施來保護我們所擁有的有關於您的個人資料及隱私，以免於該資料遭濫用、未經許可的權限、丟失、修改或披露。我們透過實質上、技術上和行政上的保護措施，以保護您的個人資料。我們將使用您個人資料的許可權，限制在僅有需要瞭解該資料以向您提供利益或服務的員工。此外，我們的員工瞭解保密並維護個人資料安全及隱私的重要性。

7. **Data Subject Rights for EU residents**

歐盟居民的資料主體法定權利

This Privacy Statement is intended to provide you with information about what personal data Parade Technologies collects about you and how it is used.

本隱私聲明旨在為您提供有關譜瑞科技如何蒐集有關您的個人資料及其使用方式。

Please inform us of any changes in your personal data, and in accordance with our obligations under the GDPR, we will update or delete your personal data accordingly.

若您的個人資料有任何更動，請通知我們。我們會根據 GDPR 的規範為更新或刪除您的個人資料。

If you are an EU resident, you have certain rights in relation to your personal data (as defined by the GDPR) including:

如果您是歐盟居民，您對您的個人資料（定義於 GDPR）享有某些權利，包括：

- the right to find out what personal data we hold on you and request access to it; 了解我們持有您的哪些個人資料，並要求對其有權限的權利；
- the right to have your personal data updated, rectified, amended or removed from our database; 更新、更正、修改，或從我們的資料庫中刪除您的個人資料的權利；
- the right to object to the use of your personal data or restrict access to it; 反對我們使用您的個人資料，或限制該權限的權利；
- the right to request that we send your personal data to a third party; and 要求我們將您的個人資料發送給第三方的權利；和
- the right to withdraw your consent to the processing of your personal data, if consent was the legal basis we relied upon for processing. 若經法律依據我們必須得到您的同意許可使用您的個人資料時，您有權撤回該同意許可。

Please note that some of these rights may be limited under local law.

請注意，其中某些權利可能會受到當地法律的限制。

To exercise your data subject rights, EU residents, may contact us at: legal@paradetech.com. You may also lodge a complaint with the relevant supervisory authority in your jurisdiction.

為了行使您的資料主體權利，歐盟居民可以通過以下方式與我們聯繫：
legal@paradetech.com。您也可以向您所在地區的相關監管機構進行投訴。

8. Information for California Residents

給加利福尼亞州居民的訊息

A. Rights and Choices

權利與選擇

If you are a California resident, California law permits you to request the:

如果您是加利福尼亞州居民，則加利福尼亞州法律允許您要求我們提供您：

- Categories of Personal Information (as defined by applicable California law) collected, sold or disclosed by us;
根據個人資訊類別為蒐集、出售或披露您的個人資料（定義於 CCPA）；
- Purposes for which categories of Personal Information collected by us are used;
依照個人資訊類別為蒐集使用之目的；
- Sources of information from which we collect Personal Information; and
我們蒐集個人資料的訊息來源；和
- Specific pieces of Personal Information we have collected about you.
我們所蒐集有關您的特定個人資料。

In addition, if you are a California resident you may:

此外，若您是加利福尼亞州居民，您可以：

- Opt-out of the sale or disclosure of your Personal Information, in some circumstances;
在某些情況下，選擇不出售或披露您的個人資料；
- Opt-out of receiving marketing communications from us; however, you may still receive administrative communications regarding the Services;
選擇不接收我們發送的廣告資訊；但是，您可能仍會收到有關行政服務的資訊；
- Opt-in to certain financial incentive programs we may offer related to the collection, sale, or deletion of your Personal Information; and
選擇加入某些特定財務獎勵計畫，並允許同意我們為蒐集、銷售或刪除您的個人資料；和
- Request deletion of your Personal Information by us and our service providers, in some circumstances.
在某些情況下，要求我們和我們的服務供應商刪除您的個人資料。

B. California Consumer Requests

加利福尼亞州消費者要求

To make a request related to you California privacy rights, please email us at legal@paradetech.com, or write to us at the following address:

要提出與您的加利福尼亞州隱私權有關的請求，請發送電子郵件給我們至 legal@paradetech.com，或通過以下地址寫信給我們：

ATTN: Legal Department, California Privacy Rights
Parade Technologies, Ltd.
c/o Parade Technologies, Inc.
2720 Orchard Parkway,
San Jose, CA 95134

收件人：Legal Department, California Privacy Rights

Parade Technologies, Ltd.

c / o Parade Technologies, Inc.

2720 Orchard Parkway,

San Jose, CA 95134

Please be aware that we do not accept or process requests through other means (e.g., via fax, social media, other mailing addresses or email addresses).

請注意，我們不接受任何透過其他方式（例如：傳真、社交媒體、其他郵寄地址或電子郵件地址）所提出的請求。

9. **Children**

兒童

Our Services are not directed to children, and we do not knowingly collect personal information from children under the age of 16. If you learn that a child has provided us with personal information, then you may contact us as indicated below in Section 11.

我們不提供服務予兒童，也不會企圖向 16 歲以下的兒童蒐集其個人資料。如果您發現有兒童向我們提供了個人資料，您可以依照以下第 11 節中的說明與我們聯繫。

10. **Do Not Track**

請勿追蹤功能

Parade Technologies does not currently take steps to respond to browsers' "Do Not Track" signals as no uniform standard to respond to such signals has been developed at this time.

有鑑於目前尚未有針對請勿追蹤功能為規範的統一標準，譜瑞科技目前並未採取措施來響應瀏覽器的“請勿追蹤”信號。

11. **Changes to our Privacy Statement**

更改我們的隱私聲明

We may update our Privacy Statement from time to time. Any changes to this Privacy Statement will be posted on our Website so you are always aware of what information we collect, how we use it, and under what circumstances, if any, we disclose it. If at any time we decide to use personal data in a manner materially different from that stated in this Privacy Statement, or otherwise disclosed to you at the time it was collected, we will inform you through our Website, and you will have a choice as to whether or not we use your

information in the new manner. You should periodically review our current Privacy Statement to stay informed of our personal data practices.

我們可能會不定時的更新我們的隱私聲明。對本隱私聲明的任何更改都會發佈在我們的網站上，以讓您能夠對我們所蒐集的資訊、使用方式有所了解。若我們決定將個人資料使用於與此隱私聲明或在向您蒐集資訊時所傳遞的方式有所不同方式時，我們將通過我們的網站通知您。您可以選擇是否允許我們以新的方式使用您的資訊。您應定期查看我們最新的隱私聲明，以隨時了解我們的個人資料運作方式。

12. **Contact Us**

聯絡我們

If you have any questions, concerns or complaints regarding this Privacy Statement, please contact Parade Technologies at legal@paradetech.com.

如果您對此隱私聲明有任何疑問、疑慮或投訴，請透過 legal@paradetech.com 與譜瑞科技為聯絡。