

Privacy Notice For Job Applicants and Related Persons

1. Purpose and Scope

Srisawad Capital 1969 Public Company Limited (the "Company") is committed to performing its duties in accordance with the Personal Data Protection Act B.E. 2562 (2019) ("PDPA"). This Privacy Notice outlines the Company's practices regarding the protection of your personal data (as defined below). It explains the purposes and methods by which the Company collects, uses, discloses, cross-border transfers, and/or otherwise processes (collectively, "processes" or "processing") your personal data. Furthermore, it describes your legal rights regarding your personal data, including data protection rights when you apply for a job with the Company.

This Privacy Notice governs the processing of personal data in activities related to recruitment. All affected parties should thoroughly read, understand, and regularly review this Privacy Notice to remain fully informed about how their personal data is processed.

In this Privacy Notice, the following terms shall have the meanings ascribed below:

"Personal Data" means any information relating to a living individual that enables the identification of such person, whether directly or indirectly.

"Sensitive Personal Data" means any personal data relating to racial or ethnic origin, political opinions, religious or philosophical beliefs, sexual behavior, criminal records, health data, disability, trade union membership, genetic data, biometric data, or any other data that may affect the data subject in a similar manner as prescribed by law.

This Privacy Notice applies to job applicants and related persons (including emergency contacts, persons within the Company known to the applicant, and references), collectively referred to in this Privacy Notice as "You" or "your".

If you have any questions or suggestions regarding the Company's personal data protection practices, or if you wish to exercise your rights under the PDPA, you may contact the Company through the following channels

Srisawad Capital 1969 Public Company Limited

99/392 Srisawad Building, 1,5,6 Floor, Soi Chaeng Watthana 10, Yak 3 (Benjamit), Thung Song
Hong Subdistrict, Lak Si District, Bangkok.

Email: info@srisawadcapital.co.th Tel: 0-2691-5600

Data Protection Officer (DPO) Email: dpo@srisawadcapital.co.th

2. Persons Authorized to Process Your Personal Data

As the Company has the role and duty to determine the purposes and means of processing your personal data in accordance with the PDPA, the Company acts as the Data Controller of your personal data.

3. Personal Data Collected

General Personal Data

Case of Job Applicants:

The Company collects general personal data of job applicants, including but not limited to the following categories of data:

- a) **Identification Data:** Such as name, surname, nickname, national identification number, signature, and photograph.
- b) **Background Data:** Such as gender, weight, height, age, date of birth, nationality, educational history, vehicle driving ability, military status, marital status, history of litigation or court proceedings, and behavioral history.
- c) **Contact Data:** Such as telephone number, email address, and physical address.
- d) **Employment Data:** Such as work history and resume.
- e) **Other Data:** Such as special abilities.

Case of Other Persons (including emergency contacts, persons within the Company known to the applicant, and references):

The Company collects general personal data of other persons, including but not limited to the following:

- a) **Identification Data:** Such as name, surname.
- b) **Background Data:** Such as relationship with the applicant.
- c) **Contact Data:** Such as telephone number, email address, and physical address.

Sensitive Personal Data

Case of Job Applicants:

The Company collects sensitive personal data of job applicants, including but not limited to the following:

- a) Health data : Such as underlying diseases.
- b) Disability data.

4. How the Company Collects Your Personal Data

Generally, the Company collects personal data directly from job applicants during the recruitment process. For the personal data of related persons, the Company collects such data indirectly through the job applicant.

5. How the Company Uses Your Personal Data

The Company uses your personal data to carry out various operations according to the scope and purposes of the recruitment process. The Company relies on the following legal bases and special conditions to process your personal data. The legal bases and special conditions specified below do not apply to all of your personal data processing. The processing of personal data may rely on one or a combination of several legal bases.

- 1) **Contractual Basis:** The Company has a duty to process your personal data to carry out duties during the recruitment process. The personal data required for processing under this basis is mostly the data appearing in Section 3. In the event that you do not provide any personal data to the Company for the specified purposes, the Company may not be able to process your job application effectively or successfully.
- 2) **Legitimate Interest Basis:** In some cases, the Company needs to use your personal data for the legitimate interests of the Company or third parties in the recruitment process. Such legitimate interests must not override your fundamental benefits, rights, and freedoms.
- 3) **Consent Basis:** In some cases, the Company needs to obtain explicit consent from job applicants to process sensitive personal data for recruitment activities.

6. To Whom Does the Company Disclose or Transfer Your Personal Data?

In this process, the Company may find it necessary to disclose or transfer the job applicant's personal data to relevant affiliated companies for the purpose of processing your personal data.

7. International Transfer of Personal Data

For the purposes specified in this Privacy Notice, the Company will not disclose or transfer your personal data to third parties or servers located in foreign countries.

8. Security Measures for Personal Data Protection

The Company has established technical and administrative measures to prevent the loss, misuse, as well as unauthorized access, disclosure, or alteration of your personal data.

9. Retention Period of Your Personal Data

The Company will retain your personal data for as long as reasonably necessary to fulfill the scope and purposes specified in this Privacy Notice, and to establish, exercise, or defend legal claims. However, the Company may be required to retain your personal data for a longer period if required by any applicable laws.

10. Your Rights Regarding Personal Data

Subject to the provisions and exceptions of applicable laws, your rights regarding your personal data are as follows:

a) Right to Withdraw Consent: In cases where you have provided explicit consent, you have the right to withdraw such explicit consent by sending a notice of consent withdrawal to the Company.

b) Right to Access Personal Data: You may have the right to request a copy of all your personal data that the Company is processing.

c) Right to Data Portability: In cases where the Company has a platform that allows you to access your personal data by automated means:

- 1) You may have the right to request the Company to transfer your personal data to another organization by automated means.
- 2) You may have the right to request the Company to transfer your personal data directly to another organization, except where restricted by technological limitations.

d) Right to Object to Personal Data Processing: You may have the right to object to the processing activities of your personal data based on legitimate interests..

e) Right to Request Erasure of Personal Data: You may have the right to request the Company to delete your personal data that the Company is processing, or to make such data anonymous, in the following cases:

- 1) In cases where your personal data is no longer necessary for the purposes of processing.

- 2) In cases where you have withdrawn your consent and/or explicit consent for the Company to process your personal data and/or sensitive personal data.
- 3) In cases where you object to the processing of your personal data, which the Company has performed based on legitimate interests, and the Company has no overriding legitimate grounds for processing the personal data.
- 4) In cases where the personal data processing activity is not in accordance with the law.

f) Right to Request Suspension of Personal Data Processing: You may have the right to request the Company to suspend the processing of your personal data in the following cases:

- 1) In cases where the Company is verifying your request to exercise your right to rectify your personal data.
- 2) In cases concerning personal data that you have previously requested the Company to delete, but you have subsequently exercised an additional request for the Company to suspend the processing of your personal data instead.
- 3) In cases where the personal data processing period has ended, but you have requested the Company to suspend the processing of personal data for legal reasons.
- 4) In cases where it is under the process of verification regarding an objection to the processing of personal data.

g) Right to Request Correction of Personal Data: You may have the right to correct your personal data so that it is accurate and up-to-date.

Please be informed that the exercise of your rights as specified above is subject to various relevant factors, and the Company may not be able to comply with your request if the Company can cite any legal basis to continue processing your personal data. In the event that you wish to exercise your rights regarding the protection of your personal data, you may contact the Company through the channels specified above, and the Company will process your request rigorously and promptly.

11. Amendment to the Privacy Notice

The Company may amend this Privacy Notice as deemed appropriate to improve the efficiency of processing your personal data. The Company will inform you if such amendments significantly affect the processing of your personal data or if the Company is required to do so by law.