

PRIVACY POLICY

SANKO DIECASTING (THAILAND) PUBLIC COMPANY LIMITED

1. Introduction

Sanko Diecasting (Thailand) Public Company Limited (“The Company”) has an intention in operating the business that adheres to ethical business conducts and compliance with applicable legal framework. The Company is also aware of the privacy right of the client, shareholder, employee, and other related person (“Person”) to be assured that the Person will have an confidence in receiving the protection in all aspects under the laws. The Company, therefore, has set out Privacy Policy (“Privacy Policy”) in accordance with the Personal Data Protection Act B.E 2562 with the essence provisions mentioned below:

2. Enforcement Scope

This Privacy Policy shall apply to the personal data of person who has relationship with Sanko Diecasting (Thailand) Public Company Limited, our employee and the person who related to personal data processing in compliance with an order or on our behalf via communication channel either online or offline which collect personal data from business operation place, face-to-face, activity event or telephone via email or other social media platform (e.g., webpage, Facebook or Line) and other channel which related to sale operation work (international and domestic).

The person who has relationship with the Company as mentioned above shall include:

- 1) Customer and service provider who is an individual.
- 2) Our employee
- 3) Director, assignee, representative, shareholder, employee, or other person which has relationship in same form of the juristic person who has relationship with us
- 4) The person who uses our product and service
- 5) The person who visits our website - www.sankothai.net including the application system, equipment or other
- 6) The person whom we collect personal data e.g., work applicant, family member of employee, guarantor, beneficiary of insurance policy etc.

3. Definition

Personal data means the data about individuals which can be used to identify specific individual whether by direct or indirect mean, such as name, surname, email, telephone number, IP address, photo, race, religious, political opinion, genetics data, biometric data

Sensitive Personal data means the personal data which relates to race, clan, political opinion, beliefs, religious or philosophy, sex behavior, criminal records, heath information, disable details, genetics data, biometric data (such as fingerprint scan, face scan etc.) or other data which will affect the personal data owner likewise the announcement outlined by the Personal Data Protection Committee

4. Collection of Personal Data

The Company may gather and collect your personal data as follows;

- 4.1 Personal data such as name and surname, date of birth, status, the details contained in ID card and passport, copy of ID card or number of ID card
- 4.2 Contact data such as address, telephone number, Line ID, social media account, working place
- 4.3 Title of work, office or organization
- 4.4 Electronic usage data such as email, IP address, type of browser program and cookies, chat history in applications
- 4.5 Photo recordings, sound recording related to the meeting/training/recreation or marketing event
- 4.6 The data which provided by the person when communication or attaining an event with us
- 4.7 Sensitive data such as race, religious, disable details, political opinion, criminal records, biometric data (face scan data), health information etc.

5. Objectives of personal data collection

The Company will collect, use and disclose the personal data as per the following objectives:

- 5.1 For purpose of financial transaction and tax which related to the agreement's obligations
- 5.2 To improve, control quality of work and the operation which related to the Company's business
- 5.3 To analyze and follow the provisions of service which rendered via website and the objective of retroactive examination in case of any problem happened
- 5.4 To attend the Company's activities
- 5.5 To record personal data processing as fixed by the laws
- 5.6 To act as necessary in operating organization including job application, recruitment for director or other title and evaluation of qualifications or efficiency
- 5.7 To prevent, detect, avoid and examine the fraud, breach of safety or any illegal/prohibited action which may be caused damage to the Company and data subject
- 5.8 Evaluation and risk management
- 5.9 To prevent or cease any danger caused to dead, health, body of person and pandemic surveillance
- 5.10 To follow the laws, announcement, applicable order or take action regarding lawsuit, court summon including exercise of the right in term of personal data

6. The type of person whom the Company will disclose your personal data

In case that we transmit or allow other person use the personal data, we will enter into an agreement with the data recipient/data user in order to outline the duties and rights in accordance with the laws and this policy.

7. The transmission or transfer personal data to aboard

In case that we are necessary to transmit or transfer personal data to aboard, we will follow the provisions specified in rules and regulations set by the laws.

8. The period of personal data storage and retention

The Company will keep personal data as long as such data is necessary in accordance with the purpose of data collection only, under the provisions outlined in the announcement or related laws. Upon the retention period is over, we will destroy, dispose and delete the personal data or anonymization of personally identifiable information in compliance with the form and standard of personal data disposal fixed by the laws.

9. Services rendered by third party or sub-service provider

The Company, on own behalf, may authorize or engage the third party (Data Processor) to process personal data which such person will propose many kinds of services such as being a hosting, outsourcing or Cloud computing service provider or other kind of hire of work.

In order to authorize the third party to act being Data Processor, the Company will arrange to have an agreement which will contain right and duties of Data Processor including details of type of data that the Data Processor will be authorized to process, scope of data processing and other related provisions which Data Processor is liable to perform in accordance with the scope outlined in the agreement and the Company's order.

In case the Data Processor assign right and duties to other sub-service provider (Sub-Data Processor) for the purpose of processing personal data on own behalf, the Company therefore will request the Data Processor to have an agreement which will be executed by Data Processor and Sub-Data Processor as per the form and standard which is equivalent to the Agreement which executed by the Company and Data Processor.

10. Security and confidential in keeping personal data

The Company has personal data protection measures by limiting access right to personal data. The authorized office is able to access to personal data on necessary basis and for the purpose which informed to the data subject only. The authorized officer will strictly perform personal data protection measures including keeping personal data which acknowledged by work operation. The Company will have technical/organizational security measures which meet global standards and outlined by the Personal Data Protection Committee.

Moreover, the Company will transmit, transfer or disclose personal data to third party as per the agreement or other type of agreement. The Company will fix the security measure for keeping personal data as confidential as per the laws in order to assure that the personal data which is collected is safe.

11. Data Protection Officer

The Company will appoint Data Protection Officer who will have duties in examining, supervising and providing recommendation for collection, usage or disclosure of personal data including co-ordinate and give co-operation to Data Protection Committee Office in compliance with the Personal Data Protection Act B.E. 2562

12. Right of Data Subject in accordance with the Personal Data Protection Act B.E. 2562

- 12.1 Right to access to personal data: the person has a right to access, receive copy of own personal data and request to disclose the sources of personal data which collected. However, the Company is able to refuse the aforementioned request which will cause damage to the rights and freedom of other person.
- 12.2 Right to correct personal data to be accurate, valid and up to date. If it finds that the personal data is not correct, complete and up to date, the data subject has a right to correct in order to prevent misunderstanding.
- 12.3 Right to delete and dispose of personal data. The data subject has a right to request the Company to delete or dispose or make the data non-identifiable. Such deletion and disposal must be conducted in accordance with the laws.
- 12.4 Right to cease the use of personal data. The Data Subject has a right to request to cease the use of personal data when the following condition is met:
 - (1) During the examination period - the Company will examine the data subject's request which requested to correct personal data to be accurate and up to date.
 - (2) The personal data of Data Subject was collected and used illegally.
 - (3) When the personal data is no longer necessary for the objectives of data collection but the data subject requests us to keep storing such personal data for the objectives of legal claims
 - (4) During the period that the Company is proving legal ground in collecting personal data or examining the necessary of collection, use or disclose of personal data for public interest purpose as the data subject objects to collect, use or disclose personal data.
- 12.5 Right to object the processing of personal data: the data subject has a right to objection the collection, use or disclosure of personal data except in case that the Company has legal ground in refusing the request (such as it can be proven that the collection, use or disclosure of personal data justifies more important lawful ground)
- 12.6 Right to withdraw the consent: In case the person who give us a consent for collection, use or disclosure of personal data (whether such consent is granted prior or after the effective date of Personal Data Protection Act BE. 2562), such person has a right to withdraw the consent at any times during the personal data is kept by

the company except the company is required by law to keep storing such personal data.

- 12.7 Right to receive, transmit or transfer personal data: the data subject has a right to receive own personal data from us in form of readable/usable format which will be opened with automatic tool or equipment and it can be used to disclose personal data automatically including requesting us to transmit or transfer personal data in such format to other data controller, provided that, this right exercise must be made in accordance with laws.

13. Amendment of policy and guideline of personal data protection

The Company will timely revise the conditions specified in Policy in accordance with the guideline and related laws. If there is any changes incurred, the Company will keep you informed via announcement.

14. Inquiry or exercise of right

Should you have any inquiry, recommendation or concern regarding the collection, usage and disclosure of your personal data or related to this policy or you wish to exercise the right in accordance with the PDPA, please contact:

1. Data Controller

Name: Sanko Diecasting (Thailand) Public Company Limited

Contact address: no. 3/14 Moo 2, Tambol Nongbua, Amphur Bankhai, Rayong Province 21000

Email: hr@sankothai.net

2. Data Protection Officer: DPO

Contact address: no. 3/14 Moo 2, Tambol Nongbua, Amphur Bankhai, Rayong Province 21000

Email: hr@sankothai.net

This Privacy Policy will be effective from 1st June 2022 onwards.

Mr. Rattawat Suksaichon
CEO