

# Global Privacy Policy

## **PART B – JURISDICTIONAL REQUIREMENTS**

### **For Those in Thailand**

This addendum applies to those in Thailand. In addition to other laws and regulations applicable to us, we are committed to respecting and fulfilling our duties under the Personal Data Protection Act B.E. 2562 (2019) of Thailand (the “PDPA”), where applicable.

#### **1. Contact Details**

If you wish to exercise any of your rights as a data subject or have any questions with respect to the Policy or this addendum, you can contact us using the contact details in Section 8 (Contacts) of the Policy above.

#### **2. Legal Basis for the Processing of Personal Data**

We will process your personal data for the specified purposes described in Section 3 (Purposes of Processing Personal Data) of the Policy. Moreover, Section 24 of the Thai PDPA also sets out the legal basis that enable us to process your personal data without the need to obtain your consent, including, without limitation, the following:

- (a) Where it is necessary for the performance of a contract to which you are party or in order to take steps at your request prior to entering into a contract (Section 24 (3) of the Thai PDPA).
- (b) Where it is necessary for the legitimate interests of us or a third party to collect, use or disclose your personal data. However, if we rely on this basis, we will take into account the interests or fundamental rights you have as a data subject (Section 24 (5) of the Thai PDPA).
- (c) Where it is necessary for us to comply with our legal or regulatory obligations (Section 24 (6) of the Thai PDPA).

#### **3. What if You do not Provide Personal Data?**

##### **For job seekers**

Providing your personal data is not mandatory. However, if you refuse to provide the requisite personal data requested by us, such refusal will affect your recruitment process, and we may not be able to provide recruitment services to you. The possible outcomes also include an unsuccessful application or your application being rejected by the hiring companies and/or your potential employer.

##### **For hiring company personnel**

Providing your personal data is not mandatory. However, if you refuse to provide the requisite personal data requested by us, such refusal will affect our recruitment process, and we may not be able to provide recruitment services to you. Specifically, the lack of certain personal data may hinder our ability to fulfill an agreement with you.

#### **4. Transfer of Personal Data from Thailand to Third-Party Countries**

On some occasions, we may need to transfer your personal data we collect from you as mentioned in Section 2 (How We Collect Your Personal Data) of the Policy to a third party or organisation (as referred to in Section 4 (Disclosure of Personal Data to Recipients and Joint Use of Personal Data) of the Policy) outside Thailand. In such circumstances, if doing so would trigger our cross-border

obligations under the PDPA, we will ensure that we will transfer the data only if it is allowed by and in accordance with the PDPA.

**Effective Date: June 1, 2024**