



Personal Data Protection Policy

World Flex Public Company Limited (hereinafter referred to as the "Company") acknowledges and values the protection of personal information of individuals applying for employment with the Company (hereinafter referred to as "You") and strictly abides by the respect of human rights regarding the privacy of both job applicants and employees.

As a result, this privacy statement ("Notice") has been created. It aims to make you, as an employer, aware of the ways in which your personal data is collected, used, or disclosed (collectively, "processing") and your rights under the Personal Data Protection Act (B.E. 2562).

Thus, for the processing of your personal data for the purposes of this announcement, the Company operates as a Data Controller, which means that the Company is the one who has the authority to make decisions about the collection, use or disclosure of Personal Data.

Definition

“Personal data” means information about an individual that enables an identifiable person to be identified directly or indirectly, but does not include deceased person's data.

“Company” means World Flex Public Company Limited.

“You” means the applicant for a job with World Flex Public Company Limited including managing director, manager, shareholder, investor, employee, temporary employee, customer, partner, contactor, visitor and user on the website of the company, and applicant.

“Data Controller” means that the Company has the authority to make decisions about the collection, use or disclosure of personal information.

“Data Processor” means a person or juristic person who is not responsible for collecting, using, or disclosing personal data on a per-word basis order or in the name of the Company (Data Controller).

Personal Data

Personal data means information about an individual who can identify that person directly or indirectly, but does not include information of the deceased in particular such as name-surname, identity card number, address, telephone number, financial information, etc.

Personal data may contain sensitive information and is at risk of being used to discriminate against including but not limited to biological data or information about religion only.

In this regard, personal data includes any information you have given the Company, that the Company has in its possession, that the Company has lawfully obtained from any other source, or that the Company has obtained from another person. In the event that the Company needs to



collect, use, or disclose your personal information in a way that is different from what is described in the protection policy, the Company will give you notice of the different nature at or before the time that your personal information is being collected, used, or disclosed.

After providing the organization with your personal information, you are presumed to have previously read and comprehend the Data Protection Policy.

Types of data in which the Company uses, collects, and discloses

For the collection, storage, use and disclosure of personal information, the Company collects personal information in the following items.

1. Personal data collected are as follows:

- 1.1 Personally identifiable information such as title, title, first name, last name, gender, age, date of birth, ID card number, etc.
- 1.2 Contact information such as telephone number, address, postal code, personal email address, etc.
- 1.3 Financial information such as deposit account information, salary, salary slip and salary certificate etc.
- 1.4 Other information such as military status, educational background, job history and details about work experience, training history/work visits/training, scholarships and/or activities you have participated in during your studies language proficiency, special abilities, etc.
- 1.5 Sensitive information such as religion, health information, disability, biological information, behavioral history, history of being fired or dismissed or requesting to quit the job, etc. operates under various legal and stipulated bases only, whereby the Company will ask for your consent inform the purpose and the types of personal data to be collected, used or disclosed before or while it is being processed. Execution.

- ### **2. Personal information of other persons**, such as spouse, emergency contact, reference person, including name, occupation, position, relationship, number of children, address and telephone/cell phone number. Any other information related to the individual you have provided to the Company in any form in providing third party information to the Company for the benefit mentioned, you are also responsible for informing those individuals to be aware of the protection policy personal data version and/or seek their consent, if necessary.

The lawful basis for collecting, using or disclosing personal information

The Company will collect, use or disclose your personal information under the legal base and carry out the following purposes.

1. **The basis of necessity for the performance of the contract to which you are a party or for the execution of your request prior to entering into a contract in accordance with Clause 24(3)**, which is employment consideration, employment contract, treatment towards you as a customer, partner, and point of contact with the company, including the treatment of investors and shareholders, etc.



2. The foundation of a company's or another person's legitimate interest, Section 24(5), is that benefit, such as the prevention of crime and fraud and the security of systems and devices distributed to meet international standards, etc., is no less significant than the fundamental rights of your personal data.
3. **The base for legal compliance Section 24 (6)** is to comply with the law related to the company, which the Company is obliged to follow in order to be in compliance with the law, any means, rules, codes of conduct or guidelines issued by a statutory or regulatory authority in which the Company may submit your personal information to the internal/external inspector government agency or other juristic persons related.
4. **Consent base**, the Company relies on your consent in collecting sensitive personal data such as ethnicity, religion, health data and bio data (fingerprints), etc.

In addition to the statutory bases and above purposes, the Company may collect, use or disclose your personal information under other statutory bases.

5. **To avoid or prevent situations that could endanger your life or your health in line with Section 24 (2)**, such as informing a doctor or other appropriate authority if you get ill in an emergency.
6. The Company has provided appropriate measures to protect the rights, fundamentals, and benefits, including, but not limited to, identity verification/verification to prevent crime and fraud, suspicion of financial support for terrorism, or money laundering. This necessity base for the performance of duties in the performance of duties carries out missions for the public interest under Section 24 (4).

The Company will also inform you know if personal data is collected, used, or disclosed for any other purposes.

Purposes of Collecting, Using and Disclosing of Personal Information

The Company collects, stores, uses personal information for the benefit of operating take action on the purposes that must be performed for you as a director, manager, shareholders, investors, employees, temporary clients, partners, contactor, visitors or use of the company's website and job applicants which has a relationship with the Company and for any other purpose that is not contrary to the law and/or to comply with the law or rules that apply to the Company now and in the future including consent to the Company to send, transfer and/or disclose personal data to the Company, business groups, companies in the parent company, business partners, personal data processors having a contract with the Company and the Company will keep such information for as long as is necessary for these purposes only. If there is a change in the purposes for collecting, storing, using and disclosing personal data, the Company will give notification.



Disclosure of your personal information to third parties and collecting personal information from other sources

For the implementation of the Company's objectives and under the law, the Company may collect from and/or use, transmit, transfer, process and/or disclose personal data to the following persons:

1. Any legal entity that has the authority to control the Company or is under its control, including any companies that are controlled in the same manner as the company, as well as any legal entities or other people with whom the Company is or has a legal relationship, including any other service providers with the authority to act on your personal data, such as your cloud service provider or any other Company partner, which the Company will ensure processes.
2. Additional pertinent state corporations, private businesses, banks, hospitals, associations, and others.
3. Auditor, external auditor of the Company, government agency, assignee of claim and any other person or juristic person to whom the Company is required to submit personal data for the necessity of complying with the law.
4. Transferee of business in the case when Company has merged, transferred, sold all or part of the assets and/or the business.

Storage period maintain personal information

It is required for the business to collect your personal information for as long as is necessary while you are still in a relationship with the Company or for as long as necessary to achieve the company's operational goals. Your information may also be collected in the future if a law is intended, for verification purposes, or if there may be a dispute within the legal age range for a maximum of 10 years.

When it is no longer required or it has reached its conclusion, the Company will delete, destroy, or render non-identifiable information permanently all of your personal data.

Security of personal information

The Company takes adequate technological and financial steps to protect the security of your personal information in order to prevent data loss or access, as well as the misuse, alteration, and disclosure of personal information without your consent. This complies with the information security policy and standards of the company. In accordance with international standards, there has also been an improvement to the security system for your personal data, which is now legal, secure, and capable of operating in accordance with the protection policy for personal data and emphasizing this to the appropriate authorities, including the processor Company for personal data, which has the legal right to access personal data or is obligated by law to protect the security of your personal data.

In addition to this, the Company has established a Privacy Policy by notifying the entire organization along with guidelines for ensuring that it is safe to collect, use and disclose personal



information by maintaining confidentiality, accuracy, Integrity and availability of personal data by ensuring that this policy, including this notice, is reviewed at an appropriate time.

Your rights under the Personal Data Protection Act B.E. 2562 (2019)

The Personal Data Protection Act B.E.2562 has its purpose to make your personal data in your control as much as possible. You can exercise the rights under the Royal Command, the Personal Data Protection Act B.E. 2562, when the provisions in part related to owner's rights personal data are effective with the following details.

1. Request access to their personal information kept by the company, a copy of the personal information that pertains to them, or notification of the acquisition of personal information for which they have not provided consent.
2. Request personal information about yourself in a format that is universally readable or usable by tools or devices that operate automatically or use or open to disclose such personal data by automated means (in the case of the Company), or ask the Company to transmit or transfer such personal data to a specific individual personal data controller as required by law, including asking that their personal data be sent or transferred to other data controllers (unless technically unable to do so).
3. Oppose the collection, use or disclosure of their personal data as required by law.
4. Request the Company to delete or temporarily suspend the use or convert personal data into a form of information that does not recognize the person who is the owner of the information.
5. Request the Company to suspend the use of their personal information.
6. Request the Company to rectify or add personal data to be accurate complete and does not cause misunderstanding.
7. If the Company's personal data protection policy is violated, complain to the appropriate authority.

You have the right to revoke the company's permission if you no longer want to provide personal data. Such cancellation of consent granted to the Company by you shall not apply to the collection, use, or dissemination of personal information to which you have already consented.

You understand that these rights are nonetheless foundational rights. The Company as such personal data controllers has the legal right to deny the exercise like yours, and you must exercise these rights in accordance with the terms and conditions of the applicable legislation.

If you would like to exercise your rights under the Personal Data Protection Law, the Company will process your request within 30 days from the date of receipt of the request with reasons and supporting information for any requests, including supporting documentation from you completely, we reserve the right to extend the said time if the Company has received insufficient information for the operation.



Language

Translating the personal data act of this version regardless of the language is only for your convenience and does not have any intention to modify the privacy protection policy. In the event of any conflict between the Thai version and other non-Thai languages, Thai language shall be taken as more important.

Involvement of Personal Data Subjects

The Company may disclose your personal information upon request from your successor to act as a legitimate representative or your superintendent or legal guardian by submitting a request through:

- (Factory) : Deliver to Human Resources Department or Email: sunee@worldflex.net
- (Office) : Deliver to the Office Administration or Email: jessadakorn@worldflex.net

In the event that you, your successor, heir, legal representative, the custodian or legal guardian opposes the storage, accuracy, or any action such as notifying the corrective action of personal data, the Company will record such objections as evidence as well.

The Company may deny the rights under paragraph two where required by law or in the event that your personal information is made anonymous or descriptive that makes it identifiable.

Inquiries

Upon any questions, complaints, requests, or inquiries relating to privacy policy and/or if you would like to verify whether your personal data is in the possession of the company, you can contact and inquire through the company's channels.

1. Data Controller

- Name : World Flex Public Company Limited
- Contact Address : **(Factory)**
No. 59/1, Village No. 5, Highway Road, Sai 3191, Mae Nam Khu Sub-district, Pluak Daeng District, Rayong Province 21140
- Contact method : Phone 0 3863 7559

- Contact Address : **(Office)**
No. 1/7, Bangna Thani Building, 3rd Floor, Room 3B, Soi Bangna-Trad 34, Bang Na Tai Sub-district, Bang Na District, Bangkok 10260
- Contacts : Telephone 0 2398 7188-9

2. Data Protection Officer: DPO

- Contact Address : No. 1/7, Bangna Thani Building, 3rd Floor, Room 3B, Soi Bangna-Trad 34, Bang Na Tai Sub-district, Bang Na District, Bangkok 10260
- Contacts : 0 2398 71889-9 ext. 201
Email: ronnawatlo@worldflex.net and nititornth@worldflex.net



Changes, improvements, amendments of notices related to policies

The Company may consider improving, amending or changing this notice as it deems appropriate and will notify informed through the Company's website (www.worldflex.net) or the Company's publicity label, however, the Company recommends that you review it carefully for the latest version of this notice especially before you disclose your personal data with the company.

Announced on May 6, 2022