

Privacy Notice

For: Directors, the management, and Candidate for Directors or the management

1. Purpose

Thai Wacoal Public Company Limited recognizes the importance of protecting your personal data in your status as a director, the management, and Candidate for Directors or the management. To ensure that you receive the protection of your personal data in accordance with the Personal Data Protection Law.

Therefore, the company determines this Privacy Policy for Directors, the management, and Candidate for Directors or the management to inform you of the purposes for collection, usage or disclosure personal data, the lawful basis for processing, the preserved period of personal data as well as to inform your rights as a data subject and the contact information for the company.

2. Types and Categories of Personal Data Collection, Usage or Disclosure

The company collects personal data that can identify such a person either directly or indirectly, but excluding data of a deceased person. The personal data is collected by the company includes the following:

2.1 Personal Data of Candidate for Directors or the management

a. **General Personal Data:** Such as name, surname, name/surname change information (if any), gender, age, marital status, address, telephone number, email address, nationality, date of birth, national identification number and copy of passport number (for foreign directors or the management), number of shares held, educational background, work experience, training records, photographs, information relating to the candidate's spouse and children.

Candidate for directors or the management are responsible for informing this privacy Policy and/or request their consent where necessary.

b. **Sensitive Personal Data:** Such as prosecution records (whether involved as a plaintiff or defendant)

2.2 Personal Data of Directors or the management

a. **General Personal Data:** Such as name, surname, name/surname change information (if any), gender, age, marital status, address, telephone number, email address, nationality, date of birth, national identification number and copy of passport number (for foreign directors or the management), copy of house registration (for authorized directors of the company), bank account number, number of shares held, share certificate number, educational background, work experience, training records, participation in board of directors' meeting, sub-committees and shareholder meeting, compensation, signature, photographs, recording audio, video or audiovisual during meeting or company event, information relating to the director's or the management's spouse, parents, siblings, children and children's spouses.

Directors and the management are responsible for informing this privacy Policy and/or request their consent where necessary.

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b. Sensitive Personal Data: Such as prosecution records (whether involved as a plaintiff or defendant), health information and food allergy information for your participation in meeting or event The company will request consent on a case-by-case and will implement appropriate security measures to protect your sensitive personal data.

The company does not intend to collect or use information related to race, religion or blood type so you can conceal such information before submitting a copy of your identification card or other documents to the company.

3. Purpose and Lawful Basis for the Collection, Usage or Disclosure of Personal Data

Purpose	Lawful Basis for the Collection, Usage or Disclosure of Personal Data
<p>(a) To comply with the Public Limited Companies, Law, the Securities and Exchange Law or other operation related laws, such as:</p> <ul style="list-style-type: none"> ● The recruitment and appointment of directors ● Shareholders' meeting and the disclosure of information in the shareholders' meeting invitations ● Board of Directors meeting ● The preparation, collection, disclosure and reporting of information related to directors and the management. ● The preparation and preservation of the directors' register. ● The preservation and disclosure of conflict-of-interest reports ● Reporting of conflicts of interest ● Reporting of the company's securities holdings ● Reporting of shareholding distribution (Strategic Shareholders) ● The preservation of records in accordance with the law for meeting conducted via electronic media 	<ul style="list-style-type: none"> ● To perform under a contract. ● To perform the company's obligations under applicable laws, including compliance with court orders.

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Purpose	Lawful Basis for the Collection, Usage or Disclosure of Personal Data
<p>(b) For management purposes, such as:</p> <ul style="list-style-type: none"> • The recruitment and appointment of the management. • The preparation, collection, usage or disclosure of personal data and including the profiles of directors, sub-committee, and the management that be serve as the company’s database, for supports the company’s operations and management, the shipment of documents and meeting agendas, the payment of compensation and serves as evidence for business transactions. • The disclosure of information via the company’s website and public media and/or the provision of information to external organizations for training or event that you participate as a director or the management of the company. • The collection, usage or disclosure of personal data in case that you participate in the meeting, the event or others related to the company. • The recording of photos, audio or video during meeting. • The disclosure and reporting of information regarding directors, sub-committee members, and the management in accordance with good corporate governance principles. 	<ul style="list-style-type: none"> • The legitimate interests of the company or those of other individuals or legal entities except the company. • To perform the company’s obligations under applicable laws, including compliance with court orders.
<p>(c) For the management of health and safety of directors and the management, and to comply with laws related to public health benefits in controlling dangerous communicable diseases or epidemics.</p>	<ul style="list-style-type: none"> • To perform the company’s obligations under applicable laws, including compliance with court orders. • To prevention or mitigation of harm to the life, body, or health of individuals.

4. Changes to the Purpose of Collection, Usage or Disclosure Personal Data

The company will use your personal data only for the purposes that was collected, used or disclosed. In case the company necessarily collect, use or disclosure your personal data for purposes other than originally stated, the company will inform you and explain the relevant lawful basis.

5. Collection of Personal Data

The company will collect your personal data directly from you, as well as from state agencies, regulatory bodies and other publicly available sources.

6. Personal Data Security Measures

The company has implemented security measures for your personal data in accordance with legal standards to prevent the collected personal data from being lost, accessed, disclosed or modified without authorization or unlawfully.

Furthermore, access to your personal data is strictly limited. The company will permit access only to individuals who need to access personal data. In case third parties who process your personal data, such processing will be performed strictly in accordance with the company's instructions and as stipulated in the Data Processing Agreement between the data controller and the data processor only.

7. Preservation Period of Personal Data

The company will necessarily preserve your personal data throughout the purpose that was collection, usage or disclosure, as well as to comply with legal requirements. The preservation period will be determined by the company.

In the event that you cease to be a director, the management and candidate for directors or the management, the company will preserve or destroy your personal data in accordance with the law or as determined by the company.

8. Rights of the Data Subject

Data subject is entitled concerned about personal data under criteria, procedures and condition prescribed by the Personal Data Protection Law, as follows:

8.1 Right to Withdraw Consent

Data subject is entitled to withdraw your consent previously given to the company at any time.

8.2 Right of Access

Data subject is entitled to request the company to access your personal data and to provide you a duplication of yours. In addition, you are entitled to request disclosure of your personal data acquisition that had not given your consented to the data collection.

8.3 Right to Rectification

Data subject is entitled to request the correction of inaccurate or outdated data and to have incomplete data completed.

8.4 Right to Erasure or Destruction

Data subject is entitled to request to erase or destroy your personal data under certain circumstances.

8.5 Right to Restriction of Processing

Data subject is entitled to request to restrain of usage your personal data under certain circumstances.

8.6 Right to Data Portability

Data subject is entitled to receive your personal data which has been commonly used and machine-readable format, and to request the company to transfer such data to other data controllers or you under certain circumstances.

8.7 Right to Object

Data subject is entitled to object to the processing of your personal data under certain circumstances.

Data subjects may exercise the rights by the channels specified by the company. However, the company may reject such requests if there is a reasonable cause that does not contrary the law. In addition, data subject is entitled to file a complaint with the relevant authority in the event that the company or the data processor violate the Personal Data Protection Act B.E. 2562 (2019) or other regulations issued under the Act.

9. Contact Information

If you have any questions about the collection, usage or disclosure of your personal data, you can contact the personal data staff via the following contacts:

Thai Wacoal Public Company Limited (Head office)

Address: 132, Soi Charoenrat 7, Bangklo, Bangkholaem, Bangkok 10120, Thailand

Telephone: 02-289-3100 ext. 331

Email Address: secretariat@wacoal.co.th

This Privacy Policy is effective from July 1, 2025, onward.

Boondee Amnuayskul

(Mr.Boondee Amnuayskul)

Chief Executive Officer and Managing Director