

Privacy Notice

For: Employees

1. Purpose

Thai Wacoal Public Company Limited recognizes the importance of protecting your personal data in your status as an employee. 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 Employees 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 General Personal Data: Such as name, surname, address, telephone number, e-mail, date of birth, nationality, employment start date, a copy of national identification card, a copy of house registration, a copy of passport, a copy of work permit, photographs, signature, height, weight, video recordings of employees during work

2.2 Employment-Related Data: Such as contact information for work purposes, job position, employment and duration history, training records, salary and other compensation data, performance and behavior evaluations, leave and absence records, employment process information, background and personal history that you submit, work experience, educational background and certifications, references, driving license (e.g., license number, vehicle type, expiration date) for position related to work, employment or benefits

that you should receive from the company, journey related to work and expenses information, accident reports and work safety records, usage data of the company's communication and IT systems, emergency contact, a copy of marriage certificate, bank account information, personal physical data (e.g., height, weight, nationality, blood type), employee entry and exit times record, tax deduction information, loan information, data from the Legal Execution Department and Student Loan Fund (SLF), salary certificate, employment certificate, journey behavior records, accident reports, company events photographs

2.3 Sensitive Personal Data: Such as race, religion, blood type, health information (e.g., pre-employment health check results, assessments of health risk factor as defined by law, ATK/PCR test results, illnesses and treatments for medical reimbursement claims, disability information), annual health check results, fingerprints, offence records, warning letters, penalties, criminal background check results

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>To support human resource management for the company able to make the best decision in appropriate employment.</p> <ul style="list-style-type: none"> ● To consider qualifications, select and appoint or hire as an employee or staff member, as well as for other purposes that are your benefit. ● To manage salary, wage, compensation or other your benefits in accordance with the employment contract that you are a party. ● To perform the employment contract that you are a party. ● To comply with the law such as collection and record accounting data and filing taxes, withholding tax, conducting transactions, coordination with government agencies, banks, savings cooperatives, labor protection authorities, managing safety, occupational health and workplace environment, the Social Security Fund management, Provident Fund management, skill development promotion, ISO quality standard systems ● To changes your personal data and the dismissal. ● To support the processing of claims for the company's welfare. ● To manage training programs, the provision of equipment, facilities and other welfare benefits for you. ● To preserve records of illness for the purpose of managing welfare and ensuring compliance with the company's personnel management regulations. | <ul style="list-style-type: none"> ● To perform under a contract that you are a party with the company. ● To perform the company's obligations under applicable laws, including compliance with court orders. ● The legitimate interests of the company or those of other individuals or legal entities except the company. ● To prevent or mitigate harm to a person's life, body or health. |

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4. Changes to the Purpose of Using Personal Data

The company will use your personal data only for the purposes for which it was collected, used, or disclosed. In case the company necessarily collect, use or disclose 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 or through the selection and hiring management system, including in case you submit your personal data by yourself or through recruitment service providers. The company may also collect your personal data from affiliated companies or other related agencies.

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, modified or altered without authorization or unlawfully.

Furthermore, access to your personal data is strictly limited. The company will grant access only to individuals who need to access personal data. In cases where third parties 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, used, or disclosed, as well as to comply with legal requirements. The preservation period will be determined by the company.

In event that you are not selected for employment, the company will preserve or destroy of your personal data in accordance with the law or as determined by the company.

8. Rights of the Data Subject

Data subjects 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 Data Protection Officer or 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. 226

Email Address: dpo@wacoal.co.th

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

Boondee Amnuayskul

(Mr.Boondee Amnuayskul)

Chief Executive Officer and Managing Director