

Personal Data Protection Policy

AddTech Hub Public Company Limited and its subsidiaries hereinafter referred to as the "Company", is aware of the importance of protecting personal information that customers, partners, job applicants and employees, hereinafter referred to as the "data owner", have provided to the Company. Therefore, the Company has prepared this personal information protection policy in order for the data owner to acknowledge and understand the Company's practices regarding the collection, use, and disclosure of the data owner's personal information in accordance with the Personal Data Protection Act B.E. 2562.

1. Scope of this policy

This policy covers personal information that data owners provide to the Company. Therefore, the Company kindly requests that data owners read this Personal Data Protection Policy to acknowledge and understand the methods, guidelines, and purposes that the Company collects, uses, and discloses personal information of data owners.

2. Definition

"Company"	means	AddTech Hub Public Company Limited and its subsidiaries, namely Mitsui ICT Company Limited, PropTech Company Limited, and Tham Digital Company Limited
"Person"	means	a natural person, excluding juristic person established by law such as companies, associations, foundations, or any other organizations.
"Personal Data"	means	data about an individual that enables the identity of the owner of personal data to be identified whether directly or indirectly. It does not include data about the deceased.
"Data Subject"	means	a person who is the owner of personal data as a customer, business partner, job applicant, or employee who has provided personal data to the Company.
"Data Controller"	means	a person who has authority and responsibility to make decisions regarding the collection, use, or disclosure of personal data.
"Data Processor"	means	a person who collects, uses, or discloses data according to the orders of the Data Controller.

“Data Protection Officer” means a representative of the Data Controller and Data Processor who is responsible for providing advice and inspection in compliance with this policy under the Personal Data Protection Act 2019.

“Partners” means product sellers, contractors, and/or service providers to the Company who are juristic persons and natural persons.

3. Personal information collected by the Company

3.1 Personal Data includes title, first and last name, nickname, gender, date of birth, age, occupation, qualifications, job title, nationality, weight, height, marital status, number of family members and children, age of children

3.2 Contact Data includes address, personal telephone number, email address, LINE ID

3.3 Government

document data includes national ID card number, social security card number, driver's license number, tax ID number, passport number

3.4 Data identifying

a person's asset includes vehicle registration number

3.5 Biometric data includes photographs, CCTV images, fingerprints

3.6 Sensitive data includes race, religion, health information, criminal record

3.7 Data that can be

linked to the above data includes education information, employment information, bank account numbers

3.8 Technical data includes IP address, cookies, Media Access Control (MAC) address, log, device ID, device model and type, network, data connection, access data, login log, duration and location of access, length of time spent on webpage, login data, search history, browsing data, browser type and version, time zone setting and location, browser plug-in type and version, operating system and platform, and other technologies on the device used to access the platform and other technical data from the usage on platform and operating system

4. Source of personal data: The Company may receive personal data of the data owner through 3 channels as follows:

- 4.1 Personal data that the Company receives directly from the data owner
- 4.2 Personal data that the Company receives from other sources such as business partners.
- 4.3 Personal data that the data owner has provided third party (such as beneficiary, emergency contact, reference person) personal data to the Company such as first name, last name, address, telephone number. Please inform those people of this privacy policy and/or request consent from those persons for the Company to collect, use or disclose information only with your explicit consent or in case where the law allows.

5. Principles for collecting personal information

- 5.1 The Company will collect personal data as necessary for the legitimate purposes that have been informed to the data owner, except in the following cases where the Company can collect personal data without asking for consent:
 - 5.1.1 To achieve the objectives regarding the preparation of historical documents or archives for the public benefit or related to research studies or statistics. The Company will provide appropriate protective measures to protect the rights and freedoms of data owners.
 - 5.1.2 To prevent or stop danger to a person's life, body, or health.
 - 5.1.3 To comply with the contract to which the data owner is a party or to carry out the request of the data owner before entering into a contract.
 - 5.1.4 To perform duties in carrying out the mission for public benefit or performing duties in the exercise of state power.
 - 5.1.5 For the legitimate interests of the Company or other persons or legal entities, unless such benefit is less important than the basic right to personal data of the data subject.
 - 5.1.6 To comply with the law.
- 5.2 For collection of sensitive personal information, the Company will ask for explicit consent from the data owner before such sensitive data is collected according to the criteria set by the Company without violating the law.
- 5.3 For collection of personal data of minors under 10 years of age or incapacitated persons or a quasi-incompetent person, the Company has taken into account the utmost protection of personal data of such persons according to the criteria set by the Company without violating the law. There must be consent from the person exercising parental authority, guardian or guardian who has

authority to act on behalf of the minor or incompetent person or a quasi-incompetent person, as the case may be.

6. Storage of personal information: The data controller maintains the data owner's data as follows:

6.1 Nature of data collection: Personal data is stored in soft copy and hard copy

6.2 Data storage location:

6.2.1 Personal data is stored in a room or locker with safety equipment.

6.2.2 Personal data is stored in the computer system with a password for usage.

6.2.3 Personal data is stored by having outside agencies or persons collect, use, or disclose personal data on behalf of the Company. The Company will require such outside agencies or persons to keep personal data confidential and maintain the security of such personal data, including preventing personal data from being collected, used or disclosed for any other purpose without authority or contrary to the law.

7. **Personal data retention period**: The Company will retain your personal data for as long as necessary to complete the purposes specified in this Personal Data Protection Policy, except in cases where the law requires or permits data to be kept longer, this may be for approximately 1 year or longer as necessary, such as according to the statute of limitations specified by law for related matters for litigation or for inspection by regulatory agencies.

8. Rights of the data owner

8.1 Right to Withdraw Consent: Data owner has the right to withdraw consent throughout the period the personal data is with the Company. However, withdrawing consent will not affect the processing of personal data that the data owner has already given consent to in accordance with the law.

8.2 Right to Access Personal Data: Data owner has the right to request access to their own personal data or request a copy of such personal data that the Company collects, uses, or discloses for the sake of privacy and security. The Company may request verification of the identity of the data subject before providing the requested information.

8.3 Right to Data Rectification: Data owner has the right to request the Company to correct the incorrect data, outdated data, data that may cause misunderstanding, or add incomplete data.

8.4 Right to Data Portability: Data owner has the right to request personal data that the Company has collected and can be read in electronic form and to send or transfer such information to another personal data controller and request personal data already sent or transferred by the Company to other personal data controllers.

8.5 Right to Object: Data owner has the right to object to the processing of personal data for direct marketing purposes or for scientific, historical, or statistical research purpose.

8.6 Right to Erasure: Data owner has the right to request the Company to delete or destroy his or her personal data, if it is found that the data was collected, used, or disclosed in ways that did not meet the intended purpose, unless the Company's retention of such information is in accordance with the law or to establish legal claims, for the exercise or protection of such legal claims.

8.7 Right to Restriction of Processing: Data owner has the right to request that the use of personal data be suspended while waiting for verification of the accuracy of the data as requested to amend such data to be correct or request to suspend any use instead of deleting personal data.

9. Transfer of personal data abroad: The Company may disclose or transfer the personal data of the data subject to persons or servers located abroad where the destination country may or may not have the same level of protection for personal data. The Company will take various steps and measures to ensure that the data owner is confident that the transfer of personal data is secure and that the person receiving the data transfer has appropriate personal data protection or other cases as required by law, and the Company will request consent from the data owner for the transfer of personal data abroad, if necessary, to comply with the law.

10. Security of personal data: The Company recognizes the importance of maintaining the security of personal data of data owners. The Company protects data by establishing measures to maintain the security of personal data appropriately and in accordance with maintaining the confidentiality of personal data to prevent loss, access, use, alteration, modification, or destruction without permission or in an unlawful manner. The Company will review how it collects personal data, data storage space, and carry out operations in accordance with principles for data processing and physical security measures to be in compliance with the regulations for use of the Company's information technology system.

11. Changes to Personal Data Protection Policy: The Company may update this Personal Data Protection Policy in order to comply with relevant guidelines, laws and regulations. If there are changes to the Personal Data Protection Policy, the Company will notify the data owner on the Company's website and announcement.

12. Contact channels: If the data owner wishes to exercise their rights related to personal data or if you have any questions about personal data under this Personal Data Protection Policy, please contact us through this channel:

12.1 For customers/partners

- Email: ir@addtechhub.com
- Telephone: 02 835 3957-8 (Business days and hours: Monday - Friday, 9:00 AM - 6:00 PM)
- Contact location: AddTech Hub Public Company Limited, Empire Tower Building, 41st Floor, Room No. 4106-7, No. 1 South Sathorn Road, Yannawa Subdistrict, Sathorn District, Bangkok 10120

12.2 For job applicants/employees

- Email: hr@addtechhub.com
- Telephone: 02 835 3957-8 ext. 105 (Business days and hours: Monday - Friday, 9:00 AM - 6:00 PM)
- Contact location: AddTech Hub Public Company Limited, Empire Tower Building, 41st Floor, Room No. 4106-7, No. 1 South Sathorn Road, Yannawa Subdistrict, Sathorn District, Bangkok 10120

This Personal Data Protection Policy has been considered and approved by the Board of Directors' Meeting No. 3/2022 on 11 May 2022 and is effective immediately.