



Employee Personal Data Management Policy

Principles

Only necessary personal data of employees or related persons involved in human resource management processes shall be used. Such personal data shall be subject to strict management procedures and handled in accordance with applicable laws.

Guidelines

1. The Company shall establish systematic guidelines for operations involving the personal data of employees and related persons involved in human resource management processes, in accordance with the standards prescribed by law.
2. The Company shall establish appropriate and effective methods of communication to ensure that relevant employees have the necessary knowledge and understanding to sustainably reduce risks.

Approved by the resolution of the Executive Committee at its Meeting No. 2/2026 held on August 31, 2026.

– Signed –

Mr. Wiwat Theekhakhirikul

Chairman of the Board