

Wind Energy Holding Company Limited (“WEH” or the “Company”)

Privacy Notice for Job Applicant

Wind Energy Holding Co., Ltd. and its subsidiaries recognize the importance of the privacy rights and the protection of Personal Data of job applicant. The Company is committed to protect the Personal Data in collecting, using, disclosing, and/or transferring of the Personal Data to third party, to prevent unauthorized access and misuse of Personal Data in compliance with the laws concerning personal data protection, to build your trust for the use of Personal Data. The Company hereby implements this Privacy Policy with the following context;

1. Definitions

In this Privacy Notice, words or messages have meanings as described in the following definitions;

Business Partner	means Partners who are business partners of the company or work with the company as listed on the website.
Company	means Wind Energy Holding Co., Ltd. and its subsidiaries
Cookies	means small pieces of information stored on your device that allows the website to recognize the access to the website or application, or how you use the website at any time.
Data Controller	means the Company that has the authority to make decisions about the Personal Data and to obtain the Personal Data from the applicant or to provide services or to perform contracts.
Data Processor	means a natural person or a juristic person who operates in relation to the collection, use, or disclosure of the Personal Data pursuant to the orders given by or on behalf of a Data Controller.
Data Protection Officer	means officer(s) appointed by the Data Controller to perform and act as the Data Protection Officer in accordance with the PDPA.
Website	means any website owned or provided by Wind Energy Holding Ltd., as the case may be.

Personal Data	means any Personal Data which can be identified a natural person directly or indirectly, but not including information relating to deceased person according to the PDPA.
PDPA	means Personal Data Protection Act B.E. 2562, as amended, including relevant rules, regulations, and orders.
Sensitive Personal Data	means a Personal Data pertaining to racial, ethnic origin, political opinions, cult, religious or philosophical beliefs, sexual behavior, criminal records, health data, disability, trade union information, genetic data, biometric data, or of any data which may engender the unfair discrimination against the data subject or affect the data subject in the same manner as prescribed by law.
Subsidiaries	means companies as defined in the Notification of Securities and Exchange Commission in relation to the issuance and sale of securities.

2. General Provision

This Privacy Notice is to provide details with regard to the collection, use and disclosure of your Personal Data pursuant to the PDPA. Whereby the Company may improve or amend this Privacy Notice and Website whether in whole or in part to comply with the amending laws and regulations.

3. Collection of Personal Data

The Company will collect all or part of your Personal Data as specified in this Privacy Notice, as necessary for proceeding with the purposes of the Company which informed in this Privacy Notice.

- 3.1 Personal identification and general contact information** such as prefix, name, surname, nickname, age, sex, date of birth, nationality, occupation, current address or address of house registration, picture, living status, marital status, personal phone number, home phone number, personal email address, computer traffic information (log), electronic device information, IP address, online data indicator to enable cookies and similar technologies etc.

- 3.2 **Information contained in the attachment** such as Curriculum Vitae / Resume, identification card, passport, Thai work permit or Thai professional license, driving license, documents certifying your education and other documents (such as in the case of attaching additional documents related to apply for the position).
- 3.3 **Information regarding occupation, expertise or special skills** such as work skills, language skills, special knowledge, work experience and work history, educational background, current and previous workplace, working period from past to present etc.
- 3.4 **Assessment information by the Company** such as skills assessment result, comments to the applicant, interview result, the agreement related to employment date, appointed position, probationary period, salary and other conditions which related to offer for employment etc.
- 3.5 **Sensitive Personal Data** such as religious, blood group, health information of disability status, criminal records etc.

4. Source of Personal Data

- 4.1 From you directly and verbally such as through face-to-face interactions, or through telephone, via documents for instance cover letter, curriculum vitae/resume or other documents. This shall include any other communication channel such as email, fax, online network e.g. the Company's website or recruitment websites in which you have provided your Personal Data for applying for a vacancy with the Company etc.
- 4.2 From other sources such as recruitment agencies, persons referred to in your job application to inquire regarding your work, other organizations you have/ had worked for, government organizations etc.

5. Purposes of Processing of Personal Data

The Company shall collect, use and disclose your personal data by relying on relevant lawful basis for the following purposes:

OBJECTIVE OF THE COLLECTION	LEGAL BASIS
1. For the proceedings necessary for the consideration and selection of applicant which shall mean to include the process for online submission of work application through the	General Personal Data - For compliance with the agreement or entering into the agreement.

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OBJECTIVE OF THE COLLECTION	LEGAL BASIS
Company's website, the direct submission of work application with the Company or through the recruitment agency.	- For the legitimate interest of the Company.
2. For processing of the application, utilizing the information and internally disclosing within the Company for the interview, background check, performance assessment, qualification and suitability of the position applied, this shall include other vacancies which the Company deems appropriate.	General Personal Data - For compliance with the agreement or entering into the agreement. - For the legitimate interest of the Company. Sensitive Personal Data - Request for explicit consent.
3. For internal management on the recruitment process, such as a request for permission and proposal of vacancy and offer employment to you, which has been conducted internally.	General Personal Data - For the legitimate interest of the Company. Sensitive Personal Data - Request for explicit consent.
4. For consideration and contacting you. In the event the Company re-opens this vacancy or other vacancies in the future which the Company has considered the said vacancy appropriate for you (only if you do not pass the job interview or do not enter into a contract with the company for other reasons).	General Personal Data - Request for explicit consent. Sensitive Personal Data - Request for explicit consent.
5. For communication in necessary or emergency cases such as notifying dangerous incident occurred to the applicant, etc.	General Personal Data - For the legitimate interest of the Company.
6. For the purposes of using the website, logging into the company's various systems, or connecting to other websites of external parties.	General Personal Data - For the legitimate interest of the Company.
7. For protecting the legitimate rights of the Company or dispute allegations against the Company such as legal action, initiation of legal proceeding, litigation, alternative dispute resolution and other proceedings to protect the legitimate rights of the Company.	General Personal Data - For the legitimate interest of the Company. Sensitive Personal Data - To establish rights to a legal claim, compliance or exercise of rights to claim as permitted by law; or for dispute allegations.

OBJECTIVE OF THE COLLECTION	LEGAL BASIS
8. For maintaining security in building area or premises of the Company including the recording of vehicle registration plate and videos in the offices by closed-circuit television (CCTV).	General Personal Data - For the legitimate interest of the Company.

The Company would like to inform you that for the processing of personal data of the applicant including the data of the other person that the applicant provided for us, the Company relies on relevant lawful basis as specified herein without relying on the consent; however, there might be the processing of personal data in certain cases that we could not rely on these lawful basis such as the cases required by laws to obtain consent from the owner of personal data for the processing of sensitive personal data, etc. For such cases, the Company shall request for your express consent and in case the applicant have provided personal data of the person in the family or other person for us, you shall be responsible to inform those people of this Personal Data Privacy Notice and/or the letter requesting for consent (if necessary).

The Company will collect your Personal Data to determine your qualification and suitability for entering into an employment agreement. In the event where you do not provide Personal Data to the Company, the Company may not be able to accurately assess your ability and suitability. In some cases, the Personal Data is an essential element for the applied vacancy. As such, the Company may decide to reject your application if you do not provide the required Personal Data.

6. Disclosure of Personal Data

The Company shall not disclose Personal Data to third party without obtaining applicant's consent unless it is necessary for compliance with law. Nevertheless, for supporting the Company's business operation, and/or for other purposes as described in this Privacy Notice, the Company shall disclose Personal Data to its subsidiaries, business partners or designated person(s) working for the Company both in domestic and in foreign country. The Company shall undertake the disclosure of Personal Data to third parties to be in a safe and secured manner and shall not use for other than what the Company determined.

In the event where you are suspected of the misuse of their Personal Data for the purposes which it is collected, the applicant may notify the Company to take further action with this

regard. The Company recommends the applicant to check whether the applicant has been using others' website in which it is unrelated to the operation of the Company. This is because, such person may have directly collected the applicants' Personal Data from their website. In such case, the Company accepts no liability for the security and privacy risk of the applicant's Personal Data. Therefore, the applicant should carefully review the third parties Privacy Policy.

In addition, the Company shall also disclose applicant's Personal Data in compliance with the laws, including a request to disclose Personal Data by virtue of law. For example, a request to disclose Personal Data for legal proceeding, for private agency, or other third party involved in legal procedure, including when there is necessity in implementing terms and conditions of the Company, reorganization of the Company's structure, mergers and acquisitions, divestment, sale of Company's assets. The Company may transfer applicant's Personal Data wholly or partially to the relevant company. The applicant may check the list of the Company's subsidiaries or business partners that work with the Company or others who work for the Company both domestic and international with whom the Company discloses the applicant's Personal Data from the Website. The number of subsidiaries or business partners or others who work for the Company, both domestic and international, may increase or decrease depending on circumstances. The Company shall prepare a list of subsidiaries or business partners or others whom the Company discloses Personal Data with up to date.

7. Retention period of Personal Data

The Company will collect and retain your Personal Data for the period necessary to consider entering into an employment agreement with you. Once such objective has elapsed, the Company will store your Personal Data for the following retention periods:

- 7.1 In the case the Company employs you, the Company will retain your Personal Data for the duration of the employment agreement and not exceeding 12 years after termination of employment.
- 7.2 In the case the Company does not employ you for any reason such as the Company does not offer you employment or you turn down such offer, and you consent for the Company to collect and store your Personal Data in the Company database, the Company will retain your Personal Data for a period not exceeding 2 years from the date of rejection of employment or declination of such offer.

- 7.3 In the case the Company does not employ you for any reason such as the Company does not offer you employment or you decline such offer, and you do not consent for the Company to collect and store your Personal Data in the Company database, the Company will remove and destroy your Personal Data without delay and within 30 days from the date of rejection of employment or declination of such offer.

Nonetheless, the Company may retain all or part of your Personal Data for a duration beyond the period specified above for compliance with the law, any undertaking for debt collection, and to protect the legitimate rights of the Company, or to rebut any allegations made against the Company. In such case, the Personal Data may be retained for as long as it is necessary for the Company to abide with the specified objectives and/or for the duration stipulated by law.

8. Access and update of Personal Data

8.1 In the event where the applicant does not wish to receive information from the Company, please inform the Company at WEH Contact Center Tel: (66) 2106-8000 or Email: PDPA@windenergyholding.com

8.2 The applicant may fill out "Data Subject Request Form" and inform the Company to proceed with such request through the Company's contact channels. (Please see Clause 11) The applicant may exercise their rights as follows:

- 8.2.1 To be informed of collection and use of the applicant's Personal Data or to request for a copy of such Personal Data.
- 8.2.2 To temporarily suspense the collection or use of the applicant's Personal data.
- 8.2.3 To object to collection, use or disclosure of the applicant's Personal Data.
- 8.2.4 To erase the applicant's Personal Data from the system or from the Company's database.
- 8.2.5 To withdraw the applicant's consent once given to the Company for collecting, using or disclosing Customer's Personal Data.
- 8.2.6 To receive knowledge of existence, characteristics of Personal Data, purposes for which the applicant's Personal Data is used by the Company.

- 8.2.7 To be informed of an acquisition of the applicant's Personal Data in which the applicant did not give consent for such acquisition.

The Company shall perform as requested and inform the applicant within thirty days from the date of receiving such request.

The request can be rejected only where it is permitted by law. In the event that the Company rejects the request, the Company shall record the rejection together with supporting reasons.

- 8.3 The Company shall perform in full capacity to facilitate and undertake the applicant's request unless such request would adversely affect the rights and freedom of others, or in conflict with laws or security system policy, or it is impossible to do so because of the technical circumstance.

- 8.4 If the applicant has any question or concern regarding Customer's rights or processing of Personal Data or wish to exercise any of the following rights:

- 8.4.1 Right to be informed
- 8.4.2 Right to withdraw consent
- 8.4.3 Right of access
- 8.4.4 Right to rectification
- 8.4.5 Right to erasure
- 8.4.6 Right to restrict processing
- 8.4.7 Right to data portability
- 8.4.8 Right to object

9. Security Measures for Storing Personal Data

The Company is committed to protecting the Customer's Personal Data. Hence, the Company shall provide security measures including a safe and appropriate system for collecting, using or disclosing Personal Data to prevent the Customer's Personal Data from accidental loss, misuse of data, and unauthorized access of data. The Company shall grant limited access to the Customer's Personal Data from the Company's employees, agents, contractors and third party who are authorized to access Personal Data under the conditions regulated by the Company.

The Company shall provide security measures of Personal Data which include operational safeguards, technical protection measures and physical safeguards regarding access or control of the Personal Data usage which at least consists of the following actions:

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- 9.1 control of access to Personal Data and storage devices and processing of Personal Data considering the usage and security;
- 9.2 determine permission to access Personal Data;
- 9.3 users access management to Personal Data for designated person(s) only;
- 9.4 determine roles and responsibilities of users to prevent unauthorized access, disclosure, cybercrime of Personal Data, or theft of storage devices or data; and
- 9.5 provide methods for tracing back in access, alteration, disposal or transmission of Personal Data in accordance with the methods and storage media used for processing of Personal Data.

The Company shall retain Personal Data for the purposes that has been notified to the Data Subjects. In case the Company outsources a third party to process Personal Data of Customer, the Company shall consider the third party with standard data protection system and conclude an agreement on the retention of Personal Data in accordance with this policy.

In case there is a breach of the Customer's Personal Data, the Company shall notify the Office of the Personal Data Protection Commission within 72 hours after having become aware of it, unless such Personal Data breach is unlikely to result in a risk to the rights and freedoms of the Customer. If the Personal Data breach is likely to result in high risk to the rights and freedoms of the Customer, the Company shall notify the Customer of the breach with the remedial measures without undue delay.

10. Amendment to this Privacy Notice

The company reserves the right to amend this Privacy Notice from time to time, in accordance with the changes in applicable law and business practices.

11. Contact Information

For any questions or concerns about this Privacy Policy, please contact the Data Protection Officer assigned by Company via the following channels:

- Sending a letter to Wind Energy Holding Co., Ltd.
Address: 87/1, 25th Floor, Capital Tower, All Seasons Place, Wireless Road, Lumpini, Pathumwan, Bangkok 10330 Thailand
- WEH Contact Center: (66) 2106-8000
- Email: PDPA@windenergyholding.com