



Policy Code: HRD004

Revision No: 01

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Personal Data Protection Policy

North East Rubber Public Company Limited recognizes the importance of personal data protection. Therefore, the company has established this Personal Data Protection Policy. This policy describes how the company handles personal data, including collection, storage, use, disclosure, and the rights of data subjects, to inform data subjects about the company's personal data protection policy. The company hereby announces its Personal Data Protection Policy as follows:

1. Definitions

"**Company**" refers to North East Rubber Public Company Limited.

"**Person**" refers to a natural person.

"**Personal Data**" refers to information about a person that enables the identification of that person, whether directly or indirectly, but excludes information of deceased persons specifically.

Examples of Personal Data include:

- (1) First name - Last name or nickname
- (2) National ID number, passport number, social security number, driver's license number, taxpayer identification number, bank account number, credit card number
- (3) Address, email, phone number
- (4) Device or tool information such as IP address, MAC address, and Cookie ID, etc.
- (5) Biometric data, such as facial images, fingerprints, X-ray films, iris scan data, voice identity data, and genetic information, etc.
- (6) Information identifying an individual's assets, such as vehicle registration and land deeds, etc.



(7) Information that can be linked to the above data, such as date and place of birth, race, nationality, weight, height, location data, medical data, educational data, financial data, and employment data, etc.

(8) Performance evaluation data or employer's opinions on employee work

(9) Various records used to monitor a person's activities, such as Log File, etc.

(10) Information that can be used to search for other personal information on the Internet

"Sensitive Personal Data" refers to truly personal information of an individual that is sensitive and may risk unfair discrimination, such as race, ethnicity, political opinions, religious or philosophical beliefs, sexual behavior, criminal records, health data, disability, trade union information, genetic data, biometric data, or any other data that similarly affects the personal data subject as announced by the Personal Data Protection Committee.

"Personal Data Protection Committee" refers to the committee appointed with duties and powers to supervise, issue criteria, measures, or other practices related to personal data protection according to the Personal Data Protection Act B.E. 2562.

"Personal Data Controller" refers to a person or legal entity with the power and duty to decide on the collection, use, or disclosure of personal data, and has the duty to advise, review operations, coordinate, and cooperate with the Office of the Personal Data Protection Committee, including other related agencies.

"Personal Data Processor" refers to a person or legal entity that carries out the collection, use, or disclosure of personal data according to the instructions or on behalf of the personal data controller. This person or legal entity is not a personal data controller.

2. Collection of Personal Data

The company will collect personal data with legitimate objectives, scope, and methods that are lawful and fair. The collection will be limited to what is necessary for the company's operations under its objectives. The company will ensure that data subjects are informed and provide consent in writing, electronically, or according to the company's methods. In cases where the company collects sensitive personal data, it will explicitly obtain consent from the data subject before collection, unless the collection of personal



data and sensitive personal data falls under exceptions as specified by the Personal Data Protection Act B.E. 2562 or other laws.

3. Purpose of Collecting or Using Personal Data

The company will collect or use the personal data of data subjects for the benefit of the company's operations, such as procurement, contracting, financial transactions, company activities, various communications, or to improve work quality to be more efficient, such as creating databases, analyzing, and developing the company's operational processes, and for any other purposes not prohibited by law and/or to comply with laws or regulations related to the company's operations. The company will store and use such data only for the period necessary for the stated purpose to the data subject or as required by law. The company will not act in any way different from what is stated in the purpose of data collection, unless:

(1) The new purpose has been informed to the data subject and consent has been obtained from the data subject.

(2) It is in compliance with the Personal Data Act or other relevant laws.

4. Disclosure of Personal Data

The company will not disclose the personal data of data subjects to any person without consent and will disclose it only for the purposes that have been informed. However, for the benefit of the company's operations and service provision to data subjects, the company may need to disclose the personal data of data subjects to its affiliates or other individuals, both domestically and internationally, such as service providers who must perform operations related to personal data. In disclosing personal data to such individuals, the company will ensure that those individuals keep the personal data confidential and do not use it for purposes other than the scope defined by the company. Additionally, the company may disclose personal data of data subjects under criteria prescribed by law, such as disclosing data to government agencies, public sector agencies, regulatory bodies, etc.

5. Guidelines for Personal Data Protection Operations

The company will establish various measures, including personal data security measures, that comply with laws, regulations, criteria, and guidelines for personal data protection for the company's employees and other relevant individuals. This also includes supporting and



promoting employees' knowledge and awareness of their duties and responsibilities in the collection, storage, use, and disclosure of data subjects' personal data. Company employees must adhere to this policy and the personal data protection guidelines set by the company, so that the company can comply with the personal data protection policy and laws accurately and efficiently.

6. Rights of the Data Subject

Data subjects have the following rights:

(6.1) Right to withdraw consent for the processing of personal data for which consent has been given. However, the withdrawal of consent shall not affect the collection, use, or disclosure of personal data for which consent has already been given.

(6.2) Right to access personal data and obtain a copy of personal data, including the right to request disclosure of the source of personal data that was collected without consent.

(6.3) Right to rectification of personal data to be accurate.

(6.4) Right to erasure or destruction of personal data.

(6.5) Right to restrict the use of personal data.

(6.6) Right to data portability.

(6.7) Right to object to the processing of personal data.

Data subjects can exercise the aforementioned rights by submitting a written request to the company or via electronic mail using the form specified by the company, through the "Company Contact Channels" below. The company will consider and inform the data subject of the result of the request within 30 days from the date of receiving the request. However, the company may reject the data subject's rights if legally required.

7. Review and Amendment of the Personal Data Protection Policy

The company may update or amend this policy from time to time to comply with legal requirements, changes in the company's operations, including suggestions and comments from various agencies. The company will clearly announce any changes before implementation.



8. Company Contact Channels

Human Resources Department

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Therefore, this policy is hereby announced for widespread acknowledgment on June 1, 2567.

- Mr. Chuwit Jungtanasomboon -
(Mr. Chuwit Jungtanasomboon)
Chief Executive Officer