

Candidate and Personnel Privacy Notice

Major Development Estate Company Limited (the "Company") is strongly devoted to protecting everyone's Personal Data and is aware of its obligations under the Personal Data Protection Act of B.E. 2562, which places significance on upholding privacy rights. This Privacy Notice applies to Personal Data of the candidate and personnel of the Company in order to inform and explain that; How does the Company collect your Personal Data? What data does the Company collect? What is the purpose of data processing? How is your data disclosed? What safeguards are in place to secure your data? including, your legal rights as the data subject which are specified below.

1. Effectiveness of the Announcement

This Privacy Notice applies to Personal Data of the Company's candidate and personnel such as directors, consultants, executives, current personnel, former personnel, interns and any person who is related to the Company's personnel, such as personnel's family members, emergency contact persons, and etc.

2. Definition

2.1 Personal Data

Personal Data is any data about a person that may be used to directly or indirectly identify that person, however, it does not include data of the deceased, such as name, surname, phone number, address, Email, ID number, picture, employment record, and etc.

2.2 Sensitive Personal Data

The term "Sensitive Personal Data" means personal data that is specifically prescribed by law, such as nationality, political opinions, religious beliefs, religion or philosophy, sexual behavior, criminal record, health data, data about people with disabilities, data about labor unions, genetic data, biological data (biometric), or any other similar data as prescribed by law where the Company must proceed with special care. Sensitive Personal Data can only be collected, used, and/or disclosed by the Company with your express consent or when necessary to proceed as permitted by law.

In case that the Company obtains a copy of your national identification card for the purpose of confirming your identity when you apply for a job, update personnel data, make a request, or conduct any business with the Company, the data contained includes religious data which is considered Sensitive Personal Data where the Company does not have a policy to collect the Sensitive Personal Data from you unless your consent is obtained The Company will specify its management measures in accordance with guidelines and as permitted by law.

2.3 The Major Group of Companies

The term "The Major Group of Companies" means Major Development Estate Company Limited, Healthscape Co., Ltd., MDPC Co., Ltd., and Major Development Commerce Co., Ltd., including other affiliated companies. Any other companies or entities that control or

is controlled by or under the control of Major Development Estate Company Limited, which could have the same majority of shareholders or directors.

3. The Company's Collection of Personal Data

Your Personal Data is only kept by the Company as long as it is required and in accordance with the Company's objective of usage where the Company will inform you in the next order. The following categories describe the different categories of Personal Data the Company retains:

3.1 For the Candidate

The Company retains Personal Data of candidate where the table below outlines the several categories of Personal Data the Company retains.

The candidate's data collection table:

Type of Personal Data	Details
Basic Personal Data	Such as title, first name, last name, nickname, gender, photograph, weight, height, date of birth, age, nationality, ID card number, current address, household registration address, Email, telephone number, marital status, military status, educational record and work history.
Sensitive Personal Data	Such as criminal record and health data with your express consent or as permitted by law.
Third Party Data	Such as spouses, family members, referees or emergency contacts, recipients of welfare benefits by keeping Personal Data such as first name, last name, relationship, phone number, and other data as needed.
Other Data	Such as data from interview tests or interviews, education background, talents, and licenses, as well as person's resume or curriculum vitae (CV).

3.2 For Company's Personnel

According to the table below, the Company has stored Personal Data of the Company's personnel. There are types of Personal Data that the Company stores.

Personal Data of the Company's personnel table:

Type of Personal Data	Details
Basic Personal Data	Such as title, first name, last name, nickname, gender, photograph, weight, height, date of birth, age, nationality, ID card number, passport number, social security number, driver's license number, tax identification number, bank account number, car registration number, current address, household registration address, Email, phone number, Line ID, marital status, military status educational record and work record.
Sensitive Personal Data	Such as health data, criminal record, fingerprint and facial image simulation data with your express consent or as permitted by law.
Employment Data	Such as personnel ID, work title, affiliation, employment status, start and end dates, length of employment, work performance, wage and benefit, time record, overtime worked, statistics of leave, training, provident fund distribution, benefit payments, reason for resignation, probation and performance evaluations, job adjustments, appointments, transfers, and punishment
Other Data	Such as data from interview test or interviews, education background, talents, and licenses, as well as person's resume or curriculum vitae (CV). Any other data that is deemed Personal Data by law, including communication data via various social media, log-in data, data system usage data, financial data, opinions, location, serial numbers, voice recordings, still images, or moving images from participating in various Company's activities.
Third Party Data	Such as spouses, family members, referees, or emergency contacts, recipients of welfare benefits by keeping Personal Data such as first name, last name, relationship, phone number, and other data as needed.

4. The Source of Personal Data

The Company collects Personal Data of the candidate and the Company's personnel from the following sources of Personal Data:

4.1 Personal Data Received Directly from You

From the hiring and hiring process, completing data in the applications, attachments for consideration and hiring, performing questionnaires and interviews, including data and updating your data from employment or varied procedures throughout while you are the Company's personnel or staff member.

4.2 Personal Data Received from Other Sources

The Company may obtain your data from additional sources, including the Major Group of Companies, employment agencies, the application websites, data from references or certifiers, health examination data from hospitals, data from other personal history checks, network systems, and navigation system data, as necessary and as permitted by law.

4.3 Third Party's Personal Data

The Company may receive personal data of any third parties that are connected to you which have been provided by you such as spouse, children, father, mother, family members, emergency contacts, beneficiary, referees or ex-employer where the Company will use such data for providing welfares and benefits or contacting in case of emergency, or for referencing information that is benefiting you. Please make sure that these third parties are aware of the Company's Privacy Notice and seek their consent if required together with notifying them of this Privacy Notice unless there is another legal obligation for the Company to get Personal Data about third parties without obtaining their consent.

5. Basis for Processing Personal Data

The Company may collect, use, or disclose your Personal Data with the purposes under the following data processing basis:

5.1 Contractual Basis

For using in processing your request or application prior to entering into a contract, as the situation may require, or for contractual basis to which you are a party, such as an employment contract or any other contract.

5.2 Legal Obligation

To fulfill legal obligations, such as those imposed by the Labor Protection Law, Social Securities Law, Compensation Law, Labor Relation Law, Provident Fund Law, Revenue Code, Computer Crime Act and other related laws that the Company is required to comply.

5.3 Legitimate Interest

For legitimate interest of the Company without going over your fundamental rights and freedoms rights that may be reasonably expected by you.

5.4 Consent

In case where your consent is required by law or the Company does not have a need to process your Personal Data using the aforementioned legal basis, the Company will request for your consent.

6. The Purpose of Collecting, Using and Disclosing Personal Data (Processing Personal Data)

6.1 Objectives for the Candidate

The Company collects, uses, or discloses your Personal Data for the following purposes:

Table outlining the purposes of collecting, using, and disclosing Personal Data of the candidate:

Type of Data	Purpose of Processing
Name - Surname Identification Number Gender, Date of Birth, Photos	To verify and check your identification
Address Telephone Number Email	To inform about news or send various data To notify about upcoming changes
Criminal Record	To check for some positions before offering the employment
Other data	To consider offering the employment To consider benefits appropriate for the position

6.2 Objectives for Personnel or Staff Member

The Company collects, uses, or discloses your Personal Data for the following purposes:

Table outlining the purposes of collecting, using, and disclosing Personal Data for the Company personnel:

Type of Data	Purpose of Processing
Name - Surname Identification Number Gender	To verify and check your identification
Date of Birth	To verify and check your identification To be used in collecting retirement data
Photos	To be used within the Company for internal communication

Type of Data	Purpose of Processing
Address Telephone Number Email	To inform about news or send various data To notify about upcoming changes
Bank Account Number	To pay salaries and wages
Criminal Record	To check for some positions before offering the employment
Biological Data	To prove and confirm your identity To record working hours To enter and exit the Company's office
Other Data	To establish and validate your identity To keep track of work hours To enter and leave the Company's location

7. Disclosure of Personal Data

To accomplish the purposes specified in this Privacy Notice. The following divisions within the Company, the Major Group of Companies, people, or other outside organizations may receive disclosures or emails containing your Personal Data:

7.1 Inside the Company

Your Personal Data may be disclosed or sent to various departments within the Company and the Major Group of Companies, only those who are relevant and have roles and responsibilities only as necessary for the purpose where individuals or teams of the Company will be allowed to access your Personal Data as necessary and appropriate.

7.1.1 Personnel management staff or other specific staff involved by specifying data access rights according to their roles and responsibilities.

7.1.2 Your executives or direct supervisors who are responsible for managing or making decisions about you or when related to personnel procedures.

7.1.3 Various support departments or teams such as IT/computer department, administrative department, accounting department, etc.

7.2 Outside the Company

The following are examples of outside organizations to whom your Personal Data could be given or disclosed.

7.2.1 Government agencies, regulatory agencies or other agencies as required by law, such as the Revenue Department, Social Security Office Department of Labor Protection and Welfare, Legal Execution Department, Student Loan Fund Department

of Skill Development National Office for the Promotion and Development of Quality of Life for Persons with Disabilities or any other agency by virtue of law.

7.2.2 Companies in the Major Group of Companies, agents, contractors/subcontractors, service provider for performing any operations such as payroll preparation, provident fund, health insurance, accident insurance, training, evaluation for organizational management, booking travel and accommodation, various welfare management, external auditors consultants in various fields. When the Company uses services from outside agencies, the Company must ensure that those service providers comply with legal requirements and your Personal Data will be protected by appropriate technical and organizational measures.

7.2.3 Organizations or individuals outside; the Company may disclose your information to organizations or third parties who contact and inquire for the purpose of verifying your various transactions, such as applying for or using credit services, applying for a job. The Company will disclose information by confirming only your employee status and other information that you have disclosed to the organization or third party only.

Also in the event that the Company obtains your consent to reveal details from outside sources, such as your new employment, the Company could provide your data in order to verify your past work status or to give it to the school you attended.

8. Transferring or Sending Personal Data Abroad

As part of the Company's business operations, the Company may be required to communicate or transfer your Personal Data to other recipients, such as sending or transferring Personal Data to be held on servers or Cloud systems abroad. The Company will take legal requirements for Personal Data protection into account when determining whether the destination nation meets such criteria.

9. Your Personal Data Retention and Length of Retention

The Company will retain your Personal Data for so long as is required during your status being candidate, personnel, or staff member of the Company or to carry out the relevant tasks in line with this Privacy Notice. However, if the law requires or permits, it may be necessary by the Company to keep it after that such as:

9.1 In the case of the candidate who are not chosen, the Company will keep your data on file for a period of 2 (two) years after the results are made so that the Company can get in touch with you if any relevant vacancies arise in the future.

9.2 The Company's personnel, for the purpose of verification in the event of potential disputes within the statute of limitations provided by law, the Company will retain your data for a period of 10 (ten) years after the date of termination of employment as an personnel or staff member of the Company.

When it is no longer required or at the end of the specified term, the Company will delete, erase, or otherwise render non-personally identifiable data of your Personal Data.

10. The Safeguarding of Your Personal Data

The Company will maintain your Personal Data in good care in both aspects of management in administrative safeguard, technical safeguard and physical safeguard measures to maintain appropriate security in processing of Personal Data and to prevent Personal Data violations. The Company has established policies, regulations, and criteria for Personal Data protection, including measures to prevent recipients of information from the Company, using or disclosing information outside of the intended purpose or without authority or illegally, and the Company will improve the policy, regulations and criteria periodically as necessary and appropriate. In addition, executives, employees, contractors, agents, consultants and recipients of information from the Company has a duty to maintain the confidentiality of Personal Data according to the confidentiality measures set by the Company.

11. The Data Owner's Rights

The rights listed in this section apply to the legal rights you have in relation to your Personal Data. You may exercise these rights in consultation with the Company in accordance with the terms of applicable legislation and the rights management procedure of the Company.

11.1 The Right to Withdraw Consent

If you have authorized the Company to collect, use, and disclose your Personal Data (whether the authorization was made prior to the Personal Data Protection Law's enforcement date or after). Unless this right is prohibited by law or there is a contract in your favor, you have the right to withdraw your consent at any time throughout the duration that your Personal Data is stored by the Company.

11.2 The Right to Access Personal Data

You have the right to access your Personal Data held by the Company and a copy of that information for yourself, as well as the right to ask the Company to explain how it came into possession of your Personal Data without your consent.

11.3 The Right to Transfer Personal Data

If a corporation has stored your Personal Data in a format that may be read or generally used by instruments or devices that operate automatically and can use or disclose Personal Data by automated means, you have the right to seek that information. The right to request Personal Data that the Company sends or transfers Personal Data in such a form directly to other Personal Data controllers, unless it is impossible to do so for technical reasons, and the right to request that the Company sends or transfers Personal Data in such a form to another data controller when this can be done automatically.

11.4 The Right to Protest Data Processing

If the Company, another party, or the accomplishment of a public interest purpose requires the collection, use, or disclosure of your Personal Data, you have the right to protest at any time. In the event that you raise a concern, the Company will stop collecting, using, and disclosing your Personal Data unless and until it can prove that doing so is legally required, is necessary to uphold the law, or is necessary to defend against legal claims.

11.5 The Right to Request Deletion or Destruction of Personal Data

If you think your Personal Data has been obtained, used, or disclosed in violation of applicable laws, and you believe the Company has used all reasonable efforts to keep your information after you have exercised your right to withdraw consent or your right to object as described above, you have the right to request that the Company delete or destroy your Personal Data or render it non-personally identifiable.

11.6 The Right to Request the Suspension of Personal Data

You have the right to request a temporary suspension using your Personal Data while it investigates your request for Personal Data correction, your objections, or any other situation in which the Company no longer needs your Personal Data and is required to delete or otherwise dispose of it by law.

11.7 The Right to Update Personal Data

You have the right to request the Company to update your Personal Data to be accurate, current, complete and not misleading. If you are current personnel or personnel of the Company, you can update your Personal Data according to the Company's procedures.

11.8 The Right to Complain

If you believe that the collection, collecting, use, and disclosure of your Personal Data violates or doesn't comply with applicable laws, you have the right to file a complaint with the appropriate authorities. Section 13 provides information on how to get in touch with the Personal Data Protection Committee (PDPC).

12. The Changing of the Privacy Notice

This Privacy Notice is periodically reviewed by the Company to ensure that it complies with all guidelines, regulations and legislation. In the event that the Privacy Notice is altered, the Company will inform you by publishing the information on its website.

13. The Appropriate Authority

If you have a complaint to make or believe the Company hasn't handled your issue satisfactorily, you may contact and/or make a complaint to The Office of the Personal Data Protection Committee (PDPC) using the information provided below:

Phone number	02 141 6996 or 02-141-6996
Email	saraban@pdpc.or.th
Website	https://www.pdpc.or.th
Address	The Office of the Personal Data Protection Committee 120 Moo 3, Rattaprasasanabhakti Building (Building B), Chaengwattana Government Complex, Chaengwattana Road, Thung Song Hong Subdistrict, Lak Si District, Bangkok 10210

14. The Company Contact

If you have any recommendations or questions concerning the collection, use, and disclosing of your Personal Data, you may also ask to exercise your legal options in accordance with this Privacy Notice. The following methods are available for contacting the Company:

Data Protection Officer (DPO)

Email dpo@major.co.th

Website <https://www.major.co.th/>

Address **Major Development Estate Company Limited**
141 Soi Sukhumvit 63 (Ekkamai), Sukhumvit Road,
Khlong Tan Nuea Subdistrict, Watthana District, Bangkok

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