

PRIVACY POLICY FOR CANDIDATES UD TRUCKS

This Privacy Policy has been prepared to explain how UD Trucks (Thailand) Co., Ltd., UD Trucks Corporation (Thailand) Co., Ltd, Thai-Swedish Assembly Co., Ltd., TMBP Limited, TSA Land Co., Ltd. (“**UD Trucks**”) collects, uses, and discloses (“**process**” “**processing**”) the Personal Data under the Personal Data Protection Act, B.E. 2562 (2019) (“**PDPA**”).

It is necessary for you to read and understand this Privacy Policy where it relates to you. The content of this Privacy Policy is as follows.

1. Application of this Privacy Policy

This Privacy Policy applies to you if you are a candidate applying for a job in the Company or applying to be our trainee or intern (“**Candidate**”), as well as any persons, which are relevant to the Candidates, such as relatives, spouse, family members, or emergency contact persons (“**Associated Person**”).

2. The Types of Personal Data that We Process

In general, UD Trucks will collect and process the following types of your Personal Data:

Types of Personal Data	Example of the Personal Data
Identification and contact information	Any information, which can identify you, or can be used to contact you, such as full name, date of birth, address, office telephone number, mobile phone number, email addresses, place of work, employment status, occupation, work position, identification card number, passport number, gender, age, religion, nationality, marital status, and photographs
Information about your qualifications and work experience	For example, your educational background, work experience, previous job resignation(s), and any information that appears on your School/University Certificates, certificates of academic or language competence, professional license(s), and other certificates and references, including, but not limited to, your name and surname, your address as appears in the Household Registration, your date of birth, telephone number, ID Card number, license number, etc.
Personal information that appears on your job application	All Personal Data which is indicated in your job application, including, but not limited to, your name and surname, home phone number, mobile phone number, email address, educational background, work experience, previous positions and workplaces, special qualifications, photographs, gender, weight, height, current address, your address as appears in the

Types of Personal Data	Example of the Personal Data
	Household Registration, your house rental rates, information about training, seminars, and activities that you attended, skills, and other Personal Data that appears on your job application
Personal Data of Associated Persons	Full name, address, email address, mobile phone numbers, or other information of your previous supervisor, parents, children, persons to contact in case of emergency, and/or any other persons, etc.
Information collected when you visit	Voice records, images, and motions collected via the installed CCTV when you enter our premises.
Sensitive Personal Data	<p>Your health information and criminal record, which are necessary for UD Trucks' consideration before entering into a contract with you, for the assessment of your fitness for work.</p> <p>In the case where UD Trucks collects a copy of Thai identification card, which contains religion and/or blood type data, which are considered as Sensitive Personal Data under the PDPA.</p> <p>In this regard, UD Trucks does not have an intention to collect or process such Sensitive Personal Data, which is appeared on the copy of my national identification card, i.e., religion and/or blood type. Therefore, unless the copy of the Thai identification card is to be passed to local authority (ies) as required by law or such authority (ies), UD Trucks requires you to omit, blind or cross out the information about my religion and/or blood type, before surrendering/ providing a copy of the Thai identification card to UD Trucks.</p> <p>In the case where the full copy of the Thai identification card is collected, whereby the Sensitive Personal Data still appears on such Thai identification card, UD Trucks may, at any time, blind or cross out the information about my religion and/or blood type from such document in order to comply with the PDPA that requires UD Trucks to collect personal data to the extent that is necessary and relevant for its business operations.</p>
Information as required by law	Any information required by the applicable laws, which UD Trucks shall comply with.

Types of Personal Data	Example of the Personal Data
Legal claim related information	Any information, which may be necessary for UD Trucks to establish, exercise, comply, or defense any legal claims

In the case where UD Trucks will collect the Personal Data other than those proscribed in this Privacy Policy, UD Trucks will inform you about the collection or the processing of the Personal Data, in accordance with the conditions prescribed by the PDPA.

3. The Methods for the collection of your Personal Data

In general, UD Trucks will collect the Personal Data directly from you during job application process through email, in person, phone calls/

UD Trucks may also collect your Personal Data from other sources, such as the hospital where you undertake a health examination, recruitment agencies, your friends or other persons who are related to you, or the recruitment platforms.

In the case you provide the Personal Data of any other persons to us, you warrant that you have informed such person about the processing of his/her Personal Data by UD Trucks as explained in this Privacy Policy. In addition, if the consent for the processing of the Personal Data is required, you agree to assist UD Trucks in obtaining the valid and enforceable consent from such person in accordance with the requirements prescribed in the PDPA.

4. Purposes for Processing your Personal Data

In general, UD Trucks will process your Personal Data for the following purposes:

Purposes	Details
To proceed with your request to apply for a position with UD Trucks	<p>UD Trucks will need to process your Personal Data for recruitment and job application consideration purposes.</p> <p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information • Information about your qualifications and work experience • Personal information that appears on your job application • Personal Data of Associated Persons <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> • Contractual Necessity (In the case you approach to apply for a job in UD Trucks, and UD Trucks needs to process your Personal Data to proceed with your request to apply for a job) • Legitimate interest (In the case UD Trucks initiate the recruitment process, and your Personal Data is processed for such purpose)

Purposes	Details
	<p>Remark: If you do not provide any Personal Data that is necessary for entering into a contract, we may not be able to enter into a contract with you.</p>
<p>To conduct internal process for the recruitment.</p> <p>For example,</p> <ul style="list-style-type: none"> • Prepare and arrange the profile for each candidate • Arrange for interviews and necessary testing • Assess and determine qualification, suitability and eligibility of the candidate for employment with UD Trucks • Make a decision regarding the acceptance or refusal of the candidate • Contact and update the candidate an information on the status of job application 	<p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information • Information about your qualifications and work experience • Personal information that appears on your job application • Personal Data of Associated Persons <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> • Legitimate interest
<p>To communicate with the Candidates.</p> <p>For example, contact and update the candidate an information on the status of job application</p>	<p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> • Legitimate interest
<p>To Arrange for the health/medical examination</p>	<p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information • Sensitive Personal Data (i.e., health data) <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> • Legitimate interest (for the processing of the general Personal Data) • Explicit consent (for the processing of the Sensitive Personal Data)
<p>To arrange for the criminal record background check</p>	<p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information • Sensitive Personal Data (i.e., criminal record)

Purposes	Details
	<p><u>Lawful basis</u></p> <ul style="list-style-type: none"> • Legitimate interest (for the processing of the general Personal Data) • Explicit consent (for the processing of the Sensitive Personal Data)
<p>To ensure safety at our branches, premises, or other properties of UD Trucks</p>	<p>In order to ensure safety at our branches, premises, or other properties of UD Trucks, as well as life and body of our employees, contractors, customers, and any visitors, including you, UD Trucks has installed CCTV cameras around our premises, whereby your pictures, videos, and sound may be recorded when you visit such locations.</p> <p>In addition, when you visit our office, factories, or premises, you may be required to identify yourself before entering our buildings.</p> <p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information • Information collected when you visit • Sensitive Personal Data, i.e., religion and/or blood type data in the Thai identification card (if required) <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> • Legitimate interest (for the processing of the general Personal Data) • Explicit consent (for the processing Sensitive Personal Data) <p><u>Remark:</u> If your copy of Thai identification card is required when accessing our premises, UD Trucks may request for your consent at that time, unless the consent is not required by law, or your copy of Thai identification card does not contain the Sensitive Personal Data.</p>
<p>To negotiate, plan, or undertake necessary activities in relation to restructuring of the business</p>	<p>UD Trucks may negotiate, plan, or undertake necessary activities in relation to restructuring of the business, as well as entering into such transactions as business acquisition, merger, and sale of any part of the business.</p> <p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information

Purposes	Details
	<ul style="list-style-type: none"> • Information about your qualifications and work experience • Personal information that appears on your job application • Personal Data of Associated Persons • Any other information, which may be necessary for UD Trucks to achieve this purpose. <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> • Legitimate interest (for the processing of the general Personal Data) • Legal obligation (if any) <p><u>Remark:</u> If you do not provide any Personal Data that is necessary for compliance with the law, which is applicable to us, we and/or you may be unable to comply with the laws, and that may affect the necessary processing of your Personal Data as well as may result in the violation of applicable law.</p>
To comply with laws	<p>UD Trucks may be required to process your Personal Data for complying laws, regulations, orders, notifications, or other rules issued by authorities. For example, complying with the PDPA by fulfilling your requests in respect to your Personal Data.</p> <p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Information as required by law <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> • Legal obligation <p><u>Remark:</u> If you do not provide any Personal Data that is necessary for compliance with the law, which is applicable to us, we and/or you may be unable to comply with the laws, and that may affect the necessary processing of your Personal Data as well as may result in the violation of applicable law.</p>
To establish, exercise, comply or defend legal claims	<p>Your Personal Data may be processed as part of the establishment, exercising, compliance or defense of legal claims.</p> <p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Legal claim related information

Purposes	Details
	<p data-bbox="687 311 847 340"><u>Lawful basis</u></p> <ul data-bbox="687 369 1018 398" style="list-style-type: none"> <li data-bbox="687 369 1018 398">• Establishment of claims

5. Disclosure of Your Personal Data

In Processing Personal Data for the above purposes, it may be necessary for us to disclose your Personal Data to third parties, as follows:

- (a) to any of UD Trucks’ affiliates or group companies, both within and outside Thailand, for the purpose of internal management and administration work, to perform our contractual obligations, and for other purposes as identified in this Privacy Policy;
- (b) to third party vendors who provide services to UD Trucks, such as cloud service provider;
- (c) to external legal counsels in the case of debt collection, legal proceedings and legal execution;
- (d) to general counsels, advisors, auditors, and other experts;
- (e) to any competent regulatory, prosecuting, tax or governmental agencies, courts or other tribunals in any jurisdiction, including the Revenue Department;
- (f) to third parties in connection with a change of ownership in UD Trucks, or any of its assets or properties; and
- (g) to any other persons or entities to whom UD Trucks is required to make disclosure by applicable law.

6. The Cross-Border Transfer of The Personal Data

UD Trucks regularly transfers your Personal Data to its affiliates and group companies, and in certain circumstances, to third parties (e.g., service providers), located outside Thailand, which may have different data protection standards to those prescribed by the data protection authority in Thailand.

In addition, most of our servers, which we use to process and store your Personal Data for the purposes prescribed herein this Privacy Policy, are located outside Thailand.

Notwithstanding that, UD Trucks ensures that it will protect your Personal Data by implementing adequate personal data protection standards for the transfer of your Personal Data outside Thailand. UD Trucks shall also ensure that any third parties to whom your Personal Data will be disclosed, shall implement adequate personal data protection standards, and where your Personal Data will be transferred within UD Trucks’ affiliates or group companies, UD Trucks shall use permitted data transfer mechanisms, e.g., binding corporate rules.

7. Retention of the Personal Data

UD Trucks will retain your Personal Data for as long as it is necessary to fulfil the purposes for the processing of Personal Data, as described above. However, in general, UD Trucks will retain

your Personal Data for ten (10) years after the end of the recruitment process, or our last communication.

In the case you are selected to be our employee, trainee, or intern, the retention of your Personal Data will be in accordance with the Privacy Policy for employees, which will be provided to you when you enter into the employment agreement with us or in the onboarding process.

We may retain your Personal Data longer than the above period, only as otherwise permitted or specified by the applicable law.

8. Your Rights to Personal Data

You have the following rights with respect to your Personal Data:

- (a) To withdraw your consent, or to request a change to the scope of your consent;
- (b) To request that we confirm to you whether we have in possession any Personal Data that is related to you, to access or to obtain a copy of any such Personal Data, to request information about how we have processed or are processing your Personal Data, and to request that we disclose the source(s) of your Personal Data which has been obtained without your consent;
- (c) To request that we correct any Personal Data that is related to you;
- (d) In certain circumstances, to request that we delete or destroy your Personal Data;
- (e) In certain circumstances, to request to object the Processing of your Personal Data;
- (f) In certain circumstances, to request that we transfer your Personal Data; and
- (g) In certain circumstances, to request suspension of the Processing of your Personal Data.

We reserve the right not to comply with your request if this is appropriate, and as permitted by the applicable law.

In addition to the rights above, you have the right to file a complaint in relation to our Processing of your Personal Data with an expert committee, in accordance with the procedures set out in the PDPA.

As far as permitted by the applicable law and regulations, we may be entitled to charge reasonable expenses incurred in respect to handling any of the above requests.

9. Contact Us

If you have any inquiries in relation to your Personal Data, or you would like to exercise any of your Data Subject Rights, you may contact us at:

UD Trucks Corporation (Thailand) Co., Ltd

199 Moo 1, Bangna-Trad Highway,
T. Srisajorrakaeyai A., Bangsaothong District,
Samutprakan 10570

Tel. + 66 2 021 9500

Email : dpo_thailand@udtrucks.com

Contact details of our Data Protection Officer (DPO)

Thitaree Thitiworanon

UD Trucks Corporation (Thailand) Co., Ltd

199 Moo 1, Bangna-Trad Highway,
T. Srisajorrakaeyai A., Bangsaothong District,
Samutprakan 10570

Tel. + 66 2 021 9500

Email: dpo_thailand@udtrucks.com

10. Changes to this Privacy Policy

UD Trucks may amend, change, or update this Privacy Policy from time to time, whereby UD Trucks will update the changes on UD Trucks' website. In the event that the amendment, change, or update will affect the purposes for which your Personal Data has originally been collected, UD Trucks will notify you about such changes, and obtain your consent (*if required by law*), prior to such changes becoming effective.

This Privacy Policy shall take effect from June 1, 2022 onwards.