



## Privacy Policy for Customers, Partners, and Shareholders

Delta Electronics (Thailand) Public Company Limited and Delta Green Industrial (Thailand) Company Limited (collectively referred to as the “companies”) provide this policy (the “privacy policy”) in recognition of the importance of personal data. Individuals who wish to invest in the companies, registered partners of the companies, product/service suppliers of the companies, potential partners, potential customers, and contractual parties of the companies such as shareholders, customers, buyers, sellers, contractors, suppliers, service providers, consultants, experts, academics, speakers, and visitors visiting the companies, whether as a natural person or legal entity shall provide their personal data and that of their partners such as directors, sales managers, sales staff, buyers, recipients, and check payers (collectively referred to as “you”). The purpose of this policy is to explain how the companies collect, use, disclose and/or transfer personal information, rights, and options of the data subjects under this privacy policy, as well as the contact channels of the companies for inquiries regarding this privacy policy.

The companies may revise this privacy policy from time to time to update it when there is a change of procedure or policy concerning the collection, use, disclosure, and/or transfer of personal information, or a change of applicable law. The companies shall inform you sufficiently of such changes which shall be effective immediately after being published by the companies or on the companies’ websites or applications. Please be sure to check the changes and the latest version of this privacy policy.

### 1. Personal data collected by the companies

#### 1.1 Types of personal data collected by the companies

**Personal data** refers to personal information that can be used to identify the identity of the data subject whether directly or indirectly. This does not include information of a deceased person.

**Sensitive personal data** refers to specific personal information defined by law such as race, ethnicity, political opinions, religious, cultic, or philosophy belief, sexual behavior, criminal background, health records, disabilities, labor unions, biodata, biometrics such as fingerprints, or facial recognition information, that the companies shall handle with caution



and collect, store, use and/or disclose sensitive personal data only with your consent or when required by law and within the scope permitted by the law.

### 1.2 Personal Data Sources

- (1) **Directly from you:** The companies may collect or obtain your personal data when you subscribe as a partner and/or submit an offer, enter into an agreement, inquire for information, provide a comment, suggestion, or complaint through channels such as the companies' websites, forms, submit documents and copies containing personal data to the companies through telephone, email, fax, mail, applications, etc.
  
- (2) **From other sources:** The company may collect or obtain your personal data from a third party or other sources such as websites of the Department of Business Development, websites of business information providers, social networks, the Delta group, and affiliates. The type of data collected depends on the nature of employment or services of the companies and the Delta group.

### 1.3 Personal data collected by the companies

The company may collect your personal data including the following.

Personal Data Type	Example
Personal Information	Such as your title, first name, last name, maiden name, signature, and picture.
Contact Information	Such as your registered address, current address, home telephone number, personal mobile phone number, email, social media identity (Facebook and Line ID), and business card.
Information for business correspondence, partner subscriptions, and transactions with the companies	Such as your citizen I.D. card copy, passport copy, name/last name change certificate copy, home registration copy, driving license copy, vehicle registration copy, vehicle license number, vehicle type, land title deed copy, letter of power of attorney copy, company certificate copy, business license, business

Personal Data Type	Example
	certificate, auditor license, lawyer certificate or certificate of other professions, business map or location, and car or truck vehicle registration copy.
Opinions	Information concerning your opinions toward the companies or other information submitted to the companies by you, comments, suggestions, complaints, recommendations, survey answers, inquiries, and other information provided by you on a voluntary basis during human resources communication.
Sensitive Information	Such as your religion, criminal background, health record, and disabilities. The companies will collect, use, disclose and/or transfer your sensitive personal data only with your explicit consent or when required by the law and within the scope permitted by the law.
Other Personal Data	Such as data obtained through social media communication, voice records, CCTV systems, and pictures or motion pictures from your visit to the companies.
Data of a Third Party	Such as your reference person or emergency contact person which the companies will collect the name, last name, relationship, telephone number, and other information as necessary. It is your duty to inform the person of the privacy policy and obtain their consent, then prove to the companies that you are authorized to provide their personal data to the company, and they permit the companies to collect and use their personal data legally as stated in this privacy policy, unless the companies are permitted by other laws to obtain their personal data without consent.



## 2. Legal grounds and reasons for collecting, using, or disclosing your personal data

### 2.1 Legal Grounds

The companies will collect, use, or disclose your personal data as appropriate based on the following legal grounds.

Legal Grounds	Detail
Contractual Basis	To enable the companies to process your job application before entering into a contract and to perform other actions necessary for your contract.
Legal Obligation	To fulfill legal obligations such as the labor protection law, social security law, compensation law, labor relation law, provident fund law, taxation law, and computer law.
Legitimate Interest	For the companies and other persons to gain benefits legally to an extent reasonably expected by you as long as not violating your basic rights or freedom.
Necessity for Life	To protect your life, body, or health.
Consent	To collect, use, or disclose your personal data with your consent.

**2.2 The purposes of collecting your personal data:** The company may collect, use, disclose, and transfer your personal data for the following purposes.

Purpose	Detail	Legal Grounds
1. To obtain survey and analysis data of business partners necessary for the business.	1) To consider information, qualifications, business potential, financial status, background, and credibility of business partners. 2) To prepare business partner analysis reports.	<ul style="list-style-type: none"> <li>• Legal rights</li> <li>• Consent</li> </ul>

Purpose	Detail	Legal Grounds
2. For the supplier and business partner selection process, and new partner registration	1) To verify information and qualifications of business partners. 2) To verify the identity of business partners before entering into a service agreement or other procurement agreements with the companies.	<ul style="list-style-type: none"> <li>• To fulfill the obligations</li> <li>• Legal rights</li> </ul>
3. To manage agreements made between the companies and business partners	1) To confirm the purpose of entering into an agreement with the companies. 2) For agreements to legally bind the business partners who are legal entities.	<ul style="list-style-type: none"> <li>• To fulfill the obligations</li> <li>• Legal rights</li> </ul>
4. To fulfill contractual obligations and communicate with business partners	1) To order products or services, establish account payables, make payments, and receive products or services. 2) To communicate with business partners.	<ul style="list-style-type: none"> <li>• Legal compliance</li> <li>• Legal benefits</li> </ul>
5. To comply with relevant laws and orders of competent government authorities and officers	To comply with laws applicable to the companies such as taxation law, personal data protection law, and orders of competent government authorities such as the Revenue Department and Personal Data Protection Committee.	<ul style="list-style-type: none"> <li>• Legal compliance</li> </ul>
6. For the security of the buildings or perimeters of the companies	1) When you provide your personal information and/or I.D. card to verify yourself before entering into a building or parameter of the companies, including emergency contact persons in case of an emergency in the perimeter of the companies. 2) To store or record a picture of your face into the access log of sensitive or secured areas of the companies.	<ul style="list-style-type: none"> <li>• Legal benefits</li> </ul>



Purpose	Detail	Legal Grounds
	3) To use your fingerprint when you leave your communication device or valuable property before entering a sensitive or secured area of the companies.  4) The use of a CCTV system inside and around buildings or perimeters of the companies to maintain security.	

### 2.3 The purpose of collecting your sensitive information

The company may collect, use, or disclose your sensitive data only with your consent.

## 3. Persons to whom the companies may disclose your personal data

### 3.1 Internal

Your personal data may be disclosed or transferred to internal units of the companies only when they are involved and authorized to fulfill the purpose as necessary. These persons or teams of the companies have limited authorized access to your personal information as necessary such as:

- (1) The Human Resources Department (HR) or other relevant staff, with limited access to your personal data based on their duties.
- (2) The management team or your immediate supervisor, only during the job applicant selection process.
- (3) The support sections or teams such as the Information Technology Department (IT).

### 3.2 External

- (1) **Delta group:** Consisting of affiliates and subsidiaries of the companies who cooperate and share information on business partners, services, and systems (including website services and relevant systems), and take part in the normal reporting process. It may be necessary for the companies to transfer your personal data to the Delta group or



permit the group to gain access to your personal data to fulfill the purpose of this privacy policy.

- (2) **Service providers and business partners of the companies:** The companies may transfer your personal data to service providers and/or business partners including but not limited to internet, software, and information technology support providers, job recruitment agencies, and human resources management service providers, for the purpose of analyzing customer data. Your personal data will be protected under appropriate organizational and technical measures.

#### **4. Transferring your personal data overseas**

It may be necessary for the company to send or transfer your personal data to the headquarters or subsidiaries in another country or transfer the data to other recipients such as to store your personal data on a server or cloud overseas, and/or to fulfill contractual obligations that are part of the companies' business. The companies shall implement measures to ensure that the data receivers in the destination countries have a proper personal data protection standard according to the law. And the company shall request your consent when it is necessary to transfer your personal data overseas according to the law.

#### **5. How long will your personal data be stored?**

The companies shall store your personal data as long as necessary to fulfill the purpose under this privacy policy, to contact you when there is a suitable job position for you in the future, and to be evidence in case of a dispute within the prescription period.

#### **6. The security of your personal data**

The companies shall protect your personal data by implementing personal data protection measures that are suitable and applicable to protect personal data processing against personal data violations, unauthorized or illegal access, destructions, modifications, and unauthorized disclosures. The companies shall implement personal data protection policies, procedures, regulations, and measures to prevent the data receivers from using or disclosing the data illegally or without permission apart from the purpose. In addition, the companies shall update the policies,



procedures, and regulations from time to time as necessary and appropriate. Further, the companies shall implement a policy to ensure that their management, employees, staff, contractors, agents, consultants, and data receivers are obliged to protect your personal data according to the companies' personal data protection measures.

If there is any breach of your personal data privacy, the companies shall inform you immediately after being aware of such violation in order to work with you in finding a solution.

## **7. How do the companies process the personal data of children?**

If the companies have prior knowledge that the personal data they are about to collect belongs to a child, they shall not collect such data until they have obtained consent from the rightful guardian of the child.

If the companies have collected personal data belonging to a child without prior knowledge and without consent of the rightful guardian of the child (where the companies are required to have such consent and the juvenile is not permitted by the law to provide their own consent), the companies shall delete the data without delay, and may collect, use, disclose and/or transfer the data only when the companies have other legal grounds apart from the consent.

## **8. Rights of the data subject**

According to the law and relevant legal exemptions, you have the following rights.

- (1) Access:** You have the right to gain access to your personal data collected, used, or disclosed by the companies, as well as any copies. For your security, the companies may request you to prove your identity before providing you with the data.
- (2) Update:** You have the right to request the companies to update your personal data collected, used, or disclosed by the companies when such data is incorrect, is misinformation, or outdated.





- (3) **Data transfer:** You have the right to receive your personal data in the companies' possession in a formatted readable electronic format, and to send or transfer such data to another personal data controller, provided that the data is (a) your personal data provided to the companies (b) collected, used, or disclosed by the companies with your consent to fulfill their obligations to you.
- (4) **Refusal:** You have the right to reject the collection, use, or disclosure of your personal data such as rejecting direct marketing.
- (5) **Suspension:** You have the right to suspend the use of your personal data in some cases.
- (6) **Revocation:** You have the right to revoke your consent for the companies to collect, use, or disclose your personal data at any time.
- (7) **Deletion or Destruction:** You have the right to request the companies to delete or destroy your personal data collected, used, or disclosed by the company, or render it anonymous, except for the data that the companies have to store to comply with the law, establish a legal claim, or protect their legal rights.
- (8) **Complaint:** You have the right to file a complaint with a competent authority when you believe that your personal data has been collected, used, or disclosed by the companies illegally or in contrast to an applicable personal data protection law.

You may exercise your rights above by contacting the companies at the address provided in the "Contact us" section. Please be aware that the companies may not be able to process your personal data in the recruitment process of the companies, and may not offer you the job position that you are applying for, after you have exercised some of the rights above.



## 9. Contact Us

If you have any inquiry, suggestion, or concern regarding this privacy policy of the companies, or if you wish to exercise your rights according to this privacy policy, please contact us through the channels provided below.

After the companies have received your request, the companies will proceed with your request in a secured way according to the personal data protection policy of the companies.

### **Personal data protection officer of the companies:**

[DPO@deltathailand.com](mailto:DPO@deltathailand.com)

### **Company Address:**

#### **Delta Electronics (Thailand) Public Company Limited**

Office 909, Village No. 4, Bang Pu Industrial Estate, Phraeksa Subdistrict,  
Mueang Samut Prakan District, Samut Prakan Province 10280.

or telephone number: 02-709-2800

#### **Delta Green Industrial (Thailand) Company Limited**

Office 111, Village No. 9, Bang Wua Subdistrict, Bang Pakong District,  
Chachoengsao Province 24180.

or telephone number: 02-709-2800