

Personal Data Protection Policy

Mitr Phol Group is committed to operating our business with good governance and transparency. A great deal of importance is placed on protecting personal data and ensuring that across Mitr Phol Group, personal data is collected, used, and disclosed properly and in compliance with the Personal Data Protection Act, B.E.2562. Mitr Phol Group has established the personal data protection policy as follows.

1. Personal data

Personal Data means any information relating to a Person, which enables the identification of such Person, whether directly or indirectly, but not including the information of the deceased Persons in particular.

2. Purposes of collecting and usage of personal data

- 2.1. To contact, verify or identify the Data Subject.
- 2.2. To facilitate Mitr Phol Group's operation.

3. Personal data collection

Mitr Phol Group collects and keeps personal data in full compliance with relevant laws. Personal data is kept only when necessary, as defined in Mitr Phol Group's objectives and for the benefit of the Data subject as required by law. Mitr Phol Group may receive personal data from the Data Subject through two channels, namely:

- 3.1. Directly from the Data Subject via job applications, inquiries, request for service forms, electronic mails, or other channels linking Mitr Phol Group and the Data Subjects.
- 3.2. From a third party via electronic mails, phone calls, documents, or others.

4. Restrictions on usage of personal data

- 4.1. Mitr Phol Group uses personal data only if necessary for the purposes mentioned above.
- 4.2. Mitr Phol Group does not disclose personal data without the consent of the Data Subject, except when it is prescribed by the law.

5. Maintenance and retention period of personal data

Mitr Phol Group maintains and keeps personal data as follows:

- 5.1. Personal data may be stored electronically and physically in line with Personal Data Protection standards by law.
- 5.2. Personal data is retained for as long as necessary for the purposes mentioned above, unless it is required by law to retain for specific length of time. When the retention period ends, Mitr Phol Group eliminates personal data either by destroying physical data or deleting electronic data within 30 days of the end of the period.

6. Rights of the Data Subject

- 6.1. Right to withdraw consent: The Data Subject may withdraw his or her consent given to Mitr Phol Group to process their personal data.
- 6.2. Right to access: The Data Subject is entitled to request access to and obtain a copy of the relevant personal data, including to request the disclosure of the acquisition of the Personal Data obtained without his or her consent.
- 6.3. Right to object.
- 6.4. Right to erasure.
- 6.5. Right to restriction of processing.
- 6.6. Right to rectification.
- 6.7. Right to data transfer.

Data Subjects may exercise these rights by contacting Mitr Phol Group at no expense. Mitr Phol Group is obligated to comply with the Data Subjects' request within 30 days.

7. Contact Information

Enquires or questions on the Personal Data Protection or to exercise your rights can be addressed to the following channels:

Mitr Phol Sugar Corporation Limited
2 Ploenchit Center Building, 3rd Floor
Sukhumvit Road, Klongtoey, Bangkok 10110 Thailand
E-mail : DPO@mitrphol.com

8. Changes of Policy

Mitr Phol Group reviews the Personal Data Protection Policy to ensure it remains in accordance with laws, rules and regulations. Any changes to this policy will be announced on Mitr Phol Group's website.

Breaches and violations of this Policy are to be reported through the channels above.

*Mitr Phol Group refers to Mitr Phol Sugar Corporation and its subsidiaries.

