

**Notice No. 14/2025****Privacy Notice for Empowerment of Person with Disability Program**

**NS-Siam United Steel Company Limited** (hereinafter referred to as "Company", "we", "our" or "us") takes our responsibilities regarding personal data protection of participants in the empowerment of persons with disability program seriously, and we commit to respect your privacy rights and concerns in accordance with Personal Data Protection Act B.E. 2562, including the Royal Decree, Rules, Announcements, Regulations, Regulations, Practices, Measures, Guidelines, Orders issued under the Personal Data Protection Act B.E. 2562 (2019) ("Personal Data Protection Laws"). We have prepared this privacy notice for employees and related persons (the "Notice") to determine our policies and procedures in relation to collection, use, and disclosure of your personal data (hereinafter referred to as "process" or "processing"), as well as outlining your rights under applicable Personal Data Protection Laws and the channels to contact us as follows:

**1. Sources of Personal Data Collection**

The Company generally collects the personal data described in this Notice from a variety of sources, including:

- 1.1 Personal data that the Company receives directly from you, such as:
  - 1.1.1 From when you fill out your personal data in the form or through the application specified by the Company;
  - 1.1.2 From your inquiries through the Company's contact channels, such as telephone, email, LINE, or other relevant channels.
- 1.2 Personal data that the Company receives from other sources, such as government agencies, including Social Development Office and Department of Employment.

**2. Personal Data Collected**

Personal data that the Company collects includes:

- 2.1 Identifying Information such as name, surname, national ID card number, photograph, date of birth, age, nationality, gender, marital status, signature, fingerprint.
- 2.2 Contact Information such as telephone number, address, email
- 2.3 Education such as educational qualifications
- 2.4 Information about family members, such as father's name, mother's name, caretaker's name
- 2.5 Financial information, such as bank account names, bank account numbers, and bank account types.

บริษัท เอ็นเอส-สยามยูไนเต็ดสตีล จำกัด  
**NS-Siam United Steel Co.,Ltd.**

สำนักงานใหญ่/โรงงาน : 12 ซอย จี 2 ถนนปภรณสังเคราะห์ราษฎร์ ตำบลมาบตาพุด อำเภอเมือง จังหวัดระยอง 21150 โทรศัพท์ 0 3868 5144 / 0 3868 5155  
Head Office/Factory : 12 Soi G2, Pakorn Songkrohraj Road, Maptaphut, Muang, Rayong 21150 Thailand Tel : +66 3868 5144 / +66 3868 5155  
สำนักงานขาย : 695/1 หมู่ที่ 12 ตำบลบางแก้ว อำเภอบางพลี จังหวัดสมุทรปราการ 10540 โทรศัพท์ 0 2700 4400-4  
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The Company may collect your sensitive data such as health information, information on disability, religion. However, the Company will not collect, use and/or disclose this type of data without your express consent, except where permitted by law.

In the case where the Company must collect your personal data, and you do not provide the personal data to the Company, the Company may refuse to carry out related actions.

### 3. Purposes and Lawful Basis of Processing

In order to fulfill these purposes, the Company may process your personal data under applicable laws and lawful bases. The Company processes such personal data on the following lawful basis:

Lawful Basis	Purpose of Processing
Legal Obligation	<ul style="list-style-type: none"><li>To assist disabled persons or their caregivers in finding jobs, creating careers and income in accordance with Section 35 of the Persons with Disabilities Empowerment Act BE 2550.</li></ul>

The Company would like to inform you that the Company relies on lawful bases for processing personal data that you have provided to the Company without relying on consent. However, in some cases where the Company cannot rely on any lawful bases, such as cases where the law requires the consent of the data subject to process sensitive data, the Company will request your explicit consent.

### 4. Disclosure to Third Parties

We may disclose or transfer your personal data to external parties for them to process your personal data as follows:

#### 4.1 Disclosure of Personal Data to Individuals or Entities Within Thailand

To achieve the purposes specified in this Notice, we may disclose your personal data to government agencies, IT system developer, and other necessary parties to enable us to carry out any actions related to the collection and processing of personal data as specified in this Notice.

#### 4.2 Transfer of Personal Data Outside of Thailand

4.2.1 We may transfer your personal data to our affiliates or other entities in foreign countries if necessary to fulfill a contract to which you are a party, to perform a contract between us and another person or entity for your benefit, to process your request before entering into a contract, to prevent or mitigate harm to your life, body, or health or that of others, to comply with the law, or as necessary to carry out a significant public interest.

4.2.2 We may store your information on computer servers or clouds provided by other parties and may use programs or applications of other parties in the form of ready-made software and ready-made platform services to process your personal data, but we will not allow unrelated persons to access your personal information and will require those other parties to have appropriate security measures.

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4.2.3 In the event that your personal data is transferred outside of Thailand, we will comply with the Personal Data Protection Laws and take appropriate measures to ensure that your personal data is protected and that you can exercise your rights related to your personal data in accordance with the Personal Data Protection Laws. We will also require those who receive the data to take appropriate measures to protect your data and process such personal data only as necessary and take steps to prevent others from using or disclosing your personal data without authorization.

## 5. Retention of Personal Data

5.1 We will retain your personal data for the period necessary to comply with data protection laws and/or other applicable laws. We will securely delete or anonymize your personal data as soon as there is reasonable justification to believe that:

- 5.1.1 The purpose for which the personal data was collected is no longer aligned with its retention.
- 5.1.2 The personal data is no longer required for legal or business purposes.
- 5.1.3 There is no longer a legitimate interest basis to retain such personal data.

5.2 If your business relationship with us is revoked or terminated, we may continue to retain, use, and/or disclose your personal data in accordance with data protection laws and/or other applicable laws. However, we may securely destroy your personal data without prior notice.

## 6. Data Subject Rights

You have rights over your personal data in accordance with the Personal Data Protection Laws. We will respect your rights and will promptly take action in accordance with laws, rules or regulations related to the processing of your personal data under certain circumstances. You have the following rights regarding your personal data:

### 6.1 Right to Access

You have the right to request access to and receive a copy of your personal data that we hold, or request that we disclose the source of such personal data that you have not given consent to.

### 6.2 Right to Portability

You have the right to request your personal data that you have provided to us based on your consent, contractual necessity, or request, or as specified by the Personal Data Protection Committee. If we have made such personal data available in a commonly readable and usable format through automated tools or devices, and it can be used or disclosed through automated means, you also have the right to: (1) request that we send or transfer personal data in such format to another data controller when it can be done by automatic means and (2) request to receive your personal data in the same format that we have sent or transferred directly to another data controller, except where technical conditions are not possible.

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## 6.3 Right to Object

You have the right to object to our collection, use, or disclosure of your personal data in the following cases:

- (1) When we collect your personal data for the necessity of performing a public interest task, exercising governmental rights, or for our or a third party's legitimate interests;
- (2) We collect, use or disclose your personal data for direct marketing purposes; or
- (3) We collect, use, or disclose your personal data for scientific, historical, or statistical research, except when necessary to perform a mission for our public interest.

## 6.4 Right to Erase or Destroy

You have the right to request us to erase, destroy or anonymize your personal data in the event that (1) your personal data is no longer necessary for us to keep for the purposes; (2) you withdraw your consent and we have no legal authority to continue to collect, use or disclose such personal data; (3) you object to our collection, use or disclosure of your personal data collected by it due to the necessity to perform its mission for the public interest or the exercise of government rights or for the legitimate interests of us or other persons or juristic persons, and we cannot reject such objection; (4) you object to the collection, use or disclosure of your personal data for direct marketing purposes; or (5) your personal data has been unlawfully collected, used or disclosed, unless we are required to keep your personal data for compliance with the law, the establishment of legal claims, or the exercise or defense of our claims.

## 6.5 Right to Restrict

You have the right to request a restriction on the use of your personal data if: (1) we are in the process of verifying your request to correct your personal data; (2) Your personal data has been collected, used, or disclosed unlawfully; (3) we no longer need to collect, use, or disclose your personal data for any purpose, but you wish us to retain it for your legal benefit; or (4) you wish for us to temporarily restrict the use of your personal data while your objection is being reviewed or investigated.

## 6.6 Right to Rectify

You have the right to request that we correct, update, and complete your personal data to ensure accuracy and prevent misunderstandings.

## 6.7 Right to Withdraw Consent

If you have given your consent to the collection, use or disclosure of your personal data, whether before or after the effective date of the Personal Data Protection Laws, you have the right to withdraw your consent given to us at any time while your personal data is stored by us, unless restricted by law or you are still under an effective contract. However, your withdrawal of consent will not affect the collection, use or disclosure of personal data that you have previously given your consent to us in accordance with the law. In addition, your withdrawal of consent may prevent us from performing the contract or your request. We may therefore have to terminate the existing relationship and/or contract that you have with us.

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## 6.8 Right to Lodge a Complaint

You have the right to lodge a complaint with the relevant agency or legal authority in the event that we or the data processor, including our employees or contractors or the data processor, violates or fails to comply with the Personal Data Protection Laws.

If you wish to exercise any of the rights mentioned in Sections 6.1 to 6.7, you may submit a request to us as specified in our procedures. Upon receiving your request, we will review it based on the legal requirements and conditions and will complete your request and notify you of the outcome within 30 days from the date we receive your complete request and supporting documents.

Exercising these rights may temporarily prevent you from accessing some of our services while we process your request.

We will not charge you a fee for the exercise of such rights, except if we deem that your request to exercise your rights is an excessive exercise of rights or without any other reasonable cause, we may charge a fee for the exercise of your request at the rate announced by us. You may request to exercise your rights of the data subject from the date the Personal Data Protection Act comes into force onwards.

In the event that you request us to delete, destroy, restrict the processing of personal data, temporarily suspend use, convert personal data into a form that cannot identify the data subject, or withdraw consent, this may prevent us in the performance of duties under the employment contract or related laws. In exercising the rights mentioned above, we reserve the right to charge the costs related to and necessary for processing personal data as requested by the data subject.

## 7. Security Measures

7.1 We will store your personal data in a controlled and secure environment, protecting it from unauthorized access, use, or disclosure. We maintain administrative, technical, and physical safeguards to prevent unauthorized or unlawful access, use, alteration, or disclosure of personal data under our control.

7.2 We will implement various security measures to ensure the safety of your personal data in our possession or control. Your personal data will be stored in a secure server which is controlled by authorized personnel with confidentiality. Your personal data and sensitive personal data will be encrypted in our server which only authorized personnel with the password can access.

## 8. Use of Personal Data for the Original Purpose

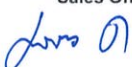
We have the right to continue collecting and using your personal data that was collected before the effective date of the Personal Data Protection Law in relation to the collection, use and disclosure of personal data for the original purposes. If you no longer wish for us to collect and use such personal data, you may notify us to withdraw your consent at any time.

## 9. Amendment of Notice

In compliance with the Personal Data Protection Laws, this Notice may be amended from time to time we will post the most current version on our website.

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## 10. Contact Us

If you have any questions, concerns or wish to exercise your rights related to your personal data, please contact us at:

**Data Protection Officer**

**NS-Siam United Steel Company Limited**

**Address : 12 Soi G2, Pakorn Songkrohraj Road, Maptaphut, Muang Rayong, Rayong 21150**

**Telephone Number : 038-685155**

**Email Address : privacy\_info@ns-sus.com**

Issued on March 1, 2025  
NS-Siam United Steel Company Limited

(Mr. Mansaung Klaimanee)  
Data Protection Officer

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