



**Personal Data Protection Policy of Stakeholders  
in relation to Company and Relevant Personnel  
of Tata Steel (Thailand) Public Company Limited Group**

Tata Steel (Thailand) Public Company Limited Group (“**TSTH Group**”) respects in privacy and protection of Personal Data of our stakeholders. Thus, TSTH Group considers appropriate to set this Personal Data Protection Policy to explain how we collect, use or disclose Personal Data of job applicants, interns, directors, executives, employees, employees of affiliated companies, outsourced employees, including family members, reference persons, beneficiaries and emergency contact persons of such persons as well as shareholders of TSTH Group, including proxies of the shareholders, so that the Data Subjects are informed of the policy which demonstrates the will of TSTH Group, including how we protect the Personal Data and properly handle such Personal Data according to the Personal Data Protection Act B.E. 2562 (2019) as follows:

**1. Definition**

- 1.1 Personal Data refers to any information relating to an individual, which enables the identification of such individual, whether directly or indirectly, but not including the information of the deceased persons in particular.
- 1.2 TSTH Group refers to Tata Steel (Thailand) Public Company Limited and Tata Steel Manufacturing (Thailand) Public Company Limited.
- 1.3 Data Subject or Data Subjects refers to natural persons who are data subjects whose Personal Data have been collected, used or disclosed by TSTH Group.
- 1.4 Information system refers to the computer system, network communication system, network system connected to the internet, data collection system, electronic mail system, all types of information communication systems, data communication equipment, computer accessories and peripherals or any devices related to TSTH Group.

**2. Purposes of collection, use or disclosure of Personal Data**

**2.1 Lawful basis for collection, use or disclosure of Personal Data**

TSTH Group processes the Personal Data as it is necessary for the scope set out in this Personal Data Protection Policy as follows:

**2.1.1 For General Personal Data**

- Where TSTH Group obtains consent from the Data Subject as required by law;
- To prevent or suppress a danger to a person’s life, body or health;
- Where it is necessary for performing contractual obligations between the Data Subject and TSTH Group or taking steps at the Data Subject’s request prior to entering into a contract;
- Where it is necessary for legitimate interests of TSTH Group or any other persons or juristic persons, except where such interests are overridden by fundamental rights of the Data Subject’s Personal Data;
- To comply with laws to which TSTH Group is subjected.

**2.1.2 For Sensitive Personal Data**

During TSTH Group’s operations, TSTH Group may need to collect the Data Subject’s Sensitive Personal Data. In the case where TSTH Group collects Sensitive Personal Data, TSTH Group shall always obtain explicit consent from the Data Subjects prior to the time of such collection of Sensitive Personal Data, unless the explicit consent is not required by the Personal Data Protection Act B.E. 2562 (2019), for examples;

- To prevent or suppress a danger to a person’s life, body or health, where the Data Subject is incapable of giving consent by whatever reason;
- It is information that is disclosed to the public with the explicit consent of the Data Subject;



- It is necessary for the establishment, compliance, exercise or defense of legal claims;
- It is necessary for compliance with a law to achieve the purposes with respect to public interest in public health such as protecting against cross-border dangerous contagious disease or epidemics which may be contagious or pestilent, labor protection, social security, or social protection, etc.;
- It is necessary for compliance with a law to achieve the purpose with respect to the substantial public interest.

## **2.2 Purposes of collection for use or disclosure of Personal Data**

TSTH Group collects the Data Subjects' Personal Data for various purposes depending on relationship between the Data Subjects and TSTH Group as follows:

### **2.2.1 Purposes of Personal Data processing for job applicants, interns, including family members of such persons, reference persons, beneficiaries and the emergency contact persons of job applicants, interns**

1. For recruitment, considering and selecting job applicants and interns including other relevant undertakings, such as inspection of job applicants' qualifications, conducting interviews, interview assessment and entering into employment or internship contracts, and consideration of job applicants' health and physical readiness according to the risks of job before working etc., as well as preparing and applying for accident insurance for interns.
2. For undertaking internal management of TSTH Group related to job application processes, such as sending information of job applicants to relevant departments for their consideration, selection and appointment of interviewing session, and other necessary human resource management matters of TSTH Group.

### **2.2.2 Purposes of Personal Data processing for shareholders of TSTH Group including proxies of the shareholders**

1. For compliance with the Public Limited Companies Act B.E. 2535, the Securities and Exchange Act B.E. 2535 and other relevant laws, and any performance of contracts or other agreements between the shareholders and TSTH Group, for example, holding shareholders' meetings and relevant undertakings, for example, informing and sending meetings invitation and relevant documents, identity verification, recording of static images, videos and/or voice during the meetings as required by law, preparing meeting minutes, any undertakings in compliance with the resolutions of the shareholders' meeting, etc., dividend payment, preparation and management of shareholders' list in accordance with the Public Limited Companies laws, preparation and submission of documents to regulatory authorities or relevant authorities, or dissemination of any information as required by law, such as preparing and submitting an annual report and financial statement, publicizing information of TSTH Group's shareholders, etc.
2. For answering any inquiries from shareholders, listening to shareholders' opinions for improvement and development of TSTH Group's operations as well as communicating and coordinating for any undertakings in relation to shareholders, receiving or delivering documents, and related internal administration of TSTH Group.

### **2.2.3 Purposes of Personal Data processing for directors, executives, employees, employees of affiliated companies, including family members, reference persons, beneficiaries, and the emergency contact persons of employees**

1. For supporting the appointment or employment, including other necessary undertakings for such appointment or employment, for example, entering into an employment contract, agreements or other relevant contracts, etc.;



2. For performance of obligations under the scope of employment contracts, agreements or other relevant contracts between TSTH Group and directors, executives and employees, preparing and editing database, probation and work performance assessment, adjustment and rotation of positions, consideration and management of payroll, wages and other remunerations, providing any benefits and welfares (e.g. provident fund, health insurance and accident insurance, inspection and carrying out the insurance claim against the insurance company, employee loan, employee uniform, allowance, meeting allowance, reimbursement of medical, travel, accommodation expenses and other work-related expenses, including providing any welfare subsidies, for example, subsidies in case of family member's death as well as procedures of subsidies consideration according to TSTH Group's criteria, etc.), withholding tax for submitting to the Revenue Department or filing personal income tax as per employee's request, managing social security fund, compensation fund and disabilities fund, annual health check-up, holiday and leave management, disciplinary action and related undertakings of resignation.
3. For performance of the obligations of directors, executives or employees (as the case may be) under the scope of employment contracts, agreements or other relevant contracts, or under other laws, rules and regulations related to TSTH Group's operations, including other related undertakings, for example, preparation of power of attorney to enable performance of duties on behalf of TSTH Group, communication, coordination and entering into a contract with vendors, customers and other service providers, receiving or delivering work-related information and documents, applying for licenses or certificates, contacting or filing documents to banks, government authorities and other relevant authorities, developing and producing products according to an agreement with customers, coordinating for delivery products to customers, registration and preparation of directors' list, preparing annual report, applying for or applying for renewal of Work Permit and Visa (For foreign employees) or a driver's license and registration as a qualified worker in various fields related to work, etc.
4. For necessary internal proceedings for operations in the factories, such as applying for permission to work in risk areas, health examination according to the risk factors according to the Safety Occupational Health and Environment Act B.E. 2554, audit and preparation of documents, reports or records in accordance with TSTH Group's regulations and ISO standards of production, maintenance of machinery, safety and environment, etc.
5. For TSTH Group's human resource administration, including human resource planning and management, and other relevant operations, such as creating an account and user ID, preparing employee cards and business cards, recording work time, managing work schedules, issuing any certificates, repairing IT equipment, or requisition of parcels and ordering necessary products or services for work, granting of the rights to manage the website, etc., as well as the implementation of processes and procedures related to personnel management.
6. For conducting opinions, satisfaction and employee engagement survey, managing employees' complaints, including preparing a cautionary note or an announcement or order acknowledgment note.

#### **2.2.4 Purposes of Personal Data processing for outsourced employees, including family members of outsourced employees**

1. For proceeding, performing of the obligations and providing services under the scope of relevant contracts between TSTH Group and employers of outsourced employees, including other related undertakings, for example, work performance inspection, production control, products delivery to customers, inspection and acceptance of metal



scraps as well as issuance of any documents related to receiving or delivering products and metal scraps, preparation of documents, reports or records in accordance with TSTH Group's regulations and ISO standards of production, maintenance of machinery, safety and environment, etc.

2. For TSTH Group's human resource administration, including human resource planning and management, preparing database and outsourced employee card, applying for permission to work in risk areas and other relevant operations, such as wage calculation, managing work schedules, preparing a cautionary note or an announcement or order acknowledgment note, recording work time, health examination according to the risk factors according to the Safety Occupational Health and Environment Act B.E. 2554, etc., as well as the implementation of processes and procedures related to personnel management.

### 2.2.5 Other purposes of Personal Data processing

1. For holding meetings, trainings or seminars according to work-related courses or as required by law, and organizing any activities of TSTH Group, which may record static images, videos and/or voice of such meeting, training or seminar and activity participants, as well as the preparation of public relations media, announcements, information dissemination or public relations of related internal and external meetings, trainings or seminars and activities according to the objectives of each activity, including communication and any necessary undertakings related to such meetings, trainings or seminars and activities, such as meeting or training invitation and registration, preparation of supporting documents and meeting minutes or conducting opinions survey and assessment, including the preparation of transportation, foods accommodations and other places for such meetings, trainings or seminars and activities, etc.
2. For maintaining security within TSTH Group's buildings and premises, including recording images and/or videos within TSTH Group's buildings and premises via Closed-Circuit Television (CCTV), inspecting and verifying identity for entering and exiting TSTH Group's buildings and premises.
3. For monitoring and inspecting the use of TSTH Group's internal information systems transmitted using the accounts, networks and equipment TSTH Group has provided to the Data Subjects and for collecting computer traffic information when there is any access to TSTH Group's computer information system as required by the Computer Crimes Act B.E. 2560 (2017) and related policies of TSTH Group.
4. For providing emergency assistance to the Data Subject while working with TSTH Group.
5. For conducting planning, reporting, evaluation and data analysis for TSTH Group's operations.
6. For management of risks, prevention and undertaking of audits, reporting and undertaking of internal administration as required by laws, internal instructions or regulations of TSTH Group, including considering complaints of fraud or misconduct within TSTH Group, for example, TSTH Group's internal audit, investigating and preventing fraud or other unlawful acts, etc.
7. For undertaking detection and investigation under legal procedures and other regulations, complying with laws, rules, orders, legal requirements and obligations under Thai and foreign laws of TSTH Group, and reporting or disclosing information to government authorities as required by laws, for example, the Revenue Department, or upon receiving summons or writ of executions from police officers, government authorities, courts, or other competent authorities, including for proceeding with the judicial process, establishment, compliance or exercise of the rights to legal claims or defending against the rights to legal claims.



8. For assignment of rights, obligations, and any benefits under a contract between you and TSTH Group, such as merger or transfer of the contract which has been done legally.

### **3. Sources of Personal Data**

TSTH Group may collect the Data Subjects' Personal Data from various sources as follows:

- 3.1. Collect the Personal Data directly from the Data Subjects, for example, when the Data Subjects make inquiries with TSTH Group, applying for a job with TSTH Group including submitting supporting documents for the job application, doing any questionnaires, procedures for taking steps at the request prior to entering into a contract, signing contracts, attaching supporting documents to the contracts, filing any claims or request for exercising rights to TSTH Group, communication with TSTH Group via various channels (for example, telephone, e-mail, etc.), participating in meetings, trainings or seminars or carrying out activities under the authority and duty of TSTH Group, or participating in any activities held by TSTH Group (for example, image, video and/or voice recording). In addition, TSTH Group may automatically collect the Personal Data (for example, when the Data Subjects use TSTH Group's information technology or website).
- 3.2. Collect the Personal Data from other sources, for example, original affiliation of the Data Subjects, reference persons whose information have been provided to TSTH Group by Data Subjects, employment agencies, previous employers of the Data Subjects, hospitals, Thailand Securities Depository Co., Ltd., government documents, government authorities or other publicly available sources for example, information made available on the internet, etc.

### **4. Personal Data that Collected, Used and Disclosed**

Personal Data that TSTH Group collects, uses and discloses which is collected directly from the Data Subject, from publicly available sources, from automatic system via various channels and from other sources includes:

- 4.1 Information used for the Data Subject identification such as name, surname, date/month/year of birth, age, gender, photo, nationality, tax ID number, shareholder ID number, number and photocopy of National ID card, Passport or driving license, photocopy of house registration and vehicle registration book, signature, marital status, military status, etc.;
- 4.2 Contact information such as the residential address, telephone number, email, social media contact information, and details of the contact person in case of emergency, etc.;
- 4.3 Financial or transaction information such as bank account number, etc.;
- 4.4 Information about qualifications, competence, potential, skills and other qualifications of the Data Subject such as educational background, educational institution, educational history, training history, academic results, test results, language proficiency, and other capabilities, work permit and certificates information, etc.;
- 4.5 Information regarding past work experience and employment, such as previous positions, employer details, salary and compensation, welfare, etc.;
- 4.6 Employment information such as employee ID number, job title, department, workplace, employee level, employee type, entry date, position date, personal level date, wages, benefits, welfares, loans, leave, absences, working hours, appointment, rotation, position change, probation evaluation, performance evaluation, employee training and development, resignation, etc.;
- 4.7 Ethical and disciplinary information such as complaints, grievances, investigations, disciplinary action, disclosure of concurrent employment and conflict of interest, etc.;
- 4.8 Information regarding the use and access of TSTH Group's information systems, computer, work systems, website, applications, network systems, electronic devices, e-mail systems in order to comply with TSTH Group's information technology policy and related laws such as IP address, device ID, data that TSTH Group collects through cookies or similar technologies, computer traffic information (log), etc.;
- 4.9 Third party information such as spouse, child, parent, beneficiary of various benefits, emergency contact, and reference person, etc.;



- 4.10 Other information such as shareholding proportion, opinions, voice, static image, video, including participation in internal and external activities, meeting or seminars held by TSTH Group, responding to any survey or assessment both online and offline channels, vehicle information, etc.

In the case where the Personal Data collected by TSTH Group as stated above is necessary for TSTH Group's compliance with applicable laws or performance of contract and if the Data Subjects do not provide TSTH Group with such necessary Personal Data, TSTH Group may be subject to legal liabilities and/or may not be able to manage or administer contract or facilitate the Data Subjects.

In some cases, TSTH Group may collect Sensitive Personal Data, for example, religion, blood type, health data, disability and specific conditions, drug test results, sexual behavior, trade union information, fingerprint recognition, upon obtaining explicit consent from the Data Subjects or when permitted by law. TSTH Group shall do its best to provide adequate security measures to protect this Sensitive Personal Data.

#### **5. Personal Data of minors, incompetent persons and quasi-incompetent persons**

In some cases, TSTH Group may collect the Personal Data of minors, incompetent persons or quasi-incompetent persons. In the case where the Data Subjects are minors, incompetent persons or quasi-incompetent persons, TSTH Group shall comply with the laws relating to collection, use or disclosure of Personal Data of minors, incompetent persons and quasi-incompetent persons, which include obtaining consent from the legal representative, the curator or the custodian as required by law where TSTH Group has no legitimate grounds other than obtaining consent for the collection, use or disclosure of such information.

#### **6. Disclosure of Personal Data to Others**

TSTH Group may disclose the Data Subjects' Personal Data in certain circumstances for the purposes set out in this Personal Data Protection Policy to:

- 6.1 Subsidiaries, group companies and affiliated companies, both in Thailand and foreign countries for the purpose of Personal Data processing as specified in this Personal Data Protection Policy.
- 6.2 Agencies, service providers, contractors and/or sub-contractors for conducting any undertakings for TSTH Group such as logistics service providers, auditors, lawyers, legal and tax advisors, other consultants, personnel recruitment and selection agency, training institutes, qualification and competency testing service providers, payroll service providers, data or document storage service providers, printing houses, IT development and maintenance service providers, opinion and engagement survey service providers, travel service providers, provident fund manager, actuarial service providers, online meeting service providers, etc.
- 6.3 Customers, suppliers and vendors of TSTH Group
- 6.4 Hospital and health care center
- 6.5 Insurance company
- 6.6 Banks or financial institutions for payment of payroll and other remunerations, or other transactions, such as foreign exchange forward contracts, etc.
- 6.7 Government authorities, supervisory authorities, independent authorities or other authorities as stipulated by laws, including competent officials exercising power or performing duties according to the laws, e.g. courts, police officers, the Revenue Department, the Department of Skill Development, the Ministry of Labor, the Social Security Office, Thailand Securities Depository Co., Ltd., the Stock Exchange of Thailand, the Securities and Exchange Commission, the Department of Industrial Works, the Department of Alternative Energy Development and Efficiency, the Department of Energy Business, the Office of Atoms for Peace, the National Institute of Nuclear Technology, the Department of Primary Industries and Mines, the Department of Employment, the Immigration Office, the Transport Office, the Department of Foreign Trade, the Ministry of Commerce, the Ministry of Industry, the Office of Policy and Planning, etc.
- 6.8 Public, through various channels such as information board, annual reports, online media or website of TSTH Group, etc.



TSTH Group shall require the person receiving Personal Data to take appropriate measures to protect Personal Data of the Data Subjects and process such Personal Data only as necessary as well as take steps to prevent others from using or disclosing Personal Data without the consent of the Data Subjects.

## **7. Transfer of Personal Data Abroad**

- 7.1 TSTH Group may send or transfer Personal Data of the Data subjects to its affiliates or other persons abroad if necessary for the performance of a contract/agreement in which the Data Subjects is a party to the contract or for necessary undertakings of TSTH Group.
- 7.2 TSTH Group may collect Personal Data of the Data Subjects on the computer, server or cloud provided by third party abroad and may use third-party programs or applications in the form of package software services and ready-made platform services to process the Data Subjects' Personal Data. But TSTH Group shall not allow unrelated persons access Personal Data and shall require those others to take appropriate security protection measures.
- 7.3 In the case of transfer of Personal Data to foreign countries, TSTH Group shall ensure that the destination country or international organization that receives such Personal Data shall have adequate data protection standard, and TSTH Group shall provide appropriate protection and security measures and comply with the Personal Data Protection Act B.E. 2562 (2019) including obtaining consent from the Data Subjects for the transmission or transfer of Personal Data to foreign countries as required by law.

## **8. Personal Data retention period**

- 8.1 TSTH Group shall maintain Personal Data of the Data Subjects in accordance with Technical Measure and Organizational Measure by taking into account the accuracy, completeness, and up-to-date of Personal Data and keeping it as long as necessary for the purposes of collecting, using and disclosing Personal Data set out in this Personal Data Protection Policy. The criteria used to determine TSTH Group's retention period include: TSTH Group retains the Personal Data for the duration TSTH Group has an ongoing relationship with the Data Subjects; and TSTH Group may retain the Personal Data for a longer period as necessary to comply with applicable laws, or to be in accordance with legal prescription, or to establish, comply with or exercise the rights to legal claims or defend against the rights to legal claims, or to comply with, for any other cause, TSTH Group's internal policies and regulations. If there is a subsequent change in the purpose of data collection, TSTH Group shall announce or notify the Data Subjects.
- 8.2 In case that TSTH Group collects or uses the Data Subjects' Personal Data with the consent of the Data Subjects, TSTH Group shall process such Personal Data until the Data Subjects withdraw consent and TSTH Group has completed the Data Subjects' request. However, TSTH Group shall still keep Personal Data of the Data Subjects as necessary to record that the Data Subject has previously withdraw his/her consent so that TSTH Group can respond to the requests of the Data Subject in the future.
- 8.3 TSTH Group has set up an inspection system to delete or destroy Personal Data after the expiration of the retention period or which is not related or exceeds necessary according to the purpose of collecting that Personal Data.
- 8.4 TSTH Group may use the information service from a third-party service provider in order to maintain Personal Data which the service provider must have security measures by prohibiting to collect, use or disclose Personal Data other than those specified by TSTH Group.

## **9. Personal Data Security Measures**

- 9.1 TSTH Group is aware of the importance of the security and confidentiality of Personal Data of the Data Subjects, therefore, TSTH Group has established measures for securing Personal Data appropriately and in accordance with the Personal Data Protection Act B.E. 2562 (2019) in order to prevent unauthorized or unlawful loss, access to, destruction, use, alteration, correction or disclosure



of Personal Data as well as prevent the use of Personal Data without permission. This shall be in accordance with TSTH Group's Cyber Security Policy such as access to password, setting of authorization access to Personal Data, etc. This includes providing training to TSTH Group's relevant persons on the importance and actions of protecting Personal Data.

- 9.2** Personal Data that TSTH Group has received and is accurate and up-to-date will be used in accordance with TSTH Group's operational purposes set out in this Personal Data Protection Policy only. TSTH Group shall take appropriate and concise measures to protect the rights of Data Subjects as well as review of such measures when necessary or when technology changes in order to ensure that it is always effective in securing appropriate Personal Data security.
- 9.3** In the case where TSTH Group assigns third parties to process the Personal Data pursuant to the orders given by or on behalf of TSTH Group, TSTH Group shall appropriately supervise such third parties to ensure that they will maintain the security of the Data Subjects' Personal Data according to the Personal Data Protection Act B.E. 2562 (2019).

## **10. Rights of Data Subjects**

The Data Subjects have certain rights according to the Personal Data Protection Act B.E. 2562 (2019) including the following rights:

### **10.1 Right to withdraw consent**

The Data Subjects have the right to withdraw consent given to TSTH Group for collecting, using or disclosing the Data Subjects' Personal Data at any time, unless there is a restriction of the withdrawal of consent by law or the contract which gives benefits to the Data Subjects.

However, the withdrawal of consent shall not affect the collection, use or disclosure of Personal Data that the Data Subjects have already given consent legally.

### **10.2 Right of access**

The Data Subjects have the right to request access to and obtain copy of the Data Subjects' Personal Data, which is under TSTH Group's responsibility, or to request the disclosure of the acquisition of the Personal Data obtained without the Data Subjects' consent.

### **10.3 Right to data portability**

Where TSTH Group arranges the Data Subjects' Personal Data to be in the format which is readable or commonly used by ways of automatic tools or equipment, and can be used or disclosed by automated means, the Data Subjects have the right to receive the Data Subjects' Personal Data from TSTH Group and request TSTH Group to send or transfer the Data Subjects' Personal Data in such formats to other data controllers as provided by the law.

### **10.4 Right to object**

The Data Subjects have the right to object to the collection, use or disclosure of the Data Subjects' Personal Data on grounds stipulated by law.

### **10.5 Right to erasure**

The Data Subjects have the right to request TSTH Group to erase, destroy or make the Data Subjects' Personal Data become unidentifiable data under certain circumstances as provided by law.

### **10.6 Right to restriction of use**

The Data Subjects have the right to request TSTH Group to restrict the use of the Data Subjects' Personal Data under certain circumstances as provided by law.

### **10.7 Right to rectification**

The Data Subjects have the right to request TSTH Group to modify the Data Subjects' Personal Data to be accurate, up-to-date, complete, and not misleading.

### **10.8 Right to complaint**

The Data Subjects have the right to file a complaint to an authorized officer appointed by the Personal Data Protection Act B.E. 2562 (2019) when TSTH Group or the Data Processor includes their employees or contractors of TSTH Group or the Data Processor violate or do not comply with such law.





TSTH Group shall consider and notify the results of the consideration of the request of the Data Subject within 30 days since receiving the request. In which the Data Subject can request for the rights through TSTH Group's website <https://www.tatasteelthailand.com> in the form specified by TSTH Group (The rights can be exercised whenever the Personal Data Protection Act B.E. 2562 (2019) is effective). In this regard, TSTH Group reserves the right to refuse or not process the request under certain circumstances as stipulated by law.

In case TSTH Group has collected Personal Data before the date on which the Personal Data Protection Act B.E. 2562 (2019) takes effect, TSTH Group shall continue to collect and use Personal Data for the original purpose. However, if the Data Subject does not wish TSTH Group to collect and use such Personal Data, withdrawal of consent can be done as specified in Article 10.1

### **11. Log Files Record**

Log Files refers to computer traffic data which contains the communication of the computer system showing origin, source, destination, route, date, time, quantity, duration or others related to computer system. TSTH Group has a system for storing the log of TSTH Group's website that can connect the said information with personal identifiable information such as IP address, entering or exiting from the website and the type of browser program etc. TSTH Group shall inform the visitors to TSTH Group's website to acknowledge and give consent to TSTH Group to collect such Personal Data as required by laws.

### **12. Data Protection Officer**

TSTH Group has undertaken the Personal Data Protection Act B.E. 2562 (2019) by appointing Data Protection Officer (DPO) to monitor and audit the operation of TSTH Group with respect to the collect, use and disclose Personal Data in accordance with the Personal Data Protection Act B.E. 2562 (2019), including relevant Personal Data protection laws. In addition, TSTH Group has determined the policies, regulations or instructions to regulate the employees and related parties to undertake their duties to ensure the compliance with this Personal Data Protection Policy and in compliance with all relevant laws.

### **13. Contact Information**

If the Data Subjects have any questions or inquiries about the Personal Data protection, collection, use or disclosure of the Data Subjects' Personal Data, or exercise of the Data Subjects' rights as a data subject, or have any complaints, please contact us at:

13.1 Corporate HR and HR Head Office Department, Tata Steel (Thailand) Public Company Limited, 555 Rasa Tower II, 20th Floor, Phaholyothin Road, Chatuchak Sub-District, Chatuchak District, Bangkok 10900. Telephone 02-937-1000

Email: [hrtsth@tatasteelthailand.com](mailto:hrtsth@tatasteelthailand.com)

13.2 Human Resources Department, Tata Steel Manufacturing (Thailand) Public Company Limited

- NTS Plant, 351 Moo 6, Bowin Sub-District, Sriracha District, Chonburi 20230. Telephone 038-345-355

Email: [hrnts@tatasteelthailand.com](mailto:hrnts@tatasteelthailand.com)

- SCSC Plant, 1 I-7 Road, Maptaput Sub-District, Mueang Rayong District, Rayong 21150. Telephone 038-683-968

Email: [hrrscsc@tatasteelthailand.com](mailto:hrrscsc@tatasteelthailand.com)

- SISCO Plant, 49 Moo 11, Bang Kamod Sub-District, Bann Mo District, Saraburi 18270. Telephone 036-288-000

Email: [hrrsisco@tatasteelthailand.com](mailto:hrrsisco@tatasteelthailand.com)

13.3 Data Protection Officer (DPO)

- Mr. Kasem Teang-Eam

Email: [PDPA@tatasteelthailand.com](mailto:PDPA@tatasteelthailand.com)



**14. Notices regarding this Personal Data Protection Policy**

Human Resources Department of Tata Steel (Thailand) Public Company Limited and Tata Steel Manufacturing (Thailand) Public Company Limited are responsible for ensuring that this approved Personal Data Protection Policy and any amendments if there are any changes in the future, will be communicated on TSTH Group's website for further information to the Data Subjects.

This supersedes any earlier Personal Data Protection Policy of Stakeholders in relation to Human Resources, Administration, Community, Mass Media, and Company Secretary of Tata Steel (Thailand) Public Company Limited Group.

Dated May 30, 2022

Tata Steel (Thailand) Public Company Limited

(Rajiv Mangal)

President and Chief Executive Officer