

Notification No. YBTH/051/2021

Subject : The Personal Data Protection Policy of Employees, Directors and Shareholders

In order to collect and use the personal data information of employees, directors and shareholders properly, safely, confidentially, and honestly according to the purpose notified to the data subject and compliance with the Personal Data Protection Act B.E. 2562, Yuasa Battery Thailand Public Company Limited "the Company" has stipulated the Personal Data Protection Policy of Employees, directors and shareholders. The details are as follows:

1. The Company respects the personal right of all employees, directors and shareholders utmost.
2. The Company shall request the personal data of employees, directors and shareholders as necessary for management a business or compliance with the law or the relevant organization provided only.
3. A Company shall inform the purpose of the request for collection, using or disclosure the personal data of employees, directors and shareholders, and always inform the right of the data subject and request for consent before collection, using or disclosure that personal data.
4. The Company has provided the system of using and processing the personal data strictly and confidentially.
5. The Company has provided the duties of personal data controller, processor, keeper, user, and approver, and provided the process of inspection and access the personal data strictly to ensure that all personal data of employees will be kept safely, confidentially, and to be used in good faith.
6. Any necessary collection of sensitive personal data pertaining to racial or ethnic, political opinion, cult, religious or philosophical beliefs, health data or criminal records, the Company will explicitly ask for consent from the data subject and use that data carefully and keep it confidentially.
7. The data subject has the right to access, inspect and withdraw a consent on which the personal data collection at any time and easily during the retention period, including the duty to provide an additional data in the event of any data changing or deliver the data in case that the Company or relevant departments request.
8. For the foreigner employees, directors and shareholders, the Company will use the system of keeping and using the data as same as Thai employees.
9. In case of the external person requests any personal data of employees, directors and shareholders, they are required to write the statement clarified the reason of that request, then submit to the data controller for approval in written form before. Disclosure or providing any personal data of employees, directors and shareholders to the external without approval in writing by the data controller is prohibited.
10. In case that the government section requests any personal data of employees, directors and shareholders, they need to inform the data controller for considering before submitting the data to that section. Unless that submitting is for compliance with the law to achieve the purpose with respect to social security, revenue, employment protection, or informing any information to the Stock Exchange of Thailand or to the Securities and Exchange Commission, the Company can submit the data immediately and then, record the evidence of submitting.

11. For submitting the personal data of employees, directors and shareholders to a foreign country, it is required the approval of Chief Executive Officer before and must be compliance with the law strictly.

12. All personal data of employees, directors and shareholders which have been kept under this policy shall be considered as the important business data. The Company shall keep all personal data as if it were the Company's property. Any person who violates, destroy, damage or use the personal data for personal benefit and causes the damage to the Company shall be deemed to violate the work regulation and will be punished with the highest disciplinary and/or prosecuted till the last, as well as having to compensate the damage in full amount at the rate stipulated by law.

13. Keeping, using, inspecting, reviewing, approving, or taking any action regarding the personal data of employees in accordance with this policy shall be kept confidentially, as much as necessary and to be used in good faith. Furthermore, all the personal data of employees shall be deemed to be the confidential data at the highest level.

All employees shall strictly follow with this policy and/or other regulations pertaining the personal data protection in order to achieve the purpose of this policy effectively.

Announced on December 23, 2021.

Effective from on December 23, 2021 onwards.

Sign

(Mr. Akira Kiyomizu)

Chief Executive Officer

