



บริษัท เอไอ แอนด์ โรโบติกส์ เวนเจอร์ส จำกัด AI and Robotics Ventures Company Limited

304 อาคารวานิตเพลส อารีดี (อาคาร เอ) ชั้นที่ 25 ชั้นที่ 2501 ถนนพหลโยธิน แขวงสามเสนใน เขตพญาไท กรุงเทพมหานคร 10400
304 Vanit Place Aree (Building A), 25th Floor, Unit 2501, Phaholyothin Road, Samsen Nai, Phaya Thai, Bangkok 10400
Tel: +66(0) 2078 4000 Website: www.arv.co.th

Privacy Notice

AI and Robotics Ventures Company Limited and ARV Subsidiaries (hereinafter referred to as “we,” “us,” “our,” or “ours”) recognize the importance of the protection of your personal data. Therefore, we have issued our Privacy Notice (“Notice”) in order to prescribe the process of data collection, storage, usage and disclosure, also including other rights of the Data Subject under Thailand’s Personal Data Protection Act B.E. 2562 (2019) (“PDPA”).

We would like to announce this Notice with the following:

1. Definition

“**ARV Subsidiaries**” means the companies that are a subsidiary of AI and Robotics Ventures Company Limited, including but not limited to (i) Rovula (Thailand) Company Limited; (ii) Skyller Solutions Company Limited; (iii) Cariva (Thailand) Company Limited; (iv) Varuna (Thailand) Company Limited; (v) Bedrock Analytics Company Limited; (vi) Bind Systems Company Limited; and (vii) S2 Robotics Company Limited.

“**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 deceased persons in particular.

“**Sensitive Personal Data**” means any information relating to a particular person which is sensitive and presents significant risks to the person’s fundamental rights and freedoms, which includes data regarding racial or ethnic origin, political opinions, cults, religious or philosophical beliefs, sexual behavior, criminal records, health data, disabilities, trade union information, genetic data, biometric data, or any data which may affect the Data Subject in the same manner, as prescribed by the Personal Data Protection Committee.

“**Personal Data Protection Committee**” means the Committee appointed under the PDPA, in charge of the duties and authorities to govern, issue criteria or measures or provide any other guidance as prescribed by the PDPA.

2. Application of this Notice

This Notice applies to you if you are:

For Third Parties	
Category of Data Subject	Definition
Third Party	a natural person who is our business partner or sells products or provides service(s) to us.
Associated Person	a contact person or authorized representative of the entity who is our business partner or sells products or provides service(s) to us.

For Customers	
Category of Data Subject	Definition
Customers	Existing Customer and Prospective Customer, collectively.
Existing Customer	A customer (a natural person) who purchases our products and/or services or enjoys our products and/or services free of charge via all means, for personal use.



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Prospective Customer	A natural person who has subscribed to receive any news, updates, promotion, and other marketing materials from us, in spite of the fact that you have not purchased.
Associated Person	A contact person or authorized representative of the entity who purchases our products and/or services via all means, or any persons, who are relevant to the Customers, such as family members relatives, and friends.

For Employees	
Category of Data Subject	Definition
Employee	An employee whether being a permanent employee, temporary employee, former employee, outsourced staff, or intern.
Associated Person	Any natural person, who are relevant to the Employee, such as parents, spouse, family member, emergency contact person, reference person, and beneficiary person.

For Candidates	
Category of Data Subject	Definition
Candidate	A job or internship applicant, or candidate.
Associated Person	Any natural person who are relevant to the Candidates, such as parents, spouse, family members, emergency contact persons, or reference persons.

We may collect the Personal Data as described below from person(s) under 20 years old. If you are a minor, we recommend that your parents or guardians read this Notice together with you, and that the parents and/or guardians of minors give consent (if required) and guidance before a minor provides his/her Personal Data to us.

This Notice does not apply to some of our products and/or services that have their own privacy notice or similar documents. If you purchase and/or use these products and/or services from us, please refer to their respective privacy notice or similar documents.

3. Collection of Personal Data

We shall collect your personal data within the purpose, scope, and lawful and fair methods as is necessary which is defined hereinbelow. In case we need to collect sensitive data, we shall request explicit consent from you before such collection, except for when this is allowed by the PDPA, or other laws.

In general, we will collect and process the following categories of your Personal Data:

For Third Parties	
Category of Personal Data	Example of your Personal Data
Identification and contact information	Full name, e-mail address, telephone number, mobile phone number, date of birth, address, identification card number,



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	passport number, data contained in the identification card and passport.
Finance information	For example, your bank account number, bank account information, and information of payment evidence.
Work Information	Your resume, CV, biography, professional background, educational background, language proficiency, position, company's name, etc.
Voice, photo, and video recording	Voice and video recording of the meeting in which you are the attendant.
Sensitive Personal Data	<p>Your data related to the COVID-19 vaccination status and COVID-19 test result may also be collected by us.</p> <p>We may also collect your Sensitive Personal Data that appears on the copy of your identification card, i.e., your religious belief and/or blood type. However, we do not have an intention to process such Sensitive Personal Data; therefore, we will require you to omit, blind or cross out the information about religious belief and/or blood type before providing a copy of your identification card to us.</p> <p>In the case where such Sensitive Personal Data still appears on a copy of identification card, we may, at any time, blind or cross out such Sensitive Personal Data in order to comply with the PDPA (which requires us to collect personal data to the extent that is necessary and relevant for our business operations).</p>

For Customers	
Category of Personal Data	Example of your Personal Data
Device information and access data	Device identification, operating system and corresponding version, time of access, configuration settings, information on Internet connection (IP address)
Identification and contact information	Full name, phone numbers, address, GPS location, e-mail address, date of birth, age, gender, identification card number, passport number, data contained in the identification card and passport, LINE ID, Facebook account, profile picture, selfie picture with identification card or passport, signature, organization or company's name, position, current residence city and country, interests, etc.
Voice, photo, and video recording	Voice and video recording of the meeting in which you are the attendant
Payment information	For example, your bank account number, bank account information, and information of payment evidence, relationship with the Customer
Personal Data of Associated Persons	For example, full name, address, phone contact number, e-mail address



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<p>Sensitive Personal Data</p>	<p>Your data related to the COVID-19 vaccination status and COVID-19 test result may also be collected by us. We may also collect your Sensitive Personal Data which appear on the copy of your identification card, i.e., your religious belief and/or blood type. However, we do not have an intention to process such Sensitive Personal Data; therefore, we will require you to omit, blind or cross out the information about religious belief and/or blood type before providing a copy of your identification card to us.</p> <p>In the case where such Sensitive Personal Data still appears on a copy of identification card, we may, at any time, blind or cross out such Sensitive Personal Data in order to comply with the PDPA (which requires us to collect personal data to the extent that is necessary and relevant for our business operations).</p>
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For Employees	
Category of Personal Data	Example of your Personal Data
<p>Identification and contact information</p>	<p>For example, your full name, address, information contained in a copy of household registration, passport number, identification card number, data contained in the passport and identification card number, work permit number, issue and expiry date of identification card or passport, date of birth, place of birth, driving license number, gender, marital status, photographs, telephone numbers, mobile phone number, e-mail address, signature, vehicle registration number and details etc.</p>
<p>General employee information</p>	<p>For example, your information contained in your job application, your employee number, position, department, employment starting and ending date, years of working experience, educational background, professional training records, other talents, military status, office e-mail address, employee account, employee account password, social security number, social security hospital etc.</p>
<p>Information obtained during the course of your employment</p>	<p>Any other Personal Data that you may provide to us during the course of your employment, to the extent that it is not contrary to the law</p>
<p>Performance information</p>	<p>For example, time and attendance records, evaluations, feedback, information about work rules or your complaints, annual leave, sick leave, absence, employee monitoring and assessments, data relating to disciplinary offences, etc.</p>
<p>Finance information</p>	<p>For example, your salary, benefits, compensation and remuneration, disbursements (such as accommodation, car expenses, social security, provident fund, taxes deduction), your bank account number and bank account information, etc.</p>
<p>Personal Data of Associated Persons</p>	<p>For example, full name, address, office address, occupation, contact number, identification card number, date of birth, social security number place of birth (for child), relationship with you.</p>
<p>Sensitive Personal Data</p>	<p>We may process your health-related data e.g., COVID-19 test and vaccination status, chronic disease and illness, and medical</p>



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	<p>record, your face-scanned photo, palm and fingerprint, disability and/or criminal record.</p> <p>We may also collect your Sensitive Personal Data that appears on the copy of your identification card, i.e., your religious belief and/or blood type. However, we do not have an intention to process such Sensitive Personal Data; therefore, we will require you to omit, blind or cross out the information about religious belief and/or blood type before providing a copy of your identification card to us.</p> <p>In the case where such Sensitive Personal Data still appears on a copy of identification card, we may, at any time, blind or cross out such Sensitive Personal Data in order to comply with the PDPA (which requires us to collect personal data to the extent that is necessary and relevant for our business operations).</p>
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For Candidates	
Category of Personal Data	Example of your Personal Data
Identification and contact information	Full name, address, identification card number, data contained in the identification card, passport number, work permit number, date of birth, nationality, gender, marital status, place of birth, photographs, telephone numbers, mobile phone number, e-mail address, driving license number.
Information about your qualifications and work experience	Your educational background and any information that appears on your school/university certificates, certificates of academic or language competence, professional license(s), military status (if any), and other certificates and references, training experience, work experience and other special skills.
Job application related information	All Personal Data which is indicated in your job application, your CV/Resume, and supporting documents provided to us. For example, information about training, seminars, and activities that you attended, specialization, professional skills.
Finance information	For example, your previous salary, your bank account number, bank account information, and bankruptcy status.
Personal Data of Associated Persons	For example, full name, occupation and job position, work address, telephone numbers, mobile phone number, or other information of your referee, parents, spouse, children, persons to contact in case of emergency, and/or any other persons, etc.
Sensitive Personal Data	<p>We may collect your health-related data e.g., health check result, weight, height, chronic disease, and illness. We may also collect personal data relating to criminal convictions and offences.</p> <p>Your Sensitive Personal Data may appear on the copy of your identification card, i.e., your religious belief and/or blood type. However, we do not have an intention to process such Sensitive Personal Data; therefore, we will require you to omit, blind or cross out the information about religious belief and/or blood type before providing a copy of your identification card to us.</p> <p>In the case where such Sensitive Personal Data still appears on a copy of identification card, we may, at any time, blind or cross out</p>



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	such Sensitive Personal Data in order to comply with the PDPA (which requires us to collect personal data to the extent that is necessary and relevant for our business operations).
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In the case where we will collect the Personal Data other than those proscribed in this Notice, we will inform you about the collection or the processing of the Personal Data and may request for your consent (if required), in accordance with the conditions prescribed by the PDPA.

4. Methods for the collection of your Personal Data

For Third Parties and Customers

In general, we will collect the Personal Data directly from you; however, in the case where it is necessary for us to collect your Personal Data from other sources, we will ensure that your Personal Data will be collected and protected in accordance with the PDPA.

In the case where you provide the Personal Data of a third party including the Associated Persons to us, you warrant that you have informed such person about the processing of his/her Personal Data by us as explained in this Notice. In addition, if the consent for the processing of the Personal Data is required, you agree to assist us in obtaining the valid and enforceable consent from such person in accordance with the requirements prescribed in the PDPA.

For Employee

In general, we will collect the Personal Data directly from you during recruitment process, at the time of entering into the employment agreement, and throughout the course of your employment through various methods, such as e-mail, in person, and relevant online platforms and applications which we use for communication with the Employee, or via any other internal communication channels.

In the case where it is necessary for us to collect your Personal Data from other sources, we will ensure that your Personal Data will be collected and protected in accordance with the PDPA.

We may collect Personal Data of Associated Person from the respective Employee for specific purposes, such as emergency contact, and providing benefits to the Employee and the Associated Person. In such case, the Employee shall warrant that the Employee has provided such Associated Person with this Notice. In addition, if the consent for the processing of the Personal Data is required, you agree to assist us in obtaining the valid and enforceable consent from such Associated Person in accordance with the requirements prescribed in the PDPA.

For Candidates

In general, we will collect the Personal Data directly from you through methods, such as e-mail, and in person, during job application process and interview.

We may collect your Personal Data from sources other than directly from you, e.g., through recruitment agencies' websites or applications, job board, or online public sources, as well as through our employees and referring persons. In the case where it is necessary for us to collect your Personal Data from other sources, we will ensure that your Personal Data will be protected in accordance with the PDPA.

We may collect Personal Data of Associated Person from the respective Candidate for specific purposes, such as emergency contact, and reference. In such case, you warrant that you have informed such person about the processing of his/her Personal Data by us as explained in this Notice. In addition, if the consent for the processing of the Personal Data is required, you agree to assist us in obtaining the valid and enforceable consent from such person in accordance with the requirements prescribed in the PDPA.

5. Purpose of Collecting and Usage of Personal Data

In general, we will process your Personal Data for the following purposes:

For Third Parties		
Purposes	Type of Personal Data	Legal Basis

<p>To enter into an agreement or establish a legal relationship between we and you or the legal entity of which you were authorized to represent</p>	<ul style="list-style-type: none"> • Identification and contact information • Finance information • Sensitive Personal Data, i.e., religion and/or blood type data in the Thai identification card (if required) <p>Remark: If you do not provide any Personal Data that is necessary for entering into an agreement with you or the legal entity you represented, we may not be able to proceed to enter into an agreement with you or such entity.</p>	<ul style="list-style-type: none"> • Legitimate interest (for corporate Third Party, to prepare documents for entering into an agreement) • Contractual Obligation (for individual Third Party, to proceed with your request to enter into a contract) • Explicit consent (for the processing of Sensitive Personal Data before or when we enter into a contract with you)
<p>To execute and perform the obligations under the agreement with you or the legal entity of which you were authorized to represent</p>	<ul style="list-style-type: none"> • Identification and contact information • Sensitive Personal Data, i.e., religion and/or blood type data in the Thai identification card (if required) <p>Remark: If you do not provide any Personal Data that is necessary for the execution and performance of our obligations under the agreement with you or the legal entity which you were its authorized representative, we may not be able to execute or perform our obligations as specified under the agreement, either in whole or in part.</p>	<ul style="list-style-type: none"> • Legitimate interest (for corporate Third Party) • Contractual Obligation (for individual Third Party) • Explicit consent (for the processing of Sensitive Personal Data)
<p>To assess and determine qualification, suitability, and eligibility of the individual Third Party for engagement with us</p>	<ul style="list-style-type: none"> • Identification and contact information • Work information • Sensitive Personal Data, i.e., religion and/or blood type data in the Thai identification card (if required) <p>Remark: If you do not provide any Personal Data that is necessary for assessment and determination of your qualification, we may not be able to determine your eligibility to engage you.</p>	<ul style="list-style-type: none"> • Legitimate interest • Explicit consent (for the processing of Sensitive Personal Data)
<p>To open vendor account and proceed for payment</p>	<ul style="list-style-type: none"> • Identification and contact information 	<ul style="list-style-type: none"> • Legitimate interest (to create and record vendor)

<p>For example, to create and record vendor code/account, to communicate with the Third Party, to proceed payment to Third Party, to record and adjust details of account payable</p>	<ul style="list-style-type: none"> Finance information Sensitive Personal Data, i.e., religion and/or blood type data in the Thai identification card (if required) <p>Remark: If you do not provide any Personal Data that is necessary for opening and/or adjustment of vendor account in our system, we may not be able to create vendor's account or proceed with the payment.</p>	<p>code/account for the Third Party, to communicate with the Third Party, to record and adjust details of account payable, and to proceed with payment for corporate Third Party)</p> <ul style="list-style-type: none"> Contractual Obligation (to proceed with payment for individual Third Party) Explicit consent (for the processing of Sensitive Personal Data)
<p>To process your Personal Data and health-related data (COVID-19 vaccination status, and COVID-19 test result) when you visit/access our premise in order to comply with our internal policy, for our safety, and for prevention of COVID-19 pandemic and public health</p>	<ul style="list-style-type: none"> Identification and contact information Sensitive personal Data (i.e., COVID-19 vaccination status, COVID-19 test result) 	<ul style="list-style-type: none"> Legitimate interest (for processing of Personal Data) Explicit consent (for processing of Sensitive Personal Data)
<p>To comply with applicable laws</p> <p>We may be required to process your Personal Data for complying with laws, regulations, orders, notifications, or other rules issued by authorities.</p> <p>For example,</p> <ul style="list-style-type: none"> Authorize to proceed or coordinate, or to submit any required information and documents to the government agencies in order to comply with the applicable law Arrange to comply with our tax obligations and to submit the required documents to the Revenue Department To proceed with customs clearance process and import/export related matters 	<ul style="list-style-type: none"> Identification and contact information Finance information Sensitive Personal Data, i.e., religion and/or blood type data in the Thai identification card (if required) <p>Remark: If you do not provide any Personal Data that is necessary for compliance with the law, which is applicable to us, we and/or you may be unable to comply with the laws, and that may affect the necessary processing of your Personal Data as well as may result in the violation of applicable law.</p>	<ul style="list-style-type: none"> Legitimate interest (to arrange to comply with our tax obligations and to proceed with customs clearance process and import/export related matters for us) Legal obligation (Section 24 (6) of the PDPA for the processing of Personal Data, and Section 26 (5) of the PDPA for the processing of Sensitive Personal Data)
<p>To establish, exercise, comply or defend legal claims</p> <p>Your Personal Data may be processed as part of the establishment, exercising,</p>	<ul style="list-style-type: none"> Identification and contact information Finance information (if required) Sensitive Personal Data, i.e., religion and/or blood type 	<ul style="list-style-type: none"> Legitimate interest Establishment of legal claims (for the processing of Sensitive Personal Data)

compliance or defense of legal claims.	data in the Thai identification card (if required)	
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For Customers		
Purposes	Type of Personal Data	Legal Basis
<p>To enter into an agreement or establish a legal relationship with you or the legal entity of which you were authorized to represent, and to execute and perform our obligations under such agreement.</p> <p>Your Personal Data is necessary for the following purposes:</p> <ul style="list-style-type: none"> - To create and register customer account and enrollment; - To proceed with purchase payment; - To furnish you and the legal entity you are contact person or authorized representative with our services and/or products; - To communicate with you or for the legal entity you represent (not for marketing purposes); and - To enter into an agreement with you or the legal entity you are contact person or authorized representative. 	<ul style="list-style-type: none"> - Identification and contact information - Finance information - Personal Data of Associated Persons - Sensitive Personal Data (i.e., health-related data such as your medication records, visual sign, disorders, medical conditions (which are related to CVS, RS, KUB, GI/HPB, endocrine, muscle/bone, reproductive system etc.), pharmacy record, weight, height, BMI, heart rate, calories intake and burned, body movement) - Sensitive Personal Data, i.e., religion and/or blood type data in the Thai identification card (if required) <p>Remark: If you do not provide any Personal Data that is necessary for creation/registration of customer's account in our systems, payment completion, provision of our products/services, for our communication with you, and for our entering into the agreement with you or the entity you represent, we may not be able to enter into an agreement with you or the entity you represent, nor to execute or perform our obligations as specified under the said agreement (either in whole or in part), nor to proceed with your purchase and the payment.</p>	<ul style="list-style-type: none"> - Legitimate interest (for corporate Customer - to proceed with the purchase payment, to furnish the legal entity you represent with our products and services, and to comply with our obligations under the agreement we have with the legal entity you represent) - Contractual Obligation (for individual Customers - to proceed with the purchase payment, to furnish you with our products and services, and to comply with our obligations under the agreement we have with you) - Legitimate interest (for Customer to create and register of customer account and communication) - Explicit consent (for the processing of Sensitive Personal Data)
<p>To handle your request and/or complaints in respect to our products and services and to</p>	<ul style="list-style-type: none"> - Identification and contact information - Finance information 	<ul style="list-style-type: none"> - Legitimate interest (for corporate Customer)

<p>furnish you with our after-sale service</p>	<ul style="list-style-type: none"> - Sensitive Personal Data, i.e., religion and/or blood type data in the Thai identification card (if required) <p>Remark: If you do not provide any Personal Data that is necessary for us to handle your request and/or complaints and to furnish you with our after-sale services, we may not be able to solve your concerns and requests including to return your purchase payments or to answer your queries.</p>	<ul style="list-style-type: none"> - Contractual Obligation (for individual Customers) - Explicit consent (for the processing Sensitive Personal Data)
<p>To furnish you or the legal entity you represent with our gifts/rewards</p>	<ul style="list-style-type: none"> - Identification and contact information 	<ul style="list-style-type: none"> - Legitimate interest (For corporate Customer) - Contractual Obligation (if the provision of rewards/gift is stated in the agreement between we and you) - Consent (if the provision of rewards/gift is not stated in the agreement between we and you)
<p>To process your Personal Data and health-related data (COVID-19 vaccination status, and COVID-19 test result) when you visit/access our premise in order to comply with our internal policy, for our safety, and for prevention of COVID-19 pandemic and public health</p>	<ul style="list-style-type: none"> - Identification and contact information - Sensitive personal Data (i.e., COVID-19 vaccination status, COVID-19 test result) 	<ul style="list-style-type: none"> - Legitimate interest (for processing of Personal Data) - Explicit consent (for processing of Sensitive Personal Data)
<p>To conduct KYC, and credit assessment for credit scoring evaluation in order to enter into the agreement with individual Customers</p>	<ul style="list-style-type: none"> - Identification and contact information - Finance information - Sensitive Personal Data, i.e., religion and/or blood type data in the Thai identification card (if required) 	<ul style="list-style-type: none"> - Legitimate interest (for processing of Personal Data) - Explicit consent (for processing of Sensitive Personal Data)
<p>To conduct customer surveys for improvement of our products/services, and marketing activities and campaign e.g., sending marketing materials, promotions, special deals, and invitation to marketing and business events/seminars</p>	<ul style="list-style-type: none"> - Identification and contact information 	<ul style="list-style-type: none"> - Legitimate interest (For Existing Customer) - Consent (For Prospective Customer)

<p>To maintain or support our normal operation</p> <p>We may have to process your Personal Data to support our internal operation under the following purposes</p> <ul style="list-style-type: none"> - To take a record or prepare minutes of the meeting which you are the attendants 	<ul style="list-style-type: none"> - Voice, photo, and video recording 	<ul style="list-style-type: none"> - Legitimate interest
<p>To comply with applicable laws</p> <p>We may be required to process your Personal Data to comply with laws, regulations, orders, notifications, or other rules issued by authorities.</p> <p>For example,</p> <ul style="list-style-type: none"> - Proceed or submit any required information and documents, or arrange to comply with our tax obligations and to submit the required documents to the Revenue Department including but not limited to processing with VAT refund and issuing of invoice; and - Comply with other laws, such as the PDPA, and laws related and applicable to our business 	<ul style="list-style-type: none"> - Identification and contact information - Payment information - Sensitive Personal Data, i.e., religion and/or blood type data in the Thai identification card (if required) <p>Remark: If you do not provide any Personal Data that is necessary for compliance with the law, which is applicable to us, we and/or you may be unable to comply with the laws, and that may affect the necessary processing of your Personal Data as well as may result in the violation of applicable law.</p>	<ul style="list-style-type: none"> - Legitimate interest (to arrange to comply with our tax obligations) - Legal obligation (Section 24 (6) of the PDPA for the processing of Personal Data, and Section 26 (5) of the PDPA for the processing of Sensitive Personal Data)
<p>To establish, exercise, comply or defend legal claims</p> <p>Your Personal Data may be processed as part of the establishment, exercising, compliance or defense of legal claims.</p>	<ul style="list-style-type: none"> - Identification and contact information - Sensitive Personal Data (i.e., religion and/or blood type data in the Thai identification card (if required)) 	<ul style="list-style-type: none"> - Legitimate interest (for processing of Personal Data) - Establishment of legal claims (for processing of Sensitive Personal Data)
<p>Cookies</p> <p>Your Personal Data may be processed in order to enhance your experience of visiting and using our website, to make the visit of our website more attractive and pleasant, and to enable the use of certain functions, we use so-called "Cookies" on various pages.</p> <p>For more information of the Cookies we use, please refer to section 6. Cookies below.</p>	<ul style="list-style-type: none"> - Device information and access data 	<ul style="list-style-type: none"> - Legitimate interest - Consent for personalization and advertising cookies

For Employees		
Purposes	Type of Personal Data	Legal Basis
<p>To enter into an agreement or establish a legal relationship between we and you</p> <p>Your Personal Data is necessary for us to enter into an employment agreement with you.</p>	<ul style="list-style-type: none"> - Identification and contact information - General employee information - Finance information - Sensitive Personal Data <p>Remark: If you do not provide any Personal Data that is necessary for entering into an agreement with you, we may not be able to proceed to enter into an agreement with you.</p>	<ul style="list-style-type: none"> - Legitimate interest (for preparing documents for arranging a new Employee to enter into an agreement) - Contractual Obligation (to proceed with your request to enter into an employment agreement) - Explicit consent (for the processing of Sensitive Personal Data that appear on the copy of Thai identification card, i.e., religious belief and/or blood type)
<p>To perform the rights and comply with the obligations under the agreement between we and you, including to proceed with payment of your salary, compensation and remuneration</p> <p>It is necessary for us to process your Personal Data to perform rights and obligations under the employment agreement or within the legal relationship between we and you, e.g., to provide welfare, to proceed with payment of your salary/compensation/bonus or any other remunerations, to provide the insurance to the Employee, or make any other payments, as agreed in the agreement between we and you.</p> <p>We also process Personal Data of the Associated Person for the provision of benefits.</p>	<ul style="list-style-type: none"> - Identification and contact information - General information employee - Information obtained during the course of your employment - Performance information - Finance information - Personal Data of Associated Persons - Sensitive Personal Data <p>Remark: If you do not provide any Personal Data that is necessary for performing our duties and exercising our rights under an agreement with you, we may not be able to perform our duties and exercise our rights, as specified under the agreement, either in whole or in part.</p>	<ul style="list-style-type: none"> - Contractual Obligation (for the processing of the Employee's Personal Data) - Legitimate interest (for the processing of the Associated Person's Personal Data for the provision of benefits i.e., health/life insurance) - Explicit consent (for the processing of Sensitive Personal Data i.e., health related data and Sensitive Personal Data that appear on the copy of Thai identification card, i.e., religious belief and/or blood type)
<p>To conduct HR administration and management work</p> <p>For example,</p> <ul style="list-style-type: none"> - Conduct criminal background check after signing employment agreement with you; 	<ul style="list-style-type: none"> - Identification and contact information - General information employee - Information obtained during the course employment of your - Performance information - Finance information 	<ul style="list-style-type: none"> - Legitimate interest (in relation to set up for internal authorization, system, process and record, employee's performance assessment, traveling related matters, employee training (not legally required), for our safety and to comply with our internal policy)



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AI and Robotics Ventures Company Limited

304 อาคารวนิชาเพลส อารีอี (อาคาร เอ) ชั้นที่ 25 ยูนิต 2501 ถนนพหลโยธิน แขวงถนนแสน แขวงพญาไท กรุงเทพมหานคร 10400
 304 Vanit Place Aree (Building A), 25th Floor, Unit 2501, Phaholyothin Road, Samsen Nai, Phaya Thai, Bangkok 10400
 Tel: +66(0) 2078 4000 Website: www.arv.co.th

<ul style="list-style-type: none"> - Set up a personnel file, office phone, and e- mail, and create and register a new employee account and profile; - Authorize the access to our data, folders, files and premises; - Generate username and password of employee's account for accessing our system/network; - Prepare and maintain list of employees and organization chart for contacting and manpower planning purposes; - Prepare power of attorney for submission of legal documentation/forms; - Record Employee's emergency contact; - Record Employee's time attendance (face- scanned photo, palm and fingerprint), and record Employee's leaves; - Investigation and record of Employee's disciplinary offences; - Assess and evaluate Employee's work performance and qualifications, determination and consideration of salary, compensation and remuneration; - Proceed with Employee's request to reimburse expenses spent while performing works; - Book plane tickets and accommodations for the Employee; - We collect your COVID-19 test and vaccination status for safety and to comply with our internal policy; - Provide trainings to Employee (not required by law); and - To proceed with request of Employee to resign and to provide prior termination notice to the Employee as required by law. 	<ul style="list-style-type: none"> - Personal Data of Associated Persons - Sensitive Personal Data <p>Remark: If you do not provide any Personal Data that is necessary for compliance with the law, which is applicable to us, we and/or you may be unable to comply with the laws, and that may affect the necessary processing of your Personal Data as well as may result in the violation of applicable law.</p>	<ul style="list-style-type: none"> - Legal Obligation (in relation to the leaves that the Employee is entitled to, to proceed with relevant payment for Employee and Employee's resignation matters) - Explicit consent (for the processing of Sensitive Personal Data i.e., health-related data, criminal record, biometric data, and Sensitive Personal Data that appear on the copy of Thai identification card, i.e., religious belief and/or blood type)
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<p>To provide benefits and facilitate the Employees</p> <p>For example,</p> <ul style="list-style-type: none"> - Arrange for procuring life/health insurance policies for Employee and Associated Persons; - Provide annual health check to Employee; - Report/registration/amendment/termination of membership provident fund; - Provide welfare/ benefit to the Employee, for example, marriage allowance, funeral aid, childbirth allowance; and - Issue certificate of employment or any other employment-related document as may be requested by the Employee. 	<ul style="list-style-type: none"> - Identification and contact information - General information employee - Information obtained during the course of your employment - Finance information - Personal Data of Associated Persons - Sensitive Personal Data <p>Remark: If you do not provide any Personal Data that is necessary for performing our duties under an agreement with you, we may not be able to perform our duties, as specified under the agreement, either in whole or in part.</p>	<ul style="list-style-type: none"> - Legitimate interest (for the processing of the Associated Person's Personal Data to provide welfare/benefits, issuance employment-related documents, and for of to facilitate Employee for provident funds related matters) - Contractual Obligation (for provision of insurance and annual health check, welfare/benefit) - Explicit consent (for the processing of Sensitive Personal Data i.e., health-related data and Sensitive Personal Data that appear on the copy of Thai identification card, i.e., religious belief and/or blood type)
<p>To communicate, contact, and coordinate with you</p> <p>We will need to process your Personal Data in order to communicate, contact, or coordinate with you during the employment period.</p>	<ul style="list-style-type: none"> - Identification and contact information - General information employee - Information obtained during the course of your employment 	<ul style="list-style-type: none"> - Legitimate interest
<p>To comply with applicable laws</p> <p>We may be required to process your Personal Data to comply with laws, regulations, orders, notifications, or other rules issued by authorities.</p> <p>For example,</p> <ul style="list-style-type: none"> - Arrange for registration of a new Employee with the Social Security Office (SSO), and to submit required information and documents in order to comply with relevant laws; - Arrange to comply with our tax obligations, including, without limitation, the withholding tax payment with the Revenue Department; 	<ul style="list-style-type: none"> - Identification and contact information - General information Employee - Sensitive Personal Data. <p>Remark: If you do not provide any Personal Data that is necessary for compliance with the law, which is applicable to us, we and/or you may be unable to comply with the laws, and that may affect the necessary processing of your Personal Data as well as may result in the violation of applicable law.</p>	<ul style="list-style-type: none"> - Legitimate interest (to arrange to comply with our tax obligations and to obtain visa and work permits for foreign employees) - Legal obligation (Section 24 (6) of the PDPA for the processing of Personal Data, and Section 26 (5) of the PDPA for the processing of Sensitive Personal Data)

<ul style="list-style-type: none"> - Provide trainings to the Employees as required by the Skill Development Act B.E. 2540, as amended, and to submit training reports to the Department of Skill Development as required by law; - Arrange to obtain visa and work permits for foreign employees; and - Comply with other laws, such as the PDPA, Le., by fulfilling your requests to exercise rights in respect to your Personal Data, or complying with labor laws, such as laws concerning social security. 		
<p>To establish, exercise, comply or defend legal claims</p> <p>Your Personal Data may be processed as part of the establishment, exercising, compliance or defense of legal claims.</p>	<ul style="list-style-type: none"> - Identification and contact information - General information Employee - Information obtained during the course employment of your - Performance information - Finance information - Personal Data of Associated Persons - Sensitive Personal Data (i.e., religion and/or blood type data in the Thai identification card (if required) 	<ul style="list-style-type: none"> - Legitimate interest (for processing of Personal Data) - Establishment of legal claims (for processing of Sensitive Personal Data)

For Candidates		
Purposes	Type of Personal Data	Legal Basis
<p>To communicate with you during the recruitment process</p> <p>In the case where you apply for a job via our channels e.g., our platform, or we collect your Personal Data from other sources, e.g., through recruitment agencies' websites or applications, job boards, online public sources, as well as through our employees and referring persons, we will process your Personal Data to contact you to discuss or update you an information on the status</p>	<ul style="list-style-type: none"> - Identification and contact information - Information about your qualifications and work experience - Job applicant related information - Personal Data of Associated Persons - Sensitive Personal Data (i.e., health- related data, religion and/or blood type data in the 	<ul style="list-style-type: none"> - Legitimate interest (for the processing of the general Personal Data) - Explicit consent (for the processing of Sensitive Personal Data)

<p>of job application or to offer you a job opportunity.</p>	<p>Thai identification card (if required))</p>	
<p>To proceed with the recruitment process</p> <p>For example,</p> <ul style="list-style-type: none"> - Arrange for an interview; - Prepare and arrange the profile for each candidate; - Assess and determine qualification, suitability and eligibility of the candidate for employment with us; - Conduct internal conflict checks and reference person - Make a decision regarding the acceptance or refusal of the Candidate; and - Prepare individual job offer/proposal. 	<ul style="list-style-type: none"> - Identification and contact information - Information about your qualifications and work experience - Job applicant related information - Personal Data of Associated Persons - Sensitive Personal Data (i.e., health- related data, criminal record, religion and/or blood type data in the Thai identification card (if required)) 	<ul style="list-style-type: none"> - Legitimate interest (for the processing of the general Personal Data) - Explicit consent (for the processing of the Sensitive Personal Data)
<p>To register new employees' information into our system</p> <ul style="list-style-type: none"> - Conduct HR administration and management work; - Prepare application and documents for insurance related matters - Provide health check to Candidate before signing employment contract; and - Record emergency contact 	<ul style="list-style-type: none"> - Identification and contact information - Information about your qualifications and work experience - Job application related information - Finance information - Personal Data of Associated Persons - Sensitive Personal Data (i.e., health- related data, criminal record, religion and/or blood type data in the Thai identification card (if required)) 	<ul style="list-style-type: none"> - Legitimate interest (in order to conduct HR administration and management work, provide health check to Candidate before signing employment contract, and record emergency contact) - Contractual Obligation (to proceed with your request before entering into an employment agreement with you) (in order to prepare application and documents for insurance related matters) - Explicit consent (for the processing of the Sensitive Personal Data)
<p>To contact you for any future job opportunities which may or may not be related to the position you apply.</p>	<ul style="list-style-type: none"> - Identification and contact information - Information about your qualifications and work experience - Job applicant related information 	<ul style="list-style-type: none"> - Legitimate interest
<p>To comply with applicable laws</p> <p>We may be required to process your Personal Data to comply with</p>	<ul style="list-style-type: none"> - Identification and contact information 	<ul style="list-style-type: none"> - Legal obligation (for the processing of the general Personal Data)

<p>laws, regulations, orders, notifications, or other rules issued by authorities.</p> <p>For example, complying with other laws, such as the PDPA by fulfilling your requests in respect to your Personal Data.</p>	<ul style="list-style-type: none"> - Information about your qualifications and work experience - Job application related information - Finance information - Personal Data of Associated Persons - Sensitive Personal Data - Any information as required by law <p>The type of Personal Data being processed for this purpose would depend on a case-by-case basis, as required by applicable laws.</p> <p>Remark: If you do not provide any Personal Data that is necessary for compliance with the law, which is applicable to us, we and/or you may be unable to comply with the laws, and that may affect the necessary processing of your Personal Data as well as may result in the violation of applicable law.</p>	<ul style="list-style-type: none"> - Explicit consent (for the processing of the Sensitive Personal Data)
<p>To establish, exercise, comply or defend legal claims</p> <p>Your Personal Data may be processed as part of the establishment, exercising, compliance or defense of legal claims.</p>	<ul style="list-style-type: none"> - Identification and contact information - Information about your qualifications and work experience - Job application related information - Finance information - Personal Data of Associated Persons - Sensitive Personal Data (i.e., religion and/or blood type data in the Thai identification card (if required)) - Legal claim related information 	<ul style="list-style-type: none"> - Legitimate Interest (for the processing of the general Personal Data) - Establishment of legal claims (for the processing of the Sensitive Personal Data)

In the case where we will process your Personal Data for purposes other than those prescribed in this Notice, which has been informed you, we will inform you about such additional processing of the Personal Data, and/or arrange to obtain your consent, if required by the applicable law.

6. Cookies



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304 อาคารวาณิชพลาซ่า เอ (อาคาร เอ) ชั้นที่ 25 ถนนพหลโยธิน แขวงจตุจักร เขตจตุจักร กรุงเทพมหานคร 10400
304 Vanit Place Area (Building A), 25th Floor, Unit 2501, Phaholyothin Road, Samsen Nai, Phaya Thai, Bangkok 10400
Tel: +66(0) 2078 4000 Website: www.arv.co.th

Please note that Cookies are small text files that are stored on your device. Some of the Cookies we use are deleted after the end of the browser session, i.e., after closing your browser (so-called, session Cookies). Other Cookies may remain on your device and allow us or our affiliate to recognize your browser on your next visit (so called, persistent Cookies).

Below is the information about your choices as well as a detailed list of Cookies we use:

(1) Required Cookies

These Cookies are required to navigate our site, and in order to use the features provided. Without the use of such Cookies, proper functioning of our site is not guaranteed (e.g., entering text), while browsing through pages on the website. In addition, they are Cookies that collect information about how visitors use our website, for example, which pages they visit most often, and if they receive error messages from websites. They also allow our site to remember your choices such as language, or region to provide improved features. We also use these Cookies to store whether you have given us your consent to use Cookies or to temporarily store the information you have entered, as necessary.

(2) Functional Cookies

These Cookies collect pseudonymous information and cannot track your movements on other websites. We use these Cookies for pseudonymized usage analysis.

(3) Personalization and Advertising Cookies

These Cookies are used to play more targeted advertising relevant to the user and adapted to their interests.

You can set your browser so that you are informed about the setting of Cookies and individually decide on their acceptance or exclude the acceptance of cookies for specific cases or in general. Failure to accept Cookies may limit the functionality of our website.

You can install additional add-ons in your browser that block unnecessary cookies. By doing so, you will not see any interest-based advertisements. This Notice covers the use of Cookies by us and does not cover the use of cookies by any advertisers, or other third-party websites, which may link to our website. If you link to or is directed to a third-party website, you are encouraged to read the privacy notice, as well as cookies policy, of such third-party website.

7. **Personal data disclosure**

We shall not disclose your Personal Data without your consent unless it is solely for the above mentioned purposes which rely on other lawful bases.

In processing Personal Data for the above purposes, it may be necessary for us to disclose your Personal Data to third parties, as follows:

- (a) to any of our affiliates or group companies, domestically, for internal management and administration work, to perform our contractual obligations, and for other purposes as identified in this Notice;
- (b) to external legal counsels in the case of legal proceedings and legal execution;
- (c) to general counsels, advisors, auditors, and other experts;
- (d) to other third-party vendors, suppliers, or service provider, who provide services to us;
- (e) to any competent regulatory, prosecuting, tax or governmental agencies, courts, or other tribunals in any jurisdiction;
- (f) to any other persons or entities to whom we are required to make disclosure by applicable law and regulations. Also, we may disclose it by virtue of laws, such as requests for the purposes of litigation or prosecution, or requests made by the private sector or other persons involved in the legal proceedings, or whom we are permitted by you to disclose your Personal Data; and/or
- (g) to prospect buyer in case of merger or acquisition of us.

8. **The Cross-Border Transfer of the Personal Data**

In certain circumstances, we transfer, disclose, and give access of your Personal Data to third parties located outside of Thailand, for processing of Personal Data for the purposes mentioned in this Notice. The destination



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304 อาคารวานิชเพลส อารีน่า (อาคาร เอ) ชั้นที่ 25 ชั้นที่ 2501 ถนนพหลโยธิน แขวงสามเสนใน เขตพญาไท กรุงเทพมหานคร 10400
304 Vanit Place Aree (Building A), 25th Floor, Unit 2501, Phaholyothin Road, Samsen Nai, Phaya Thai, Bangkok 10400
Tel: +66(0) 2078 4000 Website: www.arv.co.th

countries may have different data protection standards to those prescribed by the data protection authority in Thailand.

Notwithstanding that, we will ensure that it will protect your Personal Data by implementing adequate personal data protection standards for the transfer of your Personal Data outside Thailand, as prescribed under the PDPA.

In any event, we shall govern the above-mentioned persons to treat the personal data as confidential and not to use the data for purposes which are not covered in prior notifications.

9. Retention of the Personal Data

We retain your Personal Data for as long as is required in order to fulfil our contractual obligations under the agreement with you. In general, we will retain your Personal Data for ten (10) years after the cessation of our contractual relationship or our last communication.

For Third Party

For Finance Information, it will be retained only for five (5) years from the date that the accounts are closed.

For Employee

For Personal Data stored in Azure Cloud Server, it will be retained during your employment period and until one (1) month thereafter. And for Personal Data processed for the purpose of reimbursement of employee's expense (i.e., Identification and contact information, and Finance Information), it will be retained only for five (5) years from receipt.

For Candidate

In the case of successful candidates, your Personal Data will be retained longer than the specified time above, and it will be retained in accordance with the period specified in the for-Employee section of this Notice.

Notwithstanding anything in this section, we may retain your Personal Data longer than the above period, only as otherwise permitted or specified by the applicable law.

10. Direction of Personal Data Protection

We shall establish measures including for the security of Personal Data in accordance with the laws, regulations, rules, and guidelines regarding personal data protection for employees and other relevant persons. We shall promote and encourage employees to learn and recognize the duties and accountabilities in the collection, storage, usage, and disclosure of personal data. All employees are required to follow this Notice and all guidelines regarding personal data protection in order for us to remain in compliance with the PDPA accurately and effectively.

11. Rights of Data Subject

You are entitled to request any actions regarding your Personal Data as per the following:

- 11.1 Right to withdraw consent, or to request a change to the scope of your consent; however, any consent which was obtained earlier shall not be affected.
- 11.2 Right to request that we confirm to you whether we have in possession any Personal Data that is related to you; and right to access; to request access to and obtain a copy of the Personal Data related to you, including to request the disclosure of the acquisition of the Personal Data obtained without your consent.
- 11.3 Right to rectification or update any Personal Data that is related to you.
- 11.4 Right to request that we erase or destroy, or de-identify your Personal Data;
- 11.5 Right to restriction of processing of your Personal Data.
- 11.6 Right to request that we transfer your Personal Data in a format which is generally readable or usable by automatic device or tool.
- 11.7 Right to object the processing of your Personal Data.
- 11.8 Right to file a complaint in relation to our processing of your Personal Data with the Personal Data Protection Commission, in accordance with the procedures set out in the PDPA.



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304 อาคารวนิชนพลาซ่า เออาร์วี (อาคาร เอ) ชั้นที่ 25 ชั้นที่ 2501 ถนนพหลโยธิน แขวงสามเสนใน เขตพญาไท กรุงเทพมหานคร 10400
304 Vanit Place Aree (Building A), 25th Floor, Unit 2501, Phaholyothin Road, Samsen Nai, Phaya Thai, Bangkok 10400
Tel: +66(0) 2078 4000 Website: www.arv.co.th

You may request these rights by sending a notice or submitting a request to the channel following the Contact Information of this Notice.

We shall consider the right request received and inform the Data Subject without undue delay, but not exceeding thirty (30) days from the date of receiving the request to access, or to access and obtain a copy of the Personal Data related to you, or to request the disclosure of the acquisition of the Personal Data obtained without the Data Subject's consent. However, we may deny such a right subject to exception by applicable laws. And as far as permitted by the applicable law and regulations, we may be entitled to charge reasonable expenses incurred in respect to handling any of the above requests.

12. Review and Changes of Notice

We may review this Notice to ensure that it remains in adherence to laws, any significant business changes, and any suggestions and opinions from other organizations. We shall review the amended policies thoroughly before implementing all the changes and announce on its website: <https://arv.co.th/>.

In the event that the amendment, change, or update will affect the purposes for which your Personal Data has originally been collected, we will notify you about such changes and obtain your consent (if required by law) prior to such changes becoming effective.

13. Contact Information

If you have any inquiries in relation to your Personal Data, or you would like to exercise any of your Data Subject Rights, you may contact us at:

AI and Robotics Ventures Company Limited and ARV Subsidiaries

Vanit Place 25th floor, 304 Phahonyothin Road
Samsen Nai, Phaya Thai, Bangkok 101400
Thailand

Our Data Protection Officer (DPO)

VinarcoPDPA (Thailand) Ltd
1168/111, 37th Floor, Lumpini Tower
Rama 4 Road, Thungmahamek,
Sathorn, Bangkok 10120, Thailand
Email: arv.dpo@arv.co.th

(Mr. Thana Slanvetpan)

Ai and Robotics Ventures Company Limited
General Manager

This Notice shall take effect from 4 February 2025, onwards.