

Privacy Notice For Candidate

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

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:

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.

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:

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 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>

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

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:

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 of job application or to offer you a job opportunity.</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 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 Sensitive Personal Data)
<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; 	<ul style="list-style-type: none"> - Identification and contact information - Information about your qualifications and work experience 	<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)

<ul style="list-style-type: none"> - 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"> - 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"> - 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 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"> - 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 - 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"> - Legal obligation (for the processing of the general Personal Data) - 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)
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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. 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.

7. 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 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.

8. 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.

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 Notice which will be notified to you accordingly.

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.

9. 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.

10. Rights of Data Subject

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

- 10.1 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.
- 10.2 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.
- 10.3 Right to rectification or update any Personal Data that is related to you.
- 10.4 Right to request that we erase or destroy, or de-identify your Personal Data;
- 10.5 Right to restriction of processing of your Personal Data.
- 10.6 Right to request that we transfer your Personal Data in a format which is generally readable or usable by automatic device or tool.
- 10.7 Right to object the processing of your Personal Data.
- 10.8 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.

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.

11. 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/>.



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

304 อาคารวานิชเพลส อารีเย่ (อาคาร เอ) ชั้นที่ 25 ยูนิต 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

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.

12. 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