



LGT Securities (Thailand) Limited

57 Park Ventures Ecoplex,
Level 21, Units 2101-2103 & 2112,
Wireless Road, Lumpini, Pathumwan,
Bangkok 10330, Thailand

Phone +66 2105 0900, Fax +66 2105 0904
lgt.th@lgt.com, www.lgt.com
Co. Reg. No. 0105561026347

Data privacy notice for natural persons in accordance with the Personal Data Protection Act (PDPA)

Applicable to applicants

Valid from: January 2023

This data privacy notice is intended to provide you with an overview of the processing of the personal data held at LGT and the resulting rights under the provisions of the Thailand's Personal Data Protection Act (PDPA). Your data are processed in order to review or establish an employment or service relationship (employment relationship).

Within the context of your application, we are reliant upon compiling and processing personal data which are required for entering into an employment relationship. Without these data, we are generally not in a position to enter into an employment relationship.

Should you have any questions about particular data processing or want to exercise your rights, please contact us or our Personal Data Protection Officer via the following avenues:

LGT Securities (Thailand) Limited
57 Park Ventures Ecoplex Level 21, Units 2101-2103 & 2112, Wireless Road,
Lumpini, Pathumwan, Bangkok 10330, Thailand
Email: lgt.th@lgt.com / Contact Number: +662-105-0900

Personal Data Protection Officer
The Personal Data Protection Officer
57 Park Ventures Ecoplex Level 21, Units 2101-2103 & 2112, Wireless Road,
Lumpini, Pathumwan, Bangkok 10330, Thailand
Email: lgt.th-pdpo@lgt.com / Contact Number: +662-105-0103

1. From which sources do the data originate (source) and which data are processed (categories of data)?

We process personal data we receive from applicants during the recruitment process for the purpose of managing the application process and drawing up an employment contract. In addition to the data you provided in your application, we also process the data you provide to us during

interviews. Depending on the role for which you have applied, we may use a testing method from a service provider to establish candidates' profiles and suitability in greater detail. If we do this, the results will be discussed openly with you. A discussion to raise awareness may also be organised with a body defined by LGT if any further security checks are required, which again depends on the role.

In the case of speculative applications, we also check regularly to determine whether your profile may match other vacancies within LGT Group. If a suitable position is available, your application data will be forwarded by the relevant internal HR department. If you apply for several positions at LGT Group companies at the same time, the relevant HR departments will be made aware that you have submitted multiple applications. This has no impact on the ongoing application process. We process your personal data to assess your interests, skills and qualifications. We always do this in relation to the position for which you have applied. We also take measures to check them (e.g. checking your work references, the debt enforcement register and the register of criminal convictions), bringing information from third parties (e.g. references) into the application process in consultation with you.

We use the term "personal data" to refer to the following categories of data in particular:

- Personal details (e.g. name, date of birth, nationality)
- Address and contact details (e.g. physical address, telephone number, e-mail address)
- Image data (job application photo)
- Data from public sources and registers (e.g. debt enforcement information, register of criminal convictions)
- Details of the person and family (e.g. age, gender, professional career, marital status, hobbies, name of partner and children, partner's occupation)

- Information on professional and personal background (e.g. professional qualifications, professional experience, testimonials)
- Information on position and activities (e.g. starting date, role, salary, working hours, presence and absence)
- Information on memberships and outside mandates (e.g. lecturing)
- Information on health (e.g. physical disabilities)

2. For what purposes and on what legal basis are your data processed?

We process personal data in accordance with the provisions of the PDPA for the following purposes and on the following legal bases (Section 24 PDPA):

- For protection of vital interests (Section 24(2) PDPA), in particular to prevent or suppress a danger to a person's life, body or health.
- For the performance of contract or in order to take steps prior to entering into a contract (Section 24(3) PDPA) within the context of establishing an employment relationship and the use of applications for internal and external communications in connection with employment relationships (via audio, video, screen sharing, chat features).
- For the performance of a task carried out in the public interest or for the exercise of official actions (Section 24(4) PDPA)
- For the purposes of legitimate interests pursued by us or by third party (Section 24(5) PDPA) for specifically defined purposes, in particular for assessing suitability of applicants (e.g. personality tests) and the use of applications for internal and external communications in connection with employment relationships (via audit, video, screening sharing, chat features).
- For compliance with a legal obligation (Section 24(6) PDPA), in particular to adhere to statutory requirements applicable to us, e.g. laws governing securities and derivatives businesses, labour laws, social security laws, taxation laws.
- Based on your consent (Section 24 PDPA), if you have given us a consent to process personal data for certain purposes. Data processing with consent includes creating an applicant profile and obtaining references, processing of sensitive data (e.g. health, disability, religion, race, ethnic origin, criminal record), cross-border transfer of personal data to a country which may not have an

adequate level of data protection, for which consent is required by law). You have the right to withdraw your consent at any time. You can do so by contacting the Personal Data Protection Officer. The withdrawal of consent shall only be effective for the future and shall not affect the lawfulness of data processed before the withdrawal of consent.

We reserve the right to further process personal data that have been collected for one of the above purposes for the other purposes too if this is consistent with the original purpose or permitted or provided for by law (e.g. reporting obligation).

3. Who obtains access to personal data and how long are they stored for?

The internal and external bodies which require the data within the context of the application process and for complying with statutory obligations receive access to your personal data. These recipients may also receive access to personal data that we process for the purposes of legitimate interests. Relevant recipients within LGT may include bodies in charge of HR administration and HR management (e.g. line managers). Line responsibility can also extend across several LGT units.

Where we disclose or transfer personal data to third parties or servers located overseas, and the destination countries may or may not have the same data protection standards as Thailand, we have taken steps and measures to ensure that personal data is securely transferred, that the data recipients have suitable data protection standards in place, and that the transfer is lawful by relying on the derogations as permitted under the law. Your personal data are processed during the application process. After the application process has ended, we will store your personal data for a further 6 months to defend against, justify or assert any legal claims. In case you have provided your consent for the purpose of contacting you proactively should another suitable position become available, we retain and store your personal data for a period of 36 months from the date of consent.

4. Is automated decision-making, including profiling, carried out?

No automated decision-making is used in the application process or to establish the employment relationship. However, some of your data are processed automatically with the aim of assessing certain personal aspects (profiling). In connection with applications, we use profiling to assess the suitability of applicants for a position

(e.g. applicant profile, applicant assessments, psychological aptitude tests).

5. What data protection rights do you have?

Subject to the applicable laws and exceptions thereto, you may have the following rights regarding your Personal Data:

5.1 Access: you may have the right to access or request a copy of the personal data we are processing about you;

5.2 Data Portability: you may have the right to obtain personal data we hold about you, in a structured, electronic format, and to transmit this data to another data controller;

5.3 Deletion: you may have the right to request that we delete or de-identify your personal data that we process about you, e.g. if the data is no longer necessary for the purposes of processing;

5.4 Restriction: you may have the right to restrict our processing of your personal data if you believe such data to be inaccurate, that our processing is unlawful, or that we no longer need to process this data for a particular purpose;

5.5 Rectification: you may have the right to have personal data that is incomplete, inaccurate, misleading, or out-of-date rectified;

5.6 Consent withdrawal: you may have the right to withdraw consent that was given to us for the processing of your personal data, unless there are restrictions on the right to withdraw consent as required by law, or a contract that benefits you; and

5.7 Lodge a complaint: you may have the right to lodge a complaint to the competent authority if you believe our processing of your personal data is unlawful or non-compliant with applicable data protection law.

The contact details for the competent data protection authority are:

The Office of the Personal Data Protection Committee
7th Floor, Rattaprasasanabhakti Building,
Government Complex,
Chaengwattana Road,
Thung Song Hong Sub-District, Lak Si District,
Bangkok 10210, Thailand
Phone: +662-142-1033 and +662-141-6993
E-mail: pdpc@mdes.go.th

6. Right to Object

6.1 In individual cases:

If the processing of your personal data is carried out in the public interest or to safeguard the legitimate interests of LGT or a third party, you have the right to object, on grounds relating to your particular situation, at any time to this processing.

6.2 Direct marketing:

You have the right to object informally to the use of your personal data for direct marketing purposes at any time. Where you object to this type of processing, we shall no longer process your personal data for such purposes.

Requests should ideally be made in writing to the Personal Data Protection Officer, who is also the point of contact for any other data protection issues you may have.

LGT reserves the right to amend or update this data privacy notice and to publish it on the LGT website (see the update date at the top of the data privacy notice).