



PERSONAL DATA AND PRIVACY POLICY AND GUIDELINES



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Personal Data and Privacy Policy and Guidelines

1. Intent

Charoen Pokphand Group respects and values the human right to privacy and the protection of personal data owned by all directors, management, staff, customers, suppliers and business partners. Thus, Charoen Pokphand Group shall protect all personal data from possible misuse and maintain such data's security based on international standards.

2. Objective

- 2.1 To ensure the security, reliability and protection of privacy and personal data in all Charoen Pokphand Group transactions.
- 2.2 To prevent the damage caused by misuse of personal data, as well as misuse of such data for monetary gain.

3. Roles and Responsibilities

3.1 Board of Directors

- 3.1.1 Ensure that the Personal Data and Privacy Policy and Guidelines ("Policy and Guidelines) are in place.
- 3.1.2 Arrange for measures in the collection of personal data in accordance with local laws of countries where Charoen Pokphand Group operates, as well as following and respecting international standards.
- 3.1.3 Ensure that there are selection procedures to filter external companies with standardized data protection systems when companies are hired to handle C.P. Group companies' personal data.

3.2 Management

- 3.2.1 Establish rules and procedures to suit the nature of business, while remaining consistent with the Policy and Guidelines of Charoen Pokphand Group, local laws where the company operates, and international standards.
- 3.2.2 Ensure there is an organizational structure and related functions in place, including the responsible department/persons.



- 3.2.3 Monitor the implementation to ensure compliance of policy, guidelines, and regulations while finding new measures to improve performance.

3.3 Responsible department/person

- 3.3.1 Inform the owner of personal data (“data subject”) of their terms and rights, including their consent on data to be collected by C.P. Group companies.
- 3.3.2 Maintain security measures in place to limit access to stored personal data.
- 3.3.3 Modify or dispose of data on request of the data subject.

4. Guidelines

4.1 Collection of Personal data

- 4.1.1 Inform the purpose of collection and use of personal data to the data subject, and thereafter ask for their consent before collecting said data.
- 4.1.2 No personal data collected is to be about race, skin color, political opinion, religion, beliefs, or data that could cause discrimination or unfairness for any person.

4.2 Storage of Personal data

- 4.2.1 Provide security measures during the data collection process in accordance with local legal requirements and international standards. This is to prevent unauthorized access, use, modification and disposal of said data.
- 4.2.2 Retain personal data for the duration of activities used by Charoen Pokphand Group, except if the data is retained in accordance with legal requirements.
- 4.2.3 In case where the company hires a third party to process personal data, the company must select a third-party with standardized data protection systems and they must agree to the standards and principles contained in the Policy.

4.3 Access to Personal data

- 4.3.1 The data subject has the right to a copy of his or her personal data.
- 4.3.2 The data subject has the right to notify Charoen Pokphand Group and companies in order to modify, change or delete their personal data.



Charoen Pokphand Group and companies will record of the objection, storage, accuracy or any action related to said data as evidence.

4.4 Use or Disclosure of Personal data

- 4.4.1 Charoen Pokphand Group shall not use or disclose personal data that is different from the purposes set out by this Policy, in addition to disclosing to third parties, except if it is allowed by law.
- 4.4.2 Data subjects have the right to refuse the usage or disclosure of their personal data outside the purposes as initially agreed.
- 4.4.3 Charoen Pokphand Group may disclose personal data internally, as well as third parties in the following cases:
- 1) Business Service Providers, agents representing Charoen Pokphand Group, or contractors who require access to personal data to provide services as initially agreed. These companies must comply with relevant local privacy laws.
 - 2) Business partners/suppliers and the relevant department accessing personal data for use in jointly-organized marketing promotion activities.
 - 3) Agencies that require access to personal data to comply with the legal process of the court investigation.
 - 4) Acquired and merged companies that have access to personal data retained by C.P. Group companies.
- 4.4.4 Charoen Pokphand Group Co., Ltd. and C.P. Group companies shall implement measures to prevent internal and external parties from the misuse of personal data, by ensuring that both parties strictly adhere to guidelines contained in this Policy, including relevant local privacy laws in respective countries where Charoen Pokphand Group operates.

4.5 Disposal of Stored Personal data

- 4.5.1 In the event where stored personal data is not relevant or has finished serving its purpose for C.P. Group companies, the stored data shall be securely disposed of to prevent any potential leakage.
- 4.5.2 Charoen Pokphand Group shall dispose and delete any stored personal data once passed the usage period as initially agreed.



5. Related Laws, Regulations and International Standards

- 5.1 Local privacy laws in countries where Charoen Pokphand Group operates
- 5.2 OECD Guidelines on the Protection of Privacy and Transborder Flows of Personal Data
- 5.3 Guidelines for the Regulation of Computerized Personal Data Files, by the Office of the United Nations High Commissioner for Human Rights (OHCHR)

6. Review of Policy

The Corporate Governance department and the Compliance department of the Sustainability, Good Governance and Corporate Communications Office; as well as the Human Resources department/relevant department shall review this Policy at least once annually.