

Privacy Statement

To successfully pursue its activities in consultancy and engineering in power, infrastructure and nuclear, Tractebel needs to Process Personal data about individuals. These can include employees, customers, suppliers, subcontractors, consultants, job applicants and other people the organization has a relationship with or may need to contact. This Privacy Statement applies to all Personal data submitted to Tractebel via the website, by email, or by any other means. You will find below all the necessary details regarding this processing of your personal data.

1. Who collects your data?

Tractebel Engineering Ltd., whose registered office is located at No. 142 Two Pacific Place, 19th Fl., Unit 1903-05, Sukhumvit Road, Klongtoey Sub-district, Klongtoey District, Bangkok 10110, Thailand, and registered at the Department of Business Development, Ministry of Commerce under number 0105553048515, collects your data as controller (i.e. it itself determines the purposes and means of processing the personal data collected).

2. What data is collected?

The personal data collected is :

- (i) contact form filled out by you : name, email, company, job title, phone, and message
- (ii) job applications (directly by mail, letter or through the website Tractebel or through recruitment company): application forms, CV, interview notes and related recruitment information;
- (iii) content of correspondence with us (by email, phone or letters);
- (iv) information relating to your use of our products or services;
- (v) contact details of past, present and future customers;
- (vi) contact details of past, present and future customers, suppliers, partners or consultants;
- (vii) personal data to identify you (i.e. date of birth, nationality, CV, country of residence (non-exhaustive)).

3. What is the purpose(s) for which this data is collected?

The lawful basis on which Tractebel relies to collect and Process your Personal data will vary depending on the Personal data itself and the specific purpose for which Tractebel collects it.

In general - we may have to Process all categories of Personal data to comply with applicable legal or regulatory requirements. We also may have to Process Personal data on the basis of our legitimate interests, to:

- (i) identify you and give you access to our buildings/parking if you visit our premises;
- (ii) organize meetings and video conferences if you take part to such meetings;
- (iii) keep the IT infrastructure safe by filtering the Internet traffic (if you connect to our network);
- (iv) to verify compliance with ethics and embargo policies and possible legal or regulatory requirements in order to avoid and manage ethics incidents;
- (v) follow up on Ethics Whistleblowing;
- (vi) comply with relevant industry standards and our policies, and for litigation or defence of claims;
- (vii) for our project and portfolio management in which you are involved.

Subject to your explicit consent, we will use your contact details to send you our newsletter. We also may use the Personal data in other ways, for which we provide specific notice at the time of collection.

Customers' and prospects' (employees' and representatives') Personal data - On the basis of our legitimate interest, we may use the Personal data:

- (i) for the performance of the contract(s) between your company with Tractebel (delivery and invoicing of our products and services);
- (ii) in order to take steps at your request prior to entering into a contract with your company;
- (iii) for the execution and analysis of market surveys and marketing strategies;
- (iv) to perform customer satisfaction surveys;
- (v) to further inform you about our products and services that are in line with our already existing relationship and for some specific marketing;
- (vi) to prevent risks of fraud and corruption (a.o. registration of the gifts received by and offered to clients and prospects).

Suppliers' and partners' (employees' and representatives') Personal data - We Process your Personal data to conclude and execute our agreements and manage our relationships (contractual basis) or the contractual relationship between Tractebel and your employer (legitimate interest), and amongst others to:

- (i) give you access to our premises;
- (ii) control the staff working on the premises;
- (iii) provide training;
- (iv) prevent risks of fraud and corruption (a.o. registration of the gifts received by and offered to suppliers' and partners' employees and representatives).

We can Process your data as part of our commercial offers to (potential) customers.

Investors' and shareholders' data - We use your Personal data in order to manage our relationship and our obligations to you. We maintain contact details for external communications and to respond to your queries.

Job applicants' data - Your Personal data are stored for the recruitment and selection procedures. More specifically, your Personal data are Processed for the purposes of assessing your profile and skills to fit a job and making you specific job offers.

Consultants' data - We Process your Personal data on a contractual basis for recruiting, managing or terminating your consultancy activity at Tractebel. On the basis of our legitimate interest, we can Process your Personal data:

- (i) as part of our commercial offers to (potential) customers;
- (ii) to give you access to our premises;
- (iii) to control the staff working on the premises;
- (iv) to provide training;
- (v) to manage phone services;
- (vi) to prevent risks of fraud and corruption (a.o. registration of the gifts received by and offered to consultants).

In any case, Tractebel only Processes Personal data in a way that is compatible with the purposes for which the Personal data was collected or which is authorised by law or with the prior consent of the data subject.

4. On what lawful ground is this processing based ?

Regulation (EU) 2016/679 on the protection of individuals with regard to the processing of personal data and on the free movement of such data together with Thailand's Personal Data Protection Act B.E. 2562 (the "Laws") requires that any processing be based on one of the six bases of legitimacy it lists: the consent of the data subject, the need for the performance of a contract concluded with the data subject or pre-contractual measures at the latter's request, a legal obligation, the safeguarding of the vital interests of a natural person, a public interest mission or the legitimate interest of the controller.

In this case, the processing is based on the need for the performance of a contract concluded with the data subject.

5. To whom is the data transferred?

If required, we may share your personal data within the Engie/Tractebel group. All the listed entities are signatories to our Binding Corporate Rules executed under the mandate of the General Data Protection Regulation ("GDPR") and are, thus, bound by them. Your Personal Data may be shared with unrelated third parties only if: (i) we have your prior written consent or until the same is obtained; (ii) required for our performance of any contract we may have entered with you; (iii) required by applicable law, court order, regulatory / enforcement agency, government and/or tax authorities; or (iv) required to be shared with a vendor for the use of or installation of any software or any other technological change required to streamline the performance of the management or business activity within the organization.

6. How long is the data kept?

We will keep your Personal Data for no longer than is necessary for the stated purpose for which it is processed except if it is solely processed for archiving purposes, including for a statistical purpose and/or compliance with any legal obligation.

7. What are your rights?

As a data subject, you are granted different rights in connection with your Personal data. However, Tractebel can take reasonable steps to verify your identity before proceeding with your request. Your rights are the following:

- **Right to be informed**
Tractebel is transparent by providing you any information relating to the processing of your Personal data via this privacy statement.
- **Right to access**
You have the right to request access to and receive details on the personal data Tractebel holds about you and to obtain a copy thereof.
- **Right to rectification**
If the personal data that Tractebel holds about you is inaccurate or incomplete, you have the right to ask us to update or rectify it.
- **Right to be forgotten**
Under certain circumstances (e.g. when the personal data are no longer necessary in relation to the purposes for which they were collected), employees have the right to request Tractebel to erase their personal data.
- **Right to restrict processing**

In some specific cases, you have the right to ask Tractebel to *restrict* how we process your personal data (e.g. when you contest the accuracy of the personal data, Tractebel will have to restrict the processing while verifying the accuracy of the personal data). This means Tractebel is only permitted to store the data but not further process it.

- **Right to data portability**

This right only applies to personal data that you have provided to Tractebel and when the processing is based on your consent or on the performance of a contract when the processing is carried out by automated means. Tractebel will provide your personal data in a structured, commonly used and machine-readable format to be able to transmit it to another controller, or have it directly transmitted by Tractebel if technically feasible.

- **Right to object**

Furthermore, you have the right to object to the processing of your personal data, on grounds relating to your particular situation, if the processing is based on legitimate interests of Tractebel or on a public interest. Tractebel will discontinue the processing of your personal data, unless we can demonstrate compelling legitimate grounds for the processing which override your interests or rights, or for the establishment, exercise or defence of legal claims.

- **Right to withdraw consent**

Where your consent was required for the collection or use of your personal data, you have the right to withdraw your consent at any time. However, this withdrawal does not affect any processing operations previously carried out on the basis of your consent.

- **Right to lodge a complaint**

You have the right to lodge a complaint with our data protection officer if you consider that the processing of your personal data infringes this Privacy Statement or the Laws at axel.criquelion@tractebel.engie.com.

8. For any additional questions

For any additional questions or to exercise your rights, you can contact privacy@tractebel.engie.com.

9. Changes to the privacy statement

Tractebel may amend this Privacy Statement from time to time to reflect new legal or regulatory obligations, or in response to new data Processing activities. Any such changes will be published on the Tractebel website and will be effective from the time they are communicated, or, if required, when we have obtained your consent. We advise you to consult our website frequently to check any updates or changes. This Privacy Statement was last reviewed in January, 2023.

10. Acceptance & Consent

By affixing your signature below, you agree and confirm that as an authorized representative of your organization and the Data Subject (if you do not happen to be the Data Subject yourself) you have read through the contents hereof, fully understand them and that your signatures hereof shall be taken to mean your (or Data Subject's, in case you are not the Data Subject) written consent authorizing us to process the Personal Data of the Data Subject in accordance with the provisions and for the purpose set out above. In the event you are accepting the contents hereof and giving consent thereto for and on behalf of the Data Subject, it shall be deemed that the Data Subject has read through the contents hereof and authorized you in this regard. You agree to make the document of the Data Subject permitting you to act in its behalf available to us upon our request.