



Group of Companies

NOTICE UNDER THE PERSONAL DATA PROTECTION ACT 2010

1. The Personal Data Protection Act 2010 (“Act”), which regulates the processing of personal data in commercial transactions, applies to **TSH Resources Berhad and its subsidiaries** (hereinafter referred to as “TSH Group of Companies”, “our”, “us” or “we”) as a data user. For the purpose of this notice, terms used herein shall have the meanings ascribed to them in the Act.
2. This is the notice to you as required under section 7(1) of the Act for your personal data being or to be processed by us.
3. The personal data we may collect about you is dependent upon your relationship with TSH Group of Companies. The following are some examples of the types of personal data that we may collect from you as in the context of you as our director / officer or employee.

3.1 As director / officer of TSH Group of Companies:

- (a) name, residential address, email address and telephone number;
- (b) date of birth, gender, nationality, race and marital status;
- (c) NRIC/Passport Number (include copies of NRIC/Passport), tax file number, bank account number, EPF number and business occupation;
- (d) directorships and shareholdings in TSH Group of Companies and other corporations;
- (e) academic qualification and working experience;
- (f) photographs, videos and visuals;
- (g) family details ie. name and age of spouse, children, parents, siblings and their respective shareholdings in TSH Group of Companies; and
- (h) other personal data required for the Purposes as set out in paragraph 5 below.

3.2 As employee of TSH Group of Companies:

- (a) name, residential address, email address and telephone number;
- (b) date of birth, gender, nationality, race, marital status and medical data;
- (c) NRIC/Passport Number (include copies of NRIC/Passport), tax file number, bank account number, EPF number and SOCSO number;
- (d) education background, employment history, referees and results of employment checks (including background, credit and references checks, and criminal records);
- (e) photographs, videos and visuals;
- (f) family details ie. name and age of spouse, children, parents, siblings and their respective shareholdings in TSH Group of Companies; and
- (g) other personal data required for the Purposes as set out in paragraph 5 below.



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4. Your personal data is collected from various sources, including information you have provided us, information from third parties and information in the public domain.
5. Your personal data may be used for the following purposes (“Purposes”):-
 - 5.1 In the context of you as our director / officer:
 - (a) to perform, discharge duties and obligations under the Companies Act 2016, Capital Markets and Services Act 2007, Securities Commission Act 1993, Listing Requirements of Bursa Malaysia Securities Berhad and any other written law or rules ;
 - (b) to publish in the corporate website;
 - (c) to disclose in the audited financial statements, annual report, circular to shareholders, notice to securities holders, prospectus and information memorandum;
 - (d) to verify documents that may be required for the legitimate business purposes; and
 - (e) for any other purpose that is incidental or ancillary or in furtherance to the above purposes.
 - 5.2 In the context of you as our employee, in addition to the purposes in 5.1:
 - (a) to determine and review salaries, incentives, bonuses and other benefits;
 - (b) to consider for promotion, career development, training, secondment or transfer, performance monitoring, health and safety administration and security and access control;
 - (c) to monitor compliance with our internal rules and policies and adherence to our Group Human Resource Manual and TSH Corporate Governance Guidelines;
 - (d) to comply with requirements of any and all governmental and/or quasi-governmental departments and/or agencies, regulatory and/or statutory bodies (e.g. Inland Revenue Board, the Employees’ Provident Fund Board, the Social Security Organisation and Bank Negara Malaysia);
 - (e) to enforce our rights under employment law or any other applicable laws to defend our rights under the law including but not limited to any disciplinary action or actions relating to the termination of employment; and
 - (f) for any other purpose that is incidental or ancillary or in furtherance to the above purposes.
6. Your personal data may be disclosed to the following third parties and processed according to their respective privacy policies:-
 - (a) Bursa Malaysia Securities Berhad, its parent company, subsidiaries, related and associated companies;



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- (b) Companies Commission of Malaysia, the Securities Commission, Bank Negara Malaysia, Inland Revenue Board, the Employees' Provident Fund Board, the Social Security Organisation, the Police, the Malaysian Anti-Corruption Commission and other supervisory, governmental or relevant authority;
 - (c) auditors, advisors, tax agents, solicitors and other professional firms;
 - (d) financial institutions, insurance companies/agent/broker, credit reporting agencies, rating agencies ; and
 - (e) any other party which may be relevant to the business functions of TSH Group of Companies.
7. You may request for access to or correction of your personal data or limit the processing thereof by submitting such request to us at:-
- Group Human Resources Department
TSH Resources Berhad
Email: group_hr@tsh.com.my
- However, we may refuse to comply with your request for access or correction in accordance with the Act.
8. Your personal data may be transferred to a place outside Malaysia.
9. It is obligatory that you supply us with the personal data requested for by us unless otherwise specified by us at the time the personal data is collected.
10. If you fail to supply to us the above personal data, we may not be able to carry out the Purposes for which you have provided us the personal data and in addition, you may be in breach of the provision of the relevant written law and/or the requirements of authorities.

By providing to us your personal data, you hereby consent to the processing of your personal data in accordance with all of the foregoing.

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Signature
Name:
MyKad Number:
Date: