

Data Privacy Agreement

This notice on the handling of personal information (hereinafter referred to as "this Notice") describes the guidelines of PT SCSK GLOBAL INDONESIA, an Indonesian corporation (hereinafter referred to as "our company") regarding the handling of your personal information (hereinafter referred to as "the Processing"). Please read this notice carefully and understand it before agreeing to the handling of your personal information.

Types of personal information

The types of personal information we collect are as follows:

Name, address, telephone numbers, emergency contacts, email address, gender, ID or passport number, age, date of birth, nationality, marital status, race, religion, employment history, education history, bank account details, salary information, photographs, audio, video and/or family details (such as age, relationship to the person, education history and occupation).

Purpose of this processing

We collect personal information for the following purposes:

- (a) Evaluating, processing, administering, and/or transacting recruitment or employment-related activities
- (b) To carry out any other obligations related to our employment and/or the provision of the services requested by the data subject
- (c) To comply with applicable laws, regulations, codes of practice, guidelines or rules, or to assist with law enforcement and investigations conducted by governmental and/or regulatory authorities
- (d) Responding to and processing your inquiries, requests, applications, complaints and feedback
- (e) Any other purpose for which you provide the information
- (f) To third parties, including our affiliates, data intermediaries, service providers and agents, and relevant government and/or regulatory authorities, whether inside or outside Indonesia, for the aforementioned purposes
- (g) Promoting communication within the SCSK Group, educating and training employees, conducting audits, and arranging for overseas postings (including tax calculations)
- (h) Any other business related to or incidental to the above.

Your personal data will be processed to the extent necessary for the above purposes.

More information about personal information

Your personal information may be stored in and transferred to data servers not only in the country in which you are located, but also in any country in which our group companies (hereinafter referred to

as "our group companies") are located, including Japan. Those countries may have different data protection regimes than your country of residence.

We will not retain your personal information for longer than is necessary for the purposes set out above, in accordance with applicable law. Personal information that is no longer necessary for the intended purpose will be destroyed.

Your rights

In accordance with applicable law, you have the right to (i) request information about the processor of your personal data, the legal basis, purposes of use and accountability, (ii) request access to, correction or deletion of your personal data, (iii) the right to withdraw consent you provided to the Data Controller for the processing of your personal data, (iv) the right to object to automated processing of your personal data or delay the processing of your personal data, and (v) the right to take legal action and obtain compensation for violations.

If you have any questions about the processing of your personal data or wish to make a request under any of the rights listed above, please contact us at the address set out below regarding this processing.

SUMMITMAS II 5th Floor, JL. Jenderal Sudirman Kaveling 61-62, Jakarta Selatan 12190 Indonesia
contact@scskidn.com

Your Consent

Please consent to the processing of your personal information by us, our group companies and other service providers (including the transfer of your personal information overseas as described above) in compliance with applicable laws. We process your personal information based on your consent.

Please note that giving consent is entirely voluntary, and you will not be subject to any disadvantage for not providing your personal information. You can also withdraw your consent at any time. Please note, however, that withdrawing your consent will not affect the collection, use, or disclosure of your personal information based on your previous consent.