



## DATA PRIVACY POLICY

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**ZEAQUEST Company Limited** is dedicated to maintaining trust and integrity. We recognize that in the era of AI and digital transformation, protecting the personal data of our employees, customers, and partners is fundamental to our business reputation and operational security.

This policy supports our strategic direction and is integrated with our Information Security and Risk Management frameworks.

### Policy Statement

ZEAQUEST is committed to collecting, using, and protecting personal data in full compliance with applicable data protection laws (e.g., PDPA, GDPR). To achieve our strategic goals, we are committed to the following principles:

- 1. Lawfulness, Fairness, and Transparency:** We are committed to processing personal data only where there is a lawful basis (such as consent, contract performance, or legitimate interest). We ensure transparency by clearly informing data subjects about how their data is utilized in our subsea service projects and administrative operations.
- 2. Purpose Limitation:** We collect personal data only for specified, explicit, and legitimate purposes. Whether it is employee data for HR/Crew management or client contact details for project coordination, data shall not be processed in a manner incompatible with these initial purposes.
- 3. Data Minimization & Accuracy:** We are committed to collecting only the data that is strictly necessary for our operations. We take reasonable steps to ensure that personal data held—particularly within our digital records—is accurate, complete, and kept up to date.
- 4. Storage Limitation & Retention:** We retain personal data only for as long as necessary to fulfill the purposes for which it was collected or to satisfy legal and audit requirements. We implement secure disposal methods for data that are no longer required.
- 5. Integrity and Confidentiality (Security):** We implement robust technical and organizational measures to protect personal data against unauthorized access, loss, or alteration. Given our focus on services operation, we apply strict cybersecurity controls to prevent data breaches within our infrastructure.

This policy is communicated to all employees and persons working under the control of ZEAQUEST to ensure they are aware of their individual privacy obligations. It is available to interested parties upon request and is reviewed annually or upon significant changes to the organization's context to ensure continued suitability.

A handwritten signature in black ink, appearing to read "Thitikul".

**Thitikul Nagadhana**  
Chief Executive Officer  
January 9, 2026