

The NDA requires our faculty and staff that they themselves implement “organizational, physical and technical security measures.” Under Section 25 of the Implementing Rules and Regulations of the Data Privacy Act of 2012 (“DPA IRR”), this is the responsibility of the organization, not its people. Our faculty and staff may raise concerns why we are shifting these obligations to them. What we can do is impose specific _____ to our people – and perhaps minimize imposing to our people responsibilities which should be the responsibility of the institution.

To address the above observations, for [Redacted]'s consideration, we drafted the attached **“Annex for Breach and Data Protection”**. This Annex may be executed as an attachment to the NDA without modifying the contents of the NDA. The legal bases of the provisions in the Annex are indicated as comment boxes in the attached file.

Please feel free to reach out for clarifications or further concerns.

Yours truly,

Elson B. Manahan

University of the Philippines Diliman

Privacy and Confidentiality

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