

## Announcement

No. 009 /2565

### RE: Human Rights Policy

The Company and its subsidiaries are committed to fostering a corporate culture where employees embrace their roles as responsible members of society. This commitment is a fundamental mission, driving the development of projects and initiatives that contribute to social and community well-being. To support this, we have established a sustainable business policy that integrates environmental, social, and governance (ESG) principles while aligning with national and international sustainable development goals (SDGs).

To reinforce our commitment to sustainability, we have established relevant policies that serve as a framework and guideline for the Company and its subsidiaries.

#### Policy and guidelines

The human rights policy of the Company and its subsidiaries encompasses the following principles.

1. The Company and its subsidiaries uphold fair and ethical employment. We strictly prohibit forced labor, bonded labor, slave labor, or human trafficking in any form. All employment must be based on free choice and conducted voluntarily.
2. The Company and its subsidiaries strongly oppose the use of child labor, recognizing its potential harm to children's rights, health, and safety. We strictly prohibit child labor in any form within our supply chain.
3. The Company and its subsidiaries are committed to managing working hours appropriately, ensuring compliance with human rights-related laws, regulations, and business ethics.
4. The Company and its subsidiaries will refrain from employing irregular, unregistered, or undocumented migrant labor. Furthermore, the Company will not retain essential employee documents, such as passports, identification cards, or other government-issued records.
5. The Company and its subsidiaries are committed to ensuring fair wages, benefits, and professional growth opportunities for all employees, without discrimination or preference based on gender, sexual orientation, age, race, ethnicity, language, religion, culture, beliefs, political views, disabilities, or economic status.
6. The Company and its subsidiaries are committed to treating all personnel with dignity and respect, ensuring a work environment free from any form of workplace violence or abuse. This includes a strict prohibition on sexual harassment, sexual abuse, corporal punishment, physical or mental coercion, physical assault, threats, bullying, mobbing, or verbal abuse.

7. The Company and its subsidiaries uphold the right of personnel to freely associate with any group or activity that operates ethically and does not negatively affect our image or economic performance. However, should personnel choose to associate with political groups, it is understood as a personal decision, as the Company and its subsidiaries do not endorse or engage in political activities at any level.

8. The Company and its subsidiaries are committed to providing job security and equal opportunities for professional growth. Personnel will have access to diverse roles and training programs to enhance their skills, including specialized expertise, language proficiency, vocational training, and internal job opportunities.

9. The Company and its subsidiaries will communicate, educate, and provide guidelines and support to our business partners in the value chain, including suppliers, contractors, and joint ventures, to ensure adherence to ethical business practices and respect for this policy.

This policy is effective from November 1, 2022.

Announced on November 1, 2022

(Mr. Vorasit Pokachaiyapat)

Chief Executive Officer