



The Company is currently developing a comprehensive human rights due diligence process, including gathering feedback from stakeholders on the Company’s human rights risks through surveys or consultations. This feedback will be used to identify and assess the Company’s human rights risks, and to establish measures and activities to mitigate them.

Human Rights Due Diligence Results

The Company carried out the Human Rights Due Diligence in self-assessment form (HRDD Self-Assessment) and is periodically reviewed as appropriate. The HRDD scope was defined comprehensively to cover all related business activities and stakeholders, e.g., employee, supplier, and community, etc. The issues relating to human rights, preventive measures, risk control, remedy guideline, remedy mechanism, and risk management results of the Company were summarized below.

Key Human Rights Risk Issues in 2025	Causes of Risk Issues	Stakeholders	Impact on the Company	Preventive and Risk Control Measures	Remedial Actions	Healing Mechanisms	Risk Management Outcomes
Labor Practices							
Recognition of Freedom of Association and Protection of the Right to Collective Bargaining	Internal organizational Management Process	 Employee	<ul style="list-style-type: none"> • Risk of labor lawsuits or penalties in the event of violations. • Hidden costs from labor disputes, lawsuits, or business interruptions. • Good labor relations and internal cooperation. 	<ul style="list-style-type: none"> • Notifying the human rights policy in which the practice guideline is specified. By this policy, the employees are entitled to form a group to peacefully negotiate for their benefits and employment conditions under procedures of the Labor Relations Act and other related labor laws. • Setting up the Welfare Committee in the Workplace as the representative to communicate between employees and the Company. The members of the Welfare Committee are elected by the Company’s employees. • Arranging meetings for mutual discussion and suggestions between the Welfare Committee in the Workplace, the Employee Club, and Company representatives on every 3-4 months. • Carrying out the corporate commitment assessment for employees in every 2 years to find out their opinions and concerns about joint working in the organization. The assessment result shall be further used to improve the human resource management system. 	<ul style="list-style-type: none"> • Inspecting the operating procedure to find out the causes. The Company’s representative(s) shall be appointed to jointly negotiate with the Welfare Committee in the Workplace as the employee representative(s) to reconcile and find out the resolution together based on laws and fairness of both parties. • Stipulating preventive measures to avoid any recurring event. 	<ul style="list-style-type: none"> • Compliance with legal requirements. • Compensation provided in both monetary and non-monetary forms. 	No incidents or complaints related to this issue were reported



Key Human Rights Risk Issues in 2025	Causes of Risk Issues	Stakeholders	Impact on the Company	Preventive and Risk Control Measures	Remedial Actions	Healing Mechanisms	Risk Management Outcomes
Elimination of Child Labor and the Worst Forms of Child Labor (GRI 408-1)	Internal Organizational Management Process	 Employee	<ul style="list-style-type: none"> Legal, financial, and reputational impacts. 	<ul style="list-style-type: none"> The Company complies with the Labor Protection Act B.E. 2541 (1998) by establishing a minimum employee age of 18 years in its recruitment and hiring policies - exceeding the legal requirement. 	<ul style="list-style-type: none"> Consider termination of employment in cases where document forgery is discovered for the purpose of gaining employment. 	<ul style="list-style-type: none"> Monitor negative impacts resulting from operations on the Company, such as health-related consequences. 	No incidents or complaints related to this issue were reported
	Business Value Chain	 Partner	<ul style="list-style-type: none"> Joint legal liability. Corporate image and trust from investors, customers, business partners, and financial institutions. Damage caused by unskilled labor, such as accidents. 	<ul style="list-style-type: none"> Communicate and collaborate with business partners by signing a business partner code of conduct, acknowledging and strictly adhering to labor laws and human rights principles, and consenting to company audits of their operations. Conduct sustainability on-site audits of suppliers, covering child labor practices for key suppliers or contractors operating within the Company's areas of responsibility. 	<ul style="list-style-type: none"> Immediate cessation of work duties. Review and improve partner assessment processes to prevent recurrence. 		
Elimination of Discrimination in Employment and Occupation	Internal Organizational Management Process	 Employee	<ul style="list-style-type: none"> Complaints and legal actions. Employee morale, organizational engagement, and employee performance. 	<ul style="list-style-type: none"> Notifying the Human Rights Policy specifying the practice guideline which encourages the fair employment, no discrimination whereas the honor and human dignity of all employees would be respected regardless of race, nationality, ethnic, religion, sex, sexual orientation, language, age, color, or any social status. Supporting and permitting every employee to raise opinions, and to mutually make decisions throughout the working process. Arranging the employee activities in which every employee would be involved thoroughly and equally. 	<ul style="list-style-type: none"> Review operational processes to identify root causes, establish corrective actions, and implement measures to prevent recurrence. Reassess employment decisions to reach a fair and appropriate conclusion. 	<ul style="list-style-type: none"> Review operational processes to identify root causes, establish corrective actions, and implement measures to prevent recurrence. Reassess employment decisions to reach a fair and appropriate conclusion. 	No incidents or complaints related to this issue were reported



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Business Value Chain



Partner

- Risk of legal liability or scrutiny.
- Confidence of investors, customers and financial institutions.

- Implementing the fair procurement policy by selecting suppliers from appropriate qualifications of each work based on equality, starting from disclosing the detailed procurement criteria to every supplier tendering the price equitably.

Human Rights

Protection of Personal Rights and Personal Data

Internal Organizational Management Process



Employee

- Risk of administrative, civil, or criminal penalties.
- Business Continuity.
- Image of the organization and investor, customer, and financial institution confidence.

- Notifying the Personal Data Protection Policy and privacy notice, and the information technology security policy, which prevent the leakage of personal data.
- Carrying out the personal data collection as required by law, or informing or asking for consent from data subjects for such personal data collection.

- Analyzing reasons or working steps, which may have risks from the violation of personal rights and personal data, in order to place certain preventive measures and recurring events.

- Compliance with applicable laws.
- Provide compensation in both monetary and non-monetary forms, as appropriate to the circumstances.

- Zero incidents of human rights violations
- Zero complaints or incidents related to information system security and customer data breaches

Business Value Chain



Partner

- Regulatory inspections and legal sanctions.
- Fines, loss of revenue or business opportunities.
- Customer, investor, and business partner confidence.

- Monitoring and inspecting the cyberattack.
- Being cautious in performing duties in every working procedure to prevent any risks possibly causing the human rights violation in the business operation.
- Revising the risk policy and assessment regularly.

- In case of violating personal rights and data on the information system, carrying out remedies to close the data leakage as quickly as possible.



Key Human Rights Risk Issues in 2025	Causes of Risk Issues	Stakeholders	Impact on the Company	Preventive and Risk Control Measures	Remedial Actions	Healing Mechanisms	Risk Management Outcomes
Protection of the Right to Benefit from Intellectual Property	Business Value Chain	 <p>Partner</p>	<ul style="list-style-type: none"> • Damage claims, suspension of product distribution, or termination of business contracts. • Regulatory inspections and legal sanctions 	<ul style="list-style-type: none"> • Notifying the policy on non-infringement of intellectual property/copyright by defining that the executives and employees must care for and protect the intellectual property of the Company, and pay respect to and do not infringe any intellectual property of other persons. • Providing a system to inspect the installation and use of copyrighted software in working. 	<ul style="list-style-type: none"> • Investigating incidents, and taking actions in accordance with the Company's work regulations or as required by law. • Planning for revising the quality procedure for use of computer to prevent recurring events. 	<ul style="list-style-type: none"> • Provide compensation in both monetary and non-monetary forms, as appropriate to the circumstances. 	Zero software copyright infringements
Protection of the Rights of Persons with Disabilities	Internal Organizational Management Process	 <p>Employee</p>	<ul style="list-style-type: none"> • Risk of fines or administrative penalties. • Corporate image. • Reduced employee efficiency. 	<ul style="list-style-type: none"> • Complying with laws stringently. • Promoting the employment of persons with disabilities under Section 33 and Section 35 of the Act on the Promotion and Development of the Quality of Life of Persons with Disabilities. • No discrimination in nomination, appointment, and career development. • Promoting the good attitude in cohabitation with fairness and no discrimination. • Providing social activities arranged by persons with disabilities for their self-esteem. 	<ul style="list-style-type: none"> • Analyze root causes to develop appropriate corrective actions and preventive measures 	<ul style="list-style-type: none"> • Comply with applicable laws. • Provide compensation in both monetary and non-monetary forms, as appropriate to the circumstances. 	No incidents or complaints related to this issue were reported

The Company assigns the Human Resources Department responsibility for annually monitoring and reviewing key human rights risks through a thorough human rights due diligence process. This process tracks, assesses, and establishes measures to reduce risk levels to acceptable risk appetite levels, with the results of human rights risk management reported to the Sustainability Development Working Group to inform future human rights initiatives. The Company also provides the necessary resources to support day-to-day operations, facilitating and improving the efficiency of human rights work.