

Human Rights Policy	Effective Date: 1 March 2026
	Revision: 0
Responsible Unit: Corporate Governance	Document No: CG & Risk/03

Human Rights Policy

Principle

HaadThip Public Company Limited and its affiliated companies recognize the value, dignity, and human rights of all individuals, which shall be equally respected without discrimination or unjust distinction of any kind. The Company is committed to conducting its business in accordance with fundamental human rights principles, covering all aspects of its operations throughout the entire value chain. The Company firmly believes that treating everyone with equality and respecting the human rights of all individuals forms a crucial foundation for driving the Company's continuous and sustainable growth.

The Company has formulated a Human Rights Policy, the principles of which are aligned with internationally recognized human rights standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), as well as the principles and declarations of the International Labour Organization (ILO). The policy is intended to prevent human rights violations in all business activities and to protect stakeholders throughout the Company's entire value chain.

Scope of the Policy

This Human Rights Policy applies to all of the Company's operations, including relevant stakeholders throughout the entire value chain. These include employees, business partners, suppliers, contractors, joint venture partners, as well as entities acquired through mergers and acquisitions. In addition, the Policy also covers customers, consumers, and communities affected by the Company's operations.

This Policy also places emphasis on the protection of the rights of vulnerable groups, including children, pregnant women, LGBTQI+ individuals, the elderly, persons with disabilities, migrant workers, third-party contracted employees, indigenous peoples, and local communities that may be affected by the Company's business operations and related activities.

The Human Rights Policy is upheld in the conduct of business and related activities throughout the entire value chain, with emphasis on the following matters:

- Prohibit any activities or actions that constitute discrimination or harassment in all forms, including sexual harassment and any other forms of harassment, covering all stakeholders associated with the Company.

- Prohibit any business activities related to all forms of human trafficking, including the use of forced labor and child labor, covering all stakeholders throughout the value chain.
- Respect the freedom of expression, the right to association, and the right to collective bargaining of all employees.
- Respect and promote fair and equitable compensation, including gender equality, as well as fair working conditions, wages, working hours, the right to disconnect after working hours, and the health and safety rights of all employees.
- Respect the rights to data security and privacy of all stakeholders.
- Respect the rights of all relevant stakeholders to appropriately access and practice their religion and culture.
- Respect the rights of stakeholders in the area to access and use water, energy, and natural resources.
- Respect the rights of vulnerable groups, including women, children, persons with disabilities, indigenous peoples, refugees, and migrant workers throughout the value chain.
- Commit to not using any security measures that violate or infringe upon human rights.

Responsibility for Compliance with the Human Rights Policy

The Corporate Governance and Risk Management Department is responsible for establishing the structure, management framework, and responsibilities related to the Company's human rights and labor practices. This includes conducting comprehensive human rights due diligence and reporting the status of key human rights issues to relevant stakeholders accordingly.

The Corporate Governance and Risk Management Department will work in collaboration with all relevant departments to ensure that the Company's operations comply with the Policy, as well as with international human rights standards. This will be carried out in accordance with the following regulations:

- Strictly adhere to and comply with international laws, local laws, as well as regulations and rules related to human rights.
- Conduct comprehensive Human Rights Due Diligence (HRDD) covering the Company's and its subsidiaries' business operations throughout the entire value chain. The due diligence will be carried out systematically according to a defined schedule to ensure continuous improvement in human rights management.
 - Comprehensive Human Rights Due Diligence (HRDD) involves analyzing and identifying human rights risks, improving existing control measures, and developing additional preventive measures to mitigate potential future risks.

- Regularly monitor and assess the effectiveness of human rights operations to ensure that existing preventive, control, and mitigation measures are functioning effectively.
- Implement the Company's whistleblowing and grievance mechanisms to enable relevant stakeholders and affected parties to safely and transparently report cases of misconduct, non-compliance, and human rights violations.
- In the event that a report is received through these mechanisms, the Company will conduct a thorough investigation. If it is found that the incident involves a violation or conduct inconsistent with human rights principles, an appropriate remediation plan will be developed and implemented to ensure that affected stakeholders receive effective and fair remedies.
- Ensure the reporting and disclosure of human rights performance in the Company's annual report to demonstrate transparency and accountability to the public.
- This Policy will be reviewed and updated at least once a year, or whenever necessary, to ensure alignment with current circumstances, international standards, and applicable laws.

This Policy is effective as of 01 March 2026

Major General



(Patchara Rattakul)

Chief Executive Officer

Human Rights Guidelines

To promote human rights and labor practices throughout the supply chain, as well as to ensure that the rights of all relevant stakeholders are appropriately respected, in accordance with the following "Human Rights Practices":

Labor Rights and Practices

- Communicate and provide comprehensive training on the Human Rights Policy to employees at all levels.
- Strictly prohibit any practices related to human trafficking, forced labor, and forms of exploitation that violate human rights.
- Prohibit the use of illegal child labor, including employment that may negatively affect a child's development.
- Prohibit all forms of discrimination in any case that results in inequality or disadvantage arising from bias or factors unrelated to work, such as race, religion, gender, age, disability, political opinion, or other non-work-related factors.
- Recruitment within the Company must be fair and unbiased and must not impose restrictions or discrimination based on characteristics unrelated to the specific requirements of the job position.
- Compensation must be fair and gender-equitable, determined based on performance, experience, job value, and responsibilities, without discrimination on the basis of gender.
- Support diversity and embrace the differences of all employees to promote coexistence based on equality.
- Prohibit all forms of harassment, including intimidation, threats, or behaviors that create an inappropriate, unsafe, or disruptive work environment.
- Strictly prohibit sexual harassment and immoral conduct, including groping, lewd behavior, and acts of a sexual nature—whether physical, verbal, or through other media—that may cause embarrassment, fear, or discomfort to others.
- Do not restrict employees' freedom of expression; however, any expression made on behalf of the Company must receive prior consent and approval.
- Respect the rights to freedom of association and collective bargaining.
- Respect employees' religious and cultural rights, provide access to social security, and other benefits, and ensure breaks and working hours comply with labor regulations.
- Uphold employees' rights in accordance with labor laws and applicable laws in each country where the Company operates. In cases of conflict between legal frameworks and internationally recognized human rights practices, the Company shall respect and uphold the highest possible level of internationally recognized human rights to ensure that such rights are consistently protected.

Rights and Practices for Partners, Contractors, and Business Allies

- Communicate the Human Rights Policy to suppliers, contractors, and business partners to ensure understanding and awareness of the Company's human rights principles.
- Suppliers, contractors, and business partners are required to adhere to the Group's human rights commitments and principles, as well as contractual obligations and the Supplier Code of Conduct.
- Suppliers, contractors, and business partners are strictly prohibited from engaging in any form of illegal labor, as stipulated in contractual requirements and the Supplier Code of Conduct. All suppliers must fully comply with the contractual obligations.
- Enhance working conditions and good labor practices by providing appropriate safety equipment, tools, and facilities to suppliers and contractors, in line with and equivalent to those provided to the Company's employees.
- Promote and support ethical business conduct, and raise awareness of human rights among suppliers, contractors, and business partners, ensuring they continuously operate in accordance with appropriate ethical standards.
- Ensure that security personnel provided by suppliers are not involved in any form of human rights violations and strictly adhere to the Company's security and human rights standards.

Community Rights and Practices

- Strictly comply with environmental and social laws and regulations in all areas where the Company operates.
- Monitor and assess the impacts of activities throughout the value chain to ensure that the Company's operations do not adversely affect communities or violate human rights. In the event of negative impacts, the Company shall implement appropriate corrective and remedial actions for all affected parties.
- Commit to conducting business fairly, transparently, and socially responsibly, in order to build sustainable and strong relationships between the Company and the community.

Rights and Practices for Customers and Consumers

- Monitor and oversee activities throughout the value chain to ensure that the Company's operations do not negatively impact customers and consumers or violate human rights. In the event of negative impacts, appropriate corrective and remedial actions shall be taken for all affected parties.
- Enhance the safety, hygiene, and well-being of customers and consumers, with a primary focus on safety and health standards.
- Respect and strictly protect the privacy and personal data rights of customers and consumers.

- Uphold the commitments and human rights principles embedded in the corporate culture and reflected in the Company's relevant policies.