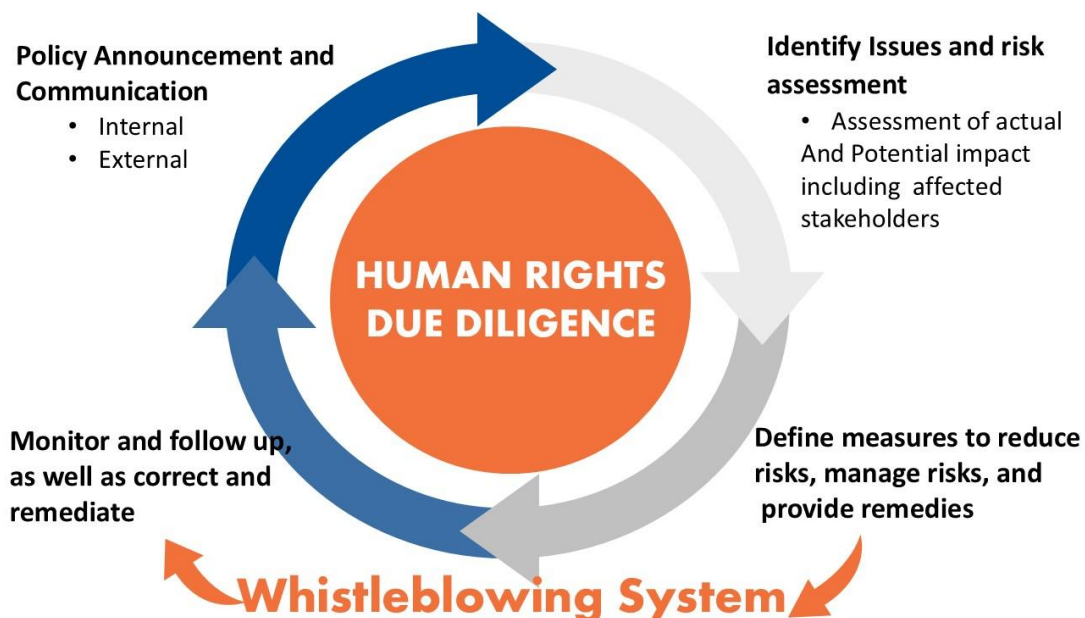


Human Right Due Diligence 2025
Thai Plaspac Public Company Limited

Thai Plaspac Public Company Limited (“the Company”) is committed to social responsibility toward all stakeholders in accordance with good corporate governance and business ethics. The Company recognizes the importance of respecting human rights and considers the potential human rights impacts on all groups of stakeholders, including directors, executives, employees, and related parties, as well as business partners, customers, communities, society, and the environment.

The Company complies with its Human Rights and Labor Practices Policy and aligns its operations with international 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), and the International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO). The Company has implemented a Human Rights Due Diligence (HRDD) process systematically assess and managing human rights risks. HRDD assessments are conducted at the organizational level every three years, with the objective of reviewing human rights impacts across the Company and its value chain. This process covers stakeholders including employees, business partners, suppliers, contractors, customers, and communities.

The assessment is conducted based on the following principles:



1. Policy Announcement and Communication

To effectively manage human rights issues, policy declaration and communication are key mechanisms to ensure that all stakeholders are aware of, understand, and comply with the Company's principles. The Company's HRDD communication is divided into two types: **internal communication** and **external communication**, aiming to raise awareness, encourage participation, and demonstrate the Company's commitment to respecting human rights in line with international standards.

Internal communication: The Company communicates its human rights policy and whistleblowing channels for reporting human rights violations to directors, executives, employees, and related parties through various channels such as training programs, internal announcements, and electronic communication systems. These efforts help ensure that personnel understand and comply with the human rights policy. The Company also communicates corrective actions, mitigation, and remediation measures related to human rights impacts, and conducts internal employee surveys.

External communication: The Company publicly communicates and discloses its human rights policy and related measures for addressing human rights violations to the public, affiliated companies, and stakeholders through its corporate website, ensuring awareness and compliance.

2. Scoping and Identifying Human Rights Risks

The first step of the assessment is scope definition, which helps senior management understand the affected stakeholder groups and emerging risk trends. The information obtained serves as a foundation for systematic data collection and impact assessment.

The scope should consider risks arising not only from the Company's own operations but also from the activities of suppliers, contractors, or business partners that may contribute to human rights violations (complicity) throughout the value chain, ensuring that the assessment is comprehensive and thorough.

Scope

Human Rights Issues	Employees	Suppliers & Contractors	Local Communities	Customers / Consumers	Vulnerable Groups
Occupational Health & Safety	✓	✓	✓	✓	✓
Fair Compensation	✓	✓			
Child Labor	✓	✓			
Forced Labor	✓	✓			
Non-Discrimination	✓	✓		✓	✓
Personal Data Protection	✓	✓		✓	

3. Assessing impacts

The level of significance of human rights issues is determined by considering the severity and the likelihood of occurrence of human rights issues, based on the following criteria:

Severity Levels

Level	Severity	Nature of Impact	Scale	Irremediable Character
5	Critical	Severe impacts on health and safety resulting in death or permanent disability	Affecting all individuals within the stakeholder group	Irremediable or requires more than 5 years for recovery
4	High	High impacts on health and safety resulting in serious injuries requiring recovery (lost work time > 3 days)	Affecting most individuals within the stakeholder group	Recovery requires more than 5 years
3	Medium	Moderate impacts on health and safety resulting in injury or illness requiring recovery (lost work time of 1–3 days)	Affecting a specific group of stakeholders	Recovery period of 3–5 years
2	Low	Low impact on health and safety, resulting in minor injury or illness (not lost work time)	Affecting some individuals within the stakeholder group	Recovery period of 1–3 years
1	Minimal	Impact has little to no effect on health and safety and can be remedied with basic first aids	No impact on stakeholders	Recovery period of less than 1 year or no recovery required.

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Likelihood Levels

Level	Likelihood	Description	Frequency of Occurrence
5	Very Likely	Human rights issues have occurred consistently from the past to the present.	Occurs every year.
4	Likely	Human rights issues have occurred in the past and continue to occur frequently at present.	Approximately once every 1–3 years.
3	Possible	Human rights issues have occurred in the past and still occur occasionally in certain departments.	Approximately once every 3–5 years.
2	Unlikely	Human rights issues have occurred in the past but now occur only on rare occasions in certain departments.	Approximately once every 5–10 years.
1	Very low	This issue has rarely occurred in the Company’s operations but may occur in other companies within the same industry.	More than 10 years or never occurred.

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3.1 Human Rights Risk Assessment Matrix

The Company conducts a human rights risk assessment using two criteria: Likelihood Levels and Severity Levels of potential impacts. These criteria are applied to prioritize human rights risk issues according to their level of significance. The Degree of Risk in the Risk Assessment Matrix reflects the severity of each risk factor. It is calculated by multiplying the scores of the two factors to obtain the risk score. The risk score is then categorized into three levels

		1	2	3	4	5
		Very Low	Low	Moderate	High	Very High
Severity Levels	5 Very High	High	Very High	Very High	Very High	Very High
	4 High	High	High	Very High	Very High	Very High
	3 Moderate	Low	High	High	Very High	Very High
	2 Low	Low	Low	High	High	Very High
	1 Very Low	Low	Low	Low	High	High
		Likelihood Levels				

as follows:

Risk Level	Score Range	Description
Very High	10-25	Immediate action is required to manage the risk and reduce it to an acceptable level.
High	5-9	Risk management measures must be implemented to bring the risk down to an acceptable level.
Low	1-4	The risk is acceptable; however, control measures must be maintained to prevent it from escalating to an unacceptable level.

The Company will implement additional measures, including impact mitigation measures and remediation measures, or strictly reinforce compliance with existing measures to ensure continuous and effective implementation. These actions aim to reduce the severity of impacts and/or the likelihood of human rights violations as much as possible.

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4. Human Rights Remediation and Recovery

The Company has established measures to remedy and restore impacts related to human rights resulting from its operations. If the Company causes or contributes to human rights impacts, it will take responsibility for remediation in accordance with the principles of the United Nations Guiding Principles on Business and Human Rights (UNGPs) as follows:

1. Systematic Monitoring Process

The Company implements a monitoring process that is systematic, independent, fair, and compliant with applicable laws. This includes regularly collecting feedback, concerns, and impact information from stakeholders. The Company also reviews its processes and conducts annual risk assessments. In addition, effective grievance mechanisms are available for employees, internal personnel, external stakeholders, and external agencies, allowing complainants to freely choose their preferred reporting channels.

2. Remediation and Corrective Measures

The Company provides lawful and appropriate remedies to affected parties and may impose disciplinary actions on offenders as appropriate. Compensation may be provided in monetary or non-monetary forms, depending on the nature and extent of the damage. All cases are handled confidentially, except where disclosure is required by law. The Company also implements whistleblower protection measures, reports progress and outcomes of remediation and recovery actions, and continuously reviews corrective processes and preventive measures.

The Company also provides physical assistance and compensation, whether in monetary or other forms, as appropriate in each case, both in the short term and long term, to mitigate impacts on individuals affected by human rights issues arising from the Company's operations. The Company also seeks preventive measures to avoid recurrence, ensuring that its human rights management is carried out effectively and appropriately.

Human Rights Risk Assessment Results and Risk Mitigation Measures for Employees

Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
1.Safe and Appropriate Working Conditions	<ul style="list-style-type: none"> - Lack of occupational safety and environmental protection measures - Workplace accidents - Impacts from working environment conditions (e.g., chemicals, lighting, noise, etc.) - Lack of training in the safe use of machinery and equipment - Failure to use or provide appropriate safety equipment (PPE) 	5	4	5	5	3	15 Very High	<ul style="list-style-type: none"> - Establish Occupational Health, Safety, and Environmental (OHSE) Policy - Safety Training - Annual Employee Health Check-up / Risk Factor Assessment

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Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
	-No control over working hours -No proper scheduling of rest breaks between shifts							
2. Labor or employee compensation not in compliance with legal requirements	- Unfair employment practices that do not comply with the law	2	2	1	2	1	2 Low	- Human Rights Policy - Employment Practice Regulations - Subcontractor performance audits conducted every 3 months - Work schedule management for company employees

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Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
2.Compensation of workers or employees not in compliance with legal requirements	- Unfair employment practices or employment not in compliance with labor laws	2	2	1	2	1	2 Low	<ul style="list-style-type: none"> - Establish a Human Rights Policy - Implement Employment Practice Regulations in accordance with labor laws - Conduct subcontractor compliance audits every 3 months - Arrange appropriate employee work schedules in compliance with labor laws
3.Employment of child labor below the legal age	<ul style="list-style-type: none"> - Hiring child labor in violation of legal requirements - Violation of labor laws - Human trafficking 	1	2	1	1	1	1 Low	<ul style="list-style-type: none"> - Human Rights Policy - Child Labour Policy (prohibiting the employment of child labor) - Recruitment screening process conducted by the HR department

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Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
4. Forced Labor	<ul style="list-style-type: none"> - Forcing employees to work overtime - Violation of labor laws 	2	2	2	2	1	2 Low	<ul style="list-style-type: none"> - Human Rights Policy - Establishment of a Welfare Committee meeting with employee representatives participating in the meetings
5. Sexual Harassment and Workplace Harassment	<ul style="list-style-type: none"> - Sexual harassment - Workplace harassment - Bullying - Violence 	3	2	1	2	2	4 High	<ul style="list-style-type: none"> - Human Rights Policy - Establishment of a Welfare Committee meeting with employee representatives participating in the meetings - Whistleblowing and complaint policy, including the provision of a complaint box for employees

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Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
6.Discrimination Against Employees	- Lack of fairness - Discrimination in employment, compensation, or promotion	3	2	1	2	2	4 High	- Human Rights Policy - Employment Practice Regulations - Subcontractor performance audits conducted every 3 months - Whistleblowing and complaint policy, including the provision of complaint boxes
7.Protection of Employees' Personal Data	- Data leakage or unauthorized access - Damage to the reputation or safety of the data owner - Cyberattacks / IT system threats	1	2	1	1	1	1 Low	- Use personal data only when necessary - Obtain consent before processing data - Control employee data access - Encrypt and protect data security - Respond to data breaches and promptly notify data owners

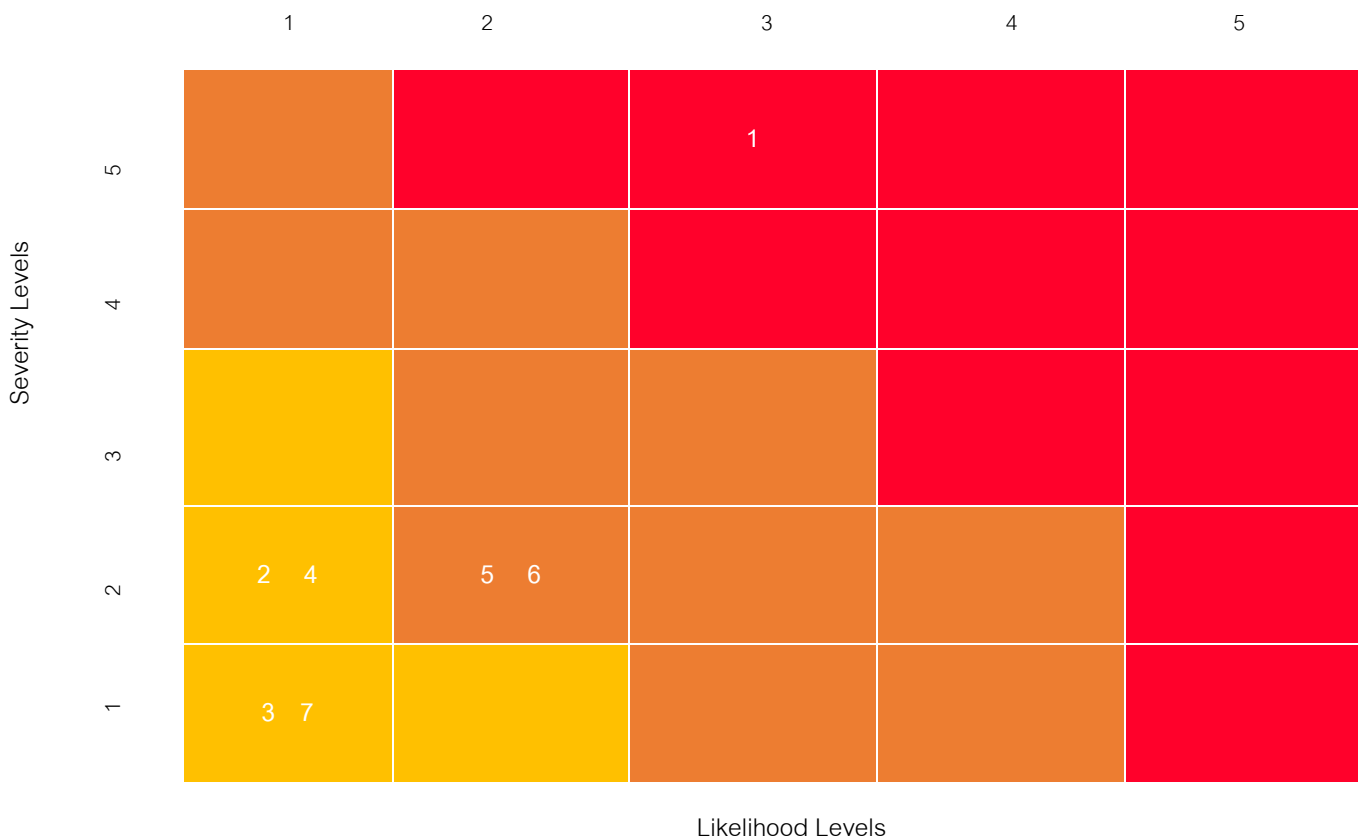
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Human Rights Risk Prioritization for Employees



Based on the results of the Human Rights Risk Assessment and Mitigation Measures for Employees, the Company identified three issues with high to very high-risk levels, namely:

1. Safe and appropriate working conditions
2. Sexual harassment and harassment in the workplace
3. Discrimination against workers or employees

The Company recognizes the importance of these issues and has established impact mitigation measures as well as remedial measures to prevent, reduce risks, and address potential or existing problems in a concrete manner. The Company aims to ensure that all employees are protected in accordance with international human rights principles, work in a safe working environment, and are treated equally and fairly.

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Risk Issue	Mitigation Measures	Remedial Measures
<p>1. Safe and Appropriate Working Conditions</p>	<ul style="list-style-type: none"> - Implement occupational health and safety measures in the workplace. - Regularly inspect and improve workplace safety measures to prevent accidents and avoid recurrence. - Provide safety training for new employees and employees who are transferred to new positions. - Provide appropriate Personal Protective Equipment for employees. - Communicate and raise awareness on safety to build a safety culture through Safety Talks, notice boards, and social media channels. - Conduct regular occupational health and workplace safety inspections through online forms and documentation by safety officers and supervisors. - Organize Safety Patrol activities at least once per month. - Hold monthly Safety Committee meetings to monitor and improve safety performance. - Establish a near-miss and accident reporting system, including incident investigation to identify root causes and prevent recurrence. - Conduct regular workplace safety risk assessments to identify hazards and implement preventive measures. - Provide channels for employees to report on unsafe working conditions or safety concerns. 	<ul style="list-style-type: none"> - Provide immediate medical treatment in the event of a workplace accident, including financial assistance for medical expenses and compensation. - Allow employees to take leave for medical treatment with appropriate wage compensation. - Provide medical care and health support for injured employees. - Provide rehabilitation and training programs to help injured employees return to work or adapt to suitable job positions according to their physical condition. - Offer counseling and psychological support for affected employees and their families.

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Risk Issue	Mitigation Measures	Remedial Measures
5. Sexual Harassment and Workplace Harassment	<ul style="list-style-type: none"> - Corporate Governance Policy and Code of Business Conduct - Confidential whistleblowing channel and protection for complainants and witnesses - Disciplinary actions against offenders in accordance with company regulations - Training and awareness programs on workplace respect and anti-harassment - Clear reporting channels for employees to report incidents safely 	<ul style="list-style-type: none"> - Provide appropriate psychological and health support to affected people - Provide legal advice or guidance where appropriate - Conduct fair and transparent investigations - Take corrective actions and preventive measures to avoid recurrence
6. Discrimination against Employees	<ul style="list-style-type: none"> - Fair and non-discriminatory employment practices - Disability employment policy - Non-discrimination policy covering recruitment, compensation, promotion, and employment conditions - Establish channels for employees to report discrimination or unfair treatment - Careful and impartial investigation of reported incidents - Regular communication and meetings to promote equality and diversity in the workplace 	<ul style="list-style-type: none"> - Provide immediate assistance and protection to affected employees by stopping unfair practices and ensuring their safety. - Conduct a fair investigation and take disciplinary action against offenders in accordance with company regulations - Provide appropriate support to affected employees, including counseling or workplace adjustments if necessary - Implement corrective and preventive measures to prevent similar incidents from recurring

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Human Rights Risk Assessment Results and Risk Mitigation Measures for Suppliers / Contractors

Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
1.Occupational Health and Safety When Entering Company Premises	<ul style="list-style-type: none"> - Suppliers / contractors may be injured while working in the factory area, such as slipping, falling from heights, or being caught in machinery. - Suppliers / contractors may not receive safety training before starting work, which could lead to accidents. - The use of non-standard tools or equipment may cause accidents or injuries. 	5	2	5	4	1	4 High	<ul style="list-style-type: none"> - Establish an Occupational Health, Safety, and Environmental Policy. - Communicate safety requirements to contractors before work begins. - Require a Work Permit system before entering and performing work in the area. - Conduct regular on-site inspections by Safety Officers and Security Personnel.

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Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
	<ul style="list-style-type: none"> - Suppliers / contractors do not comply with safety regulations, such as not wearing PPE, which may lead to serious accidents. - Fire incidents or emergencies that suppliers / contractors may not be able to respond to in time due to a lack of information about workplace hazards. 							

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Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
2. Fair Compensation in Accordance with Contract	<ul style="list-style-type: none"> - Delayed wage payments or payments not in accordance with the contract - Unreasonable deduction of compensation, such as excessive wage deductions - Overtime work without proper compensation - Disputes between the company and suppliers / contractors due to different interpretations of contractual terms 	1	2	1	1	1	1 Low	<ul style="list-style-type: none"> - Communicate the Supplier Code of Conduct and require suppliers / contractors to acknowledge and sign their acceptance - Conduct Supplier assessments and on-site audits - Ensure strict compliance with commercial contracts and agreed payment terms - Include human rights and labor rights requirements in supplier contracts - Implement Human Rights Due Diligence (HRDD) in the supplier screening and evaluation process

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Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
3.Prohibition of Illegal Labor	<ul style="list-style-type: none"> - Suppliers / contractors employ migrant workers without legal documentation. - Child labor or forced labor exists within suppliers' / contractors' supply chains. - Confiscation of workers' ID cards or important documents by suppliers / contractors. 	1	2	1	1	1	1 Low	<ul style="list-style-type: none"> - Responsible Procurement Policy covering human rights, labor practices, and ethics. - Policy prohibiting illegal labor, child labor, and forced labor. - Good Corporate Governance and Code of Conduct.

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Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
4.Non-Discrimination, Transparency in Procurement, and No Harassment of Suppliers / Contractors	<ul style="list-style-type: none"> - Repeatedly selecting the same suppliers. - Evaluation based on personal feelings rather than objective criteria. - No price comparison during procurement. - Conflict of interest between procurement staff and contractors. 	1	2	1	1	1	1	<ul style="list-style-type: none"> - Policy to treat suppliers and contractors fairly and without discrimination. - Good Corporate Governance and Code of Conduct. - Anti-Corruption Policy.
5.Protection of Personal Data of Suppliers and Contractors	<ul style="list-style-type: none"> - Improper storage of suppliers / contractors' data not in compliance with PDPA, leading to unintended disclosure. 	1	2	1	1	1	1	<ul style="list-style-type: none"> - PDPA policy for suppliers and contractors - Obtain consent before processing personal data. - Control data access rights

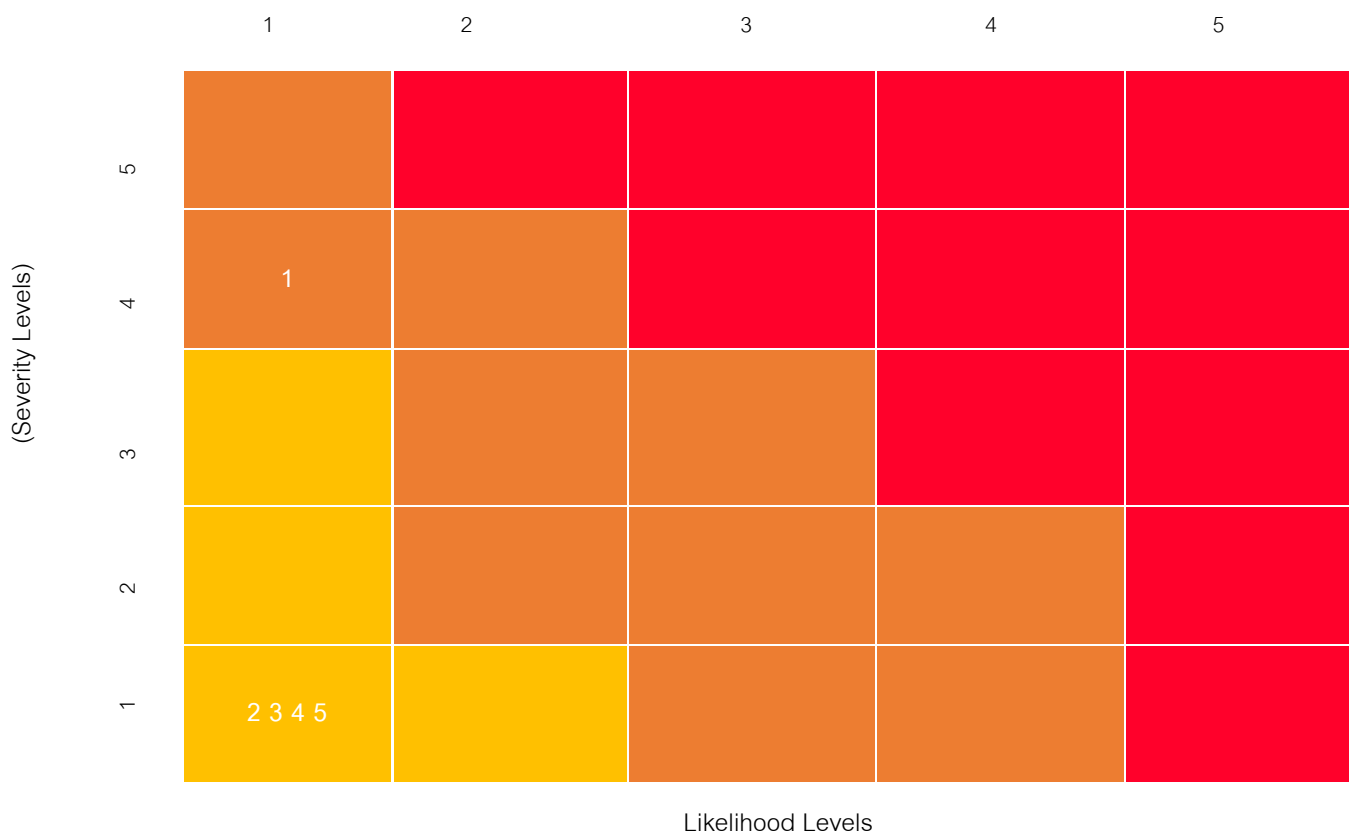
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Prioritization of Human Rights Risks for Suppliers and Contractors



Based on the human rights risk assessment for Suppliers and Contractors, the Company identified one high-risk issue: occupational health and safety conditions when working within the Company’s premises.

The Company placed strong importance on this issue as it may directly affect the safety and rights of suppliers and contractors. Therefore, the Company has implemented mitigation and remediation measures to prevent, reduce, and manage potential impacts effectively.

The Company also ensures clear communication of safety requirements, safety training before work begins, regular workplace inspections, and supervision of contractors’ activities to ensure compliance with occupational health, safety, and human rights standards.

In addition, the Company continuously monitors and reviews these measures to prevent recurrence and improve human rights protection throughout its supply chain. The Company remains committed to ensuring that all suppliers and contractors are treated fairly and work in a safe, transparent, and responsible environment.

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Risk Issue	Mitigation Measures	Remedial Measures
1.Occupational Health and Safety Conditions When Entering Company Premises	<ul style="list-style-type: none"> – Provide safety induction training for all contractors before entering the worksite – Enforce PPE requirements and inspect equipment before work begins – Establish safety guidelines and requirements for contractors – Conduct regular safety inspections and contractor safety evaluations – Ensure work is supervised by personnel trained in occupational health and safety 	<ul style="list-style-type: none"> – Provide medical treatment and compensation in accordance with applicable laws in case of accidents – Review work procedures and strengthen preventive measures to prevent recurrence – Coordinate with contractors to immediately improve safety management systems

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Human Rights Risk Assessment Results and Risk Mitigation Measures for Local Communities

Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
1. Health and Safety Impacts from the Company's Operations	<ul style="list-style-type: none"> - Use of chemicals or hazardous substances in the production process - Emissions, waste, or pollution from machinery or factory operations - Emergency and accident management within the factory area 	2	3	1	2	1	2 Low	<ul style="list-style-type: none"> - Multiple channels are available (Hotline, Email, Complaint Box) - Confidentiality of complainants and witnesses is protected (Whistleblower)
2. Quality of Life and Living Standards of Local Communities	<ul style="list-style-type: none"> - Use of local resources such as water and energy - Factory expansion or activities that increase the number of workers in the area - Creating income for community 	2	3	1	2	1	2 Low	<ul style="list-style-type: none"> - Assess legal requirements before land acquisition and inform the community. - Provide grievance channels for community concerns

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Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
3. Lawful Land Acquisition and No Forced Relocation	<ul style="list-style-type: none"> - Land purchase or lease for factory construction - Development of new projects requiring additional land - Management of disputes related to land ownership - Cooperation with government or private entities for land use 	1	2	1	1	1	1 Low	<ul style="list-style-type: none"> - Strictly comply with factory operating license conditions - Comply with environmental requirements and conduct regular environmental quality monitoring annually
4. Respect for Cultural Heritage and Local Resources	<ul style="list-style-type: none"> - Use of local resources such as forests and water sources - Activities that may affect the community's way of life 	1	2	1	1	1	1 Low	<ul style="list-style-type: none"> - Consult and involve local communities - Assess cultural and local resource impacts before projects

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Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
5.Environmental Impacts on Communities (e.g., wastewater, air quality, noise, waste, traffic)	<ul style="list-style-type: none"> - Water flow and drainage issues - Health impacts - Noise from operations - Solid waste management - Parking and traffic - Odor and exhaust emissions 	3	3	2	3	2	6 High	<ul style="list-style-type: none"> - Environmental policy - Annual environmental monitoring in compliance with standards - Transition to cleaner energy or lower-emission fuels

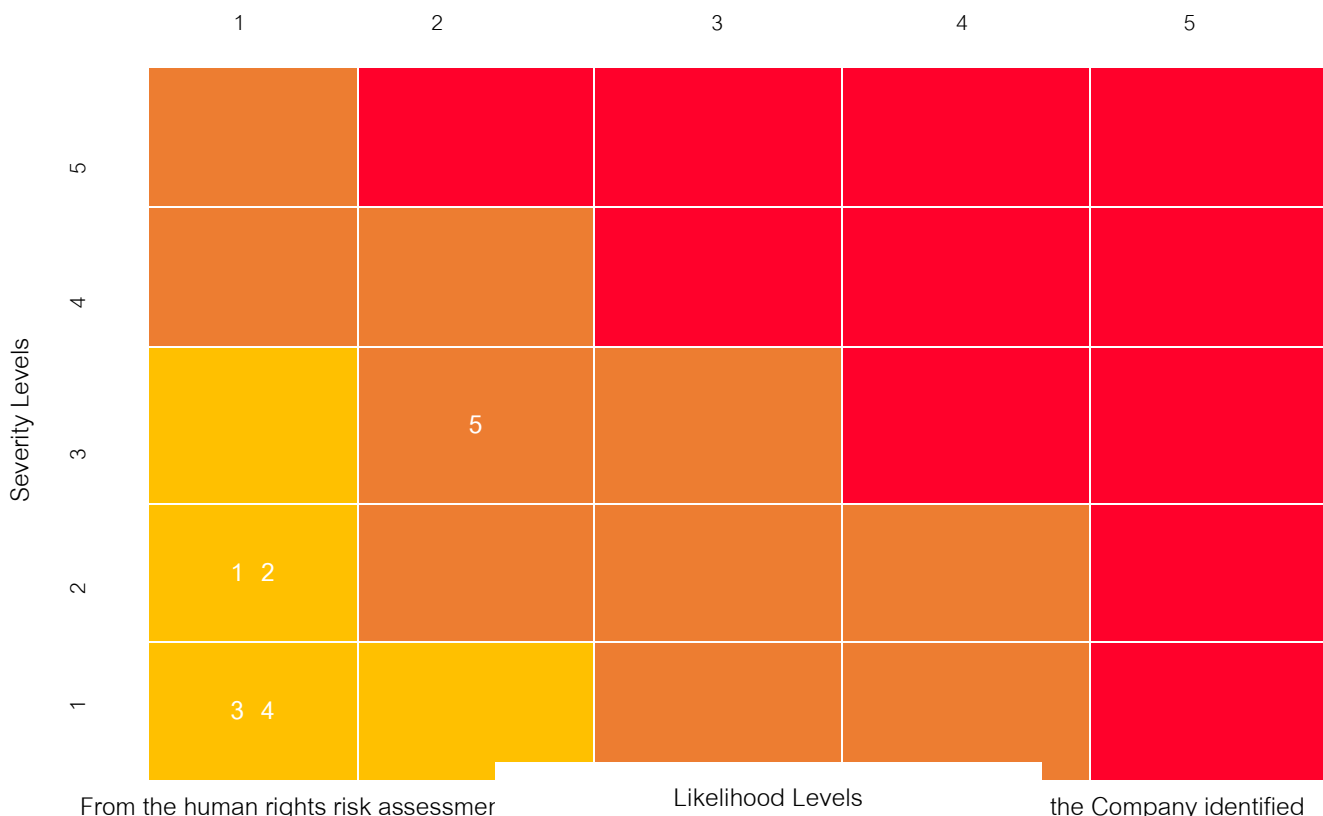
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Prioritization of Human Rights Risks for Local Communities



From the human rights risk assessment, the Company identified one high-risk issue: environmental impacts from its operations on surrounding communities, such as wastewater, air quality, noise, solid waste, and traffic.

Therefore, the Company has established clear mitigation and remediation measures to prevent and reduce potential impacts on nearby communities, while strengthening trust, transparency, and responsible business practices toward society and the environment.

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Risk Issue	Mitigation Measures	Remedial Measures
<p>5.Environmental conditions from the company's operations affecting the community, such as wastewater, air quality, noise, solid waste, and traffic.</p>	<ul style="list-style-type: none"> - Control truck entry and exit schedules to reduce traffic impacts on the community - Monitor wastewater quality before discharge to ensure compliance with legal standards - Organize community consultation or feedback sessions at least once a year - Establish measures to prevent leakage of waste or pollutants into the environment - Control machine operating hours in accordance with local regulations to reduce noise disturbance 	<ul style="list-style-type: none"> - Inspect leakage points or pollution sources and immediately repair or stop the system causing the problem - Provide health check-ups for community residents if health impacts are identified, such as respiratory issues - Install or improve additional noise control equipment if noise levels exceed standard limits - Support community safety measures such as warning signs, pedestrian crossings, or traffic management staff

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Results of Human Rights Risk Assessment and Risk Mitigation Measures for Customers and Consumers

Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
1. Health and Safety from the Use of Products and Services	<ul style="list-style-type: none"> - Customers may be harmed by defective or substandard products. - Lack of effective product quality and safety control systems. - Risk of product recall if defects are identified. 	4	3	1	3	2	6 High	<ul style="list-style-type: none"> - Product Safety Policy - Quality control and inspection system (QA/QC) before product distribution - Certification of ISO 9001 Quality Management System - Product testing to ensure compliance with relevant safety standards - Customer complaint channels and continuous product quality monitoring

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Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
2.Non-Discrimination in Customer Service	<ul style="list-style-type: none"> – Discrimination against customers based on gender, age, race, religion, or social status – Unequal service provision, such as refusing service to certain groups of customers 	1	2	1	1	1	1 Low	<ul style="list-style-type: none"> – Non-Discrimination Policy in customer service – Customer grievance channels for reporting discrimination – Regular service quality audits – Employee training on fair and respectful customer service practices
3.Protection of Customers' Personal Data	<ul style="list-style-type: none"> – Use of systems or software without adequate security measures – Unauthorized or inappropriate access to customer data 	2	2	1	2	1	2 Low	<ul style="list-style-type: none"> – Restrict data access to authorized personnel only (Access Control) – Data backup systems and incident response plans for data breaches – Compliance with personal data protection policies

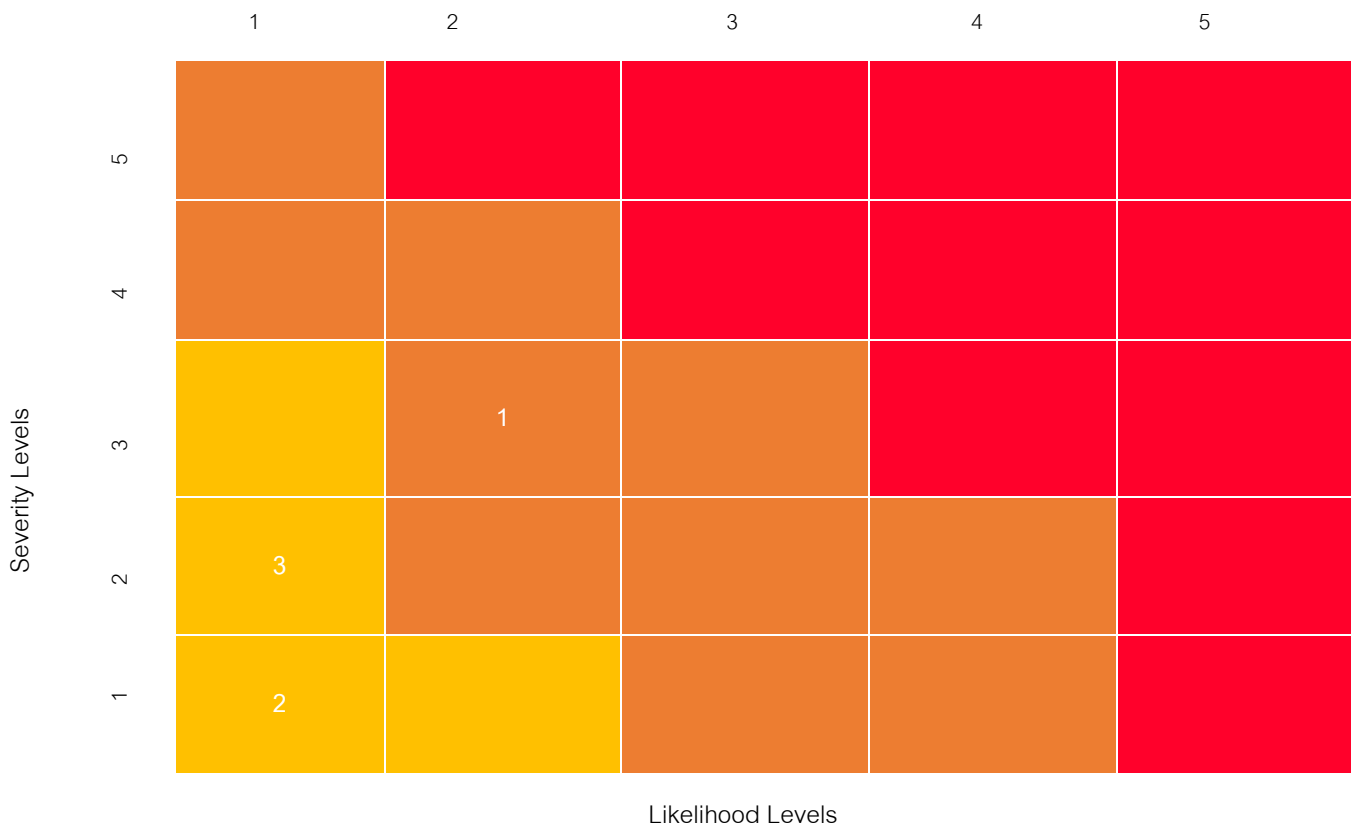
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Prioritization of Human Rights Risks for Customers / Consumers



Based on the human rights risk assessment related to customers and consumers, the Company identified one high-risk issue, namely health and safety related to the use of products and services. This risk may impact customers if products fail to meet required standards or if quality control processes are inadequate.

The Company places strong importance on this issue and has established risk mitigation and remediation measures, including product quality control, compliance with relevant standards, and customer grievance channels to ensure that issues can be addressed promptly and effectively.

The Company remains committed to conducting business with respect for consumer rights, safety, and social responsibility, while building long-term trust with customers and consumers.

Risk Issue	Mitigation Measures	Remedial Measures
<p>1. Health and Safety from the Use of Products and Services</p>	<ul style="list-style-type: none"> - Design and control product quality in compliance with international safety standards - Implement regular Quality Control (QC) inspections and product testing procedures - Ensure traceability of raw materials and manufacturers - Maintain product documentation such as certification and compliance records - Provide employee training in product safety and relevant legal requirements - Establish systems to monitor customer complaints and product-related incidents - Monitor emerging risks and regularly review safety measures - Communicate product safety information clearly and accessible to users 	<ul style="list-style-type: none"> - Establish customer grievance mechanisms and respond promptly to complaints - Conduct root cause analysis and implement corrective - Product Recall - Provide appropriate compensation or remedies for affected customers - Issue public notifications if serious health impacts are identified - Improve production standards, materials, or product design where necessary - Monitor long-term impacts on affected customers (if applicable)

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Results of Human Rights Risk Assessment and Risk Mitigation Measures for Vulnerable Groups (Persons with Disabilities / Pregnant Women / Elderly and Individuals with Health Conditions)

Risk Issues	Related Activities	Risk Assessment Results						Human Rights Measures or Policies
		Severity Level				Likelihood Level	Risk Level	
		Impact	Scale	Irremediable Character	Average Severity Score			
1. Discrimination Against Workers	<ul style="list-style-type: none"> - Unfair performance evaluation - Forced labor practices - Non-compliance with labor laws 	2	2	1	2	1	2 Low	<ul style="list-style-type: none"> - Ensure equal opportunities and fair treatment without discrimination - Implement a policy supporting employment of people with disabilities - Establish and enforce a Non-Discrimination Policy
2. Occupational Health and Safety Risks in Working Conditions	<ul style="list-style-type: none"> - Job tasks that are not suitable for the physical conditions of vulnerable workers 	3	2	1	2	2	4 High	<ul style="list-style-type: none"> - OHS Policy - Conduct regular workplace safety risk assessments - Adjust job tasks or workstations to suit the physical conditions of vulnerable employees.

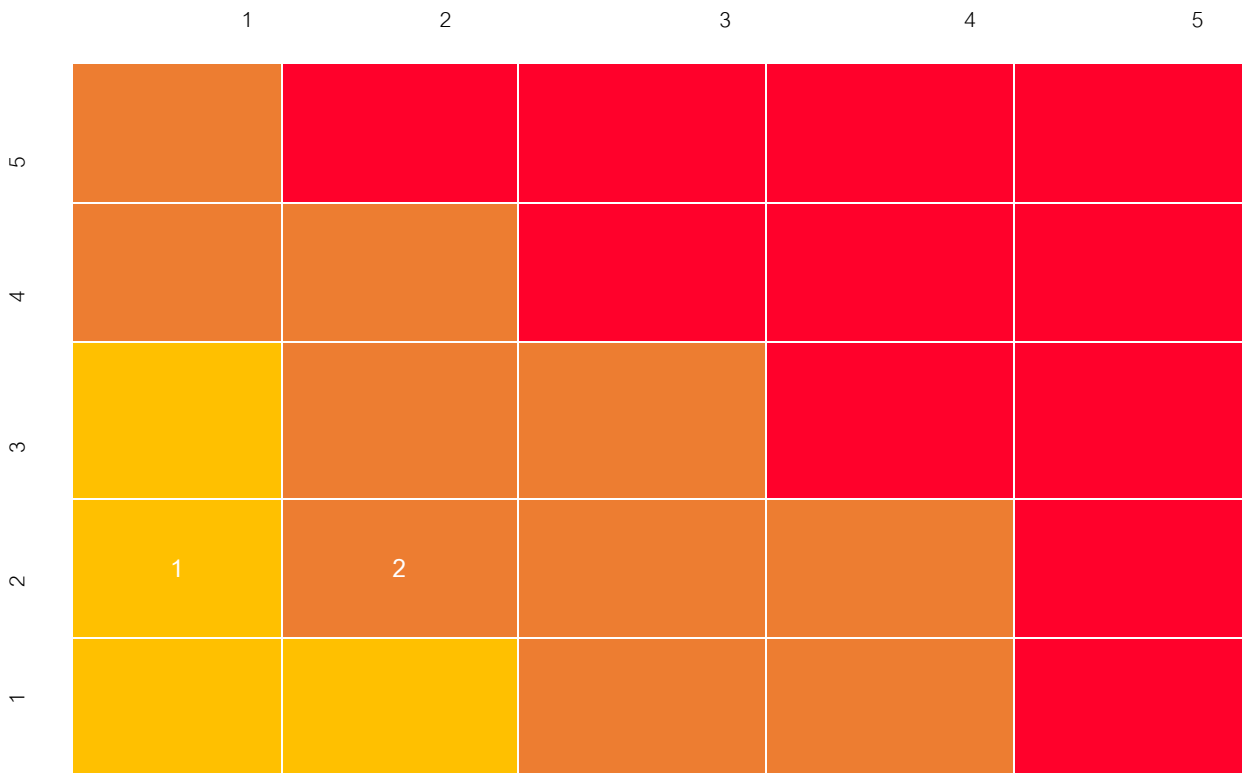
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Prioritization of Human Rights Risks for Vulnerable Groups



Severity Levels

Likelihood Levels

From the human rights risk assessment and the prioritization of risks based on severity and likelihood criteria, the Company identified **one issue at a high-risk level**, namely **occupational safety and working conditions**. Vulnerable groups may be more affected by inappropriate working conditions or may face higher

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health and safety risks compared to other groups, particularly in areas involving machinery operation, lifting equipment, or environments with risks of slipping, collision, or fatigue from work.

To effectively manage this risk, the Company has established and implemented **mitigation and remediation measures** to prevent risks, reduce the likelihood of incidents, and ensure that vulnerable groups can work in a **safe and appropriate environment**.

Risk Issue	Mitigation Measures	Remedial Measures
2. Occupational Safety and Working Condition Risks	<ul style="list-style-type: none"> - Maintain an organized workplace in accordance with the 5S principle to reduce risks of tripping, slipping, or other workplace accidents. - Safety News / safety bulletins to promote safety awareness among employees. - Establish and regularly review emergency response and evacuation plans for incidents such as fire, chemical spills, or other unexpected events. - Implement an accident and near-miss reporting system to analyze root causes and develop preventive measures. - Safety Walk / Safety Inspection) 	<ul style="list-style-type: none"> - Investigate the root causes of accidents or incidents and implement corrective actions to prevent recurrence. - Provide health and safety protection for employees, particularly vulnerable groups such as persons with disabilities, pregnant women, the elderly, or those with health conditions. - Ensure appropriate working conditions for pregnant employees in compliance with labor laws, including rest periods, adjusted job assignments, or flexible working hours suitable for their condition.

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	to monitor and reduce workplace risks.	
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5. Monitoring and Evaluation of Human Rights Performance

The Company places importance on continuously monitoring and evaluating its human rights performance to ensure that its business operations are conducted in accordance with internationally recognized human rights principles and do not cause human rights violations to any group of stakeholders.

Regarding measures for monitoring human rights violations, the Company has established whistleblowing and complaint channels as specified in the **Whistleblowing and Complaint Policy**. These channels and procedures for reporting concerns or complaints have been communicated to both internal personnel and external stakeholders. In addition, the Company continuously monitors information from various channels to ensure that complaints can be reviewed and addressed promptly, transparently, and effectively.

5.1 Performance Review

Based on the performance review for the year 2025, no complaints or incidents related to human rights violations were reported within the organization. The Company was able to conduct its operations in accordance with the established human rights standards.

Furthermore, there were no complaints regarding human rights violations from employees, communities, business partners, customers, or other stakeholders. There were also no complaints related to environmental impacts arising from the Company's operations.

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5.2 Monitoring and Reporting of Performance

The Company has established a systematic process for monitoring and reporting on human rights performance to ensure that the measures implemented are sufficient to control and mitigate potential impacts effectively, as well as to prevent recurrence.

The Company has defined Key Performance Indicators (KPIs) to monitor the effectiveness of risk control and mitigation measures related to human rights, including:

- Employee satisfaction score
- Rate of work-related injuries and fatalities among employees and contractors
- Number of work-related accidents involving employees and contractors
- Number of human rights complaints
- Community satisfaction scores and feedback regarding environmental management

The Company continuously monitors and evaluates human rights due diligence processes within the organization, including the operations of business partners, contractors, service providers, and customers.

The information obtained is used to improve operational processes on an ongoing basis.

Monitoring Process

1. Data collection from various channels, including:

- Whistleblowing and complaint channels related to human rights violations
- Employee opinion surveys
- Audit processes
- News, reports on human rights violations, or information related to the human rights situation of the country and issues relevant to the Company's operations

2. Monitoring contractors, service providers, and business partners to ensure the prevention of human rights violations and compliance with the Company's guidelines. If a violation occurs, the business partner must prepare a corrective action plan and implement remediation measures.

3. Reviewing operational performance in accordance with the procedures specified in the whistleblowing and complaint handling policy and other related measures to ensure that impacts on affected parties both direct and indirect can be controlled or mitigated, and that appropriate remediation measures are provided.

4. Reviewing and improving operational processes and identifying preventive measures to address potential human rights risks.

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5. Communicating the results of implementation to internal personnel and disclosing relevant information externally through the Company's website or annual reports.

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