

## Human Right Framework

The Company is committed to enhancing its sustainability operations. Throughout its operations, the company has continuously supported human rights and complied with human rights laws, including preventing and avoiding human rights violations. The Company uses its business code of conduct as a guideline to establish its human rights policy.

The Company's main human rights operational framework consists of the following:

- The Company recognizes and is committed to complying with Thai laws, the Universal Declaration of Human Rights by the United Nations, and the ILO Declaration on Fundamental Principles and Rights at Work.
- The Company will encourage all relevant stakeholders to be aware of and comply with applicable laws.
- The Company will treat everyone equally based on the principles of human rights without discrimination.
- The Company will support and encourage stakeholders in the business value chain to respect and comply with human right principles.
- The Company will communicate and disseminate an understanding of human rights practices to stakeholders in the business value chain.
- The Company will avoid engaging in business activities that may negatively affect human rights.
- The Company will establish a comprehensive human rights due diligence process by 2026.