

Human Rights Performance Report 2025

Human Rights Policy and Commitment

Chememan Public Company Limited (“the Company”) recognizes that respect for human rights is a fundamental principle of responsible business conduct. The Company is committed to treating all stakeholders fairly, with respect for human dignity and equality, guided by the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and relevant labour principles of the International Labour Organization (ILO).

The Company’s policy covers non-discrimination and non-harassment, fair employment practices, occupational health and safety, freedom of association, the prohibition of child labour, forced labour and human trafficking, personal data protection, confidentiality of complainants, and the promotion of human rights principles among business partners and contractors. The Company also takes into account the different circumstances of stakeholder groups and the specific risks that may affect vulnerable groups

Scope of Human Rights Due Diligence

The Company applies the Human Rights Due Diligence (HRDD) process as a framework to identify, assess, prevent, mitigate, monitor and address human rights impacts that may be linked to its business activities and business relationships. The assessment covers the Company’s value chain, including raw material sourcing, production, workplace management, logistics, procurement, product distribution, and engagement with communities.

The scope of consideration covers key stakeholders, including employees and job applicants, contractors and workers of business partners, communities surrounding the Company’s operations, customers, as well as children, youth, migrant workers, and groups that may face limitations in accessing grievance channels or remediation.

Risk Identification on Human Rights Issues

STAKEHOLDER GROUP	ISSUES CONSIDERED	IMPACTS TO BE PREVENTED
Employees	Employment conditions	Unfair treatment
	Skills development	harassment and violation of privacy
	Non-discrimination and harassment	
	Freedom of association	
	Confidentiality of complainants	
Employees and Contractors	Occupational health, safety and working environment	Injury, illness and impacts on life
Business Partners and Workers in the Supply Chain	Child labour, forced labour, human trafficking and illegal labour	Labour exploitation and restriction of fundamental rights
Communities	Environmental management, community health and livelihood support	Impacts on health, quality of life and livelihoods
Customers	Product quality and safety; personal data protection	Risks to product users and data breaches

Identification and Prioritization of Human Rights Issues

The Company considers both actual and potential impacts by assessing severity, including the nature and level of impact, the scope or number of people affected, and the difficulty of remediation, together with likelihood based on the operating context and relevant information. Existing control measures are then reviewed to determine appropriate management of residual risks.

The Company places particular emphasis on impacts to life, health and safety, as well as impacts that may be difficult to remediate, even where the likelihood of occurrence is low. This prioritization aims to determine appropriate preventive measures and does not imply that human rights violations have occurred in all identified issues.

Human Rights Issues Material to the Business Context

Based on the Company's industrial operations and the scope of human rights risk consideration, the Company has identified key issues requiring prevention and monitoring, namely employee and contractor safety, labour rights in the supply chain, impacts on community health and quality of life, non-discrimination and harassment, and product safety. These issues are disclosed for management purposes and do not constitute a report of actual human rights violations.

Material Issue	Relevant Rights Holders	Management and Monitoring Approach
Occupational Health and Safety	Employees, contractors	Conduct hazard assessments, provide safety training, inspect working conditions, and monitor incidents and corrective actions
Labour Rights in the Supply Chain	Workers of business partners, migrant workers	Establish expectations for business partners, screen risks, conduct reviews and monitor grievances
Community Health, Environment and Livelihoods	Communities surrounding operations	Monitor environmental impacts and provide communication and grievance channels for communities
Equality and Protection from Harassment	Employees, job applicants	Implement non-discrimination policies, confidential grievance channels, and fair investigation processes
Product Quality and Safety	Customers, product users	Maintain quality control systems, communicate product information and manage customer complaints

Stakeholder Engagement

The Company values stakeholder feedback to ensure that human rights issue identification reflects the impacts that rights holders may experience. The Company emphasizes access to appropriate channels, privacy, and the safety of information providers. Information obtained from communications and grievances is used to review the list of risk issues, preventive measures, and follow-up actions.

Group	Engagement Channels Used as a Framework	Rights Issues Heard
Employees	Internal communication, Welfare Committee, grievance channels	Fair employment, safety, discrimination and harassment
Business Partners and Contractors	Communication of supplier requirements, supplier assessment and grievance channels	Employment conditions, illegal labour and safety
Communities	Community communication and feedback channels	Health, environment, safety and livelihoods
Customers	Sales contact channels, satisfaction surveys and complaints	Product quality, safety and personal data
Vulnerable Groups and Children	Engagement through appropriate representatives with consideration of safety	Impacts that may differ from those of general stakeholder groups

The Company aims to use stakeholder views and impact-related information to support the development of preventive measures and the review of risk issues. The Company also monitors whether concerns are addressed appropriately and avoids disclosure of personal information of information providers.

Governance and Allocation of Responsibilities

The Company incorporates respect for human rights into its corporate governance and risk management framework. The Board of Directors oversees policy-level matters through relevant governance structures, including monitoring significant risk issues and impacts. Management and risk owners are responsible for implementation, monitoring and escalation of issues requiring consideration.

People Excellence acts as the coordinating function for HRDD, responsible for consolidating information, supporting assessments, monitoring action plans and coordinating reporting with relevant departments. Operational units are responsible for control measures within their respective processes. The Company places importance on allocating appropriate personnel, time, budget, tools and capability development in line with the level of risk.

LEVEL / FUNCTION	KEY RESPONSIBILITIES
Board of Directors / Assigned Governance Mechanism	Oversee policies and key issues, acknowledge reports and risk management approaches
People Excellence	Coordinate HRDD, review coverage, consolidate evidence and monitor action plans
People Excellence	Labour rights, fair employment, skills development, non-discrimination and grievances
Safety / Operation	Occupational health and safety, and preventive measures at operating sites
Purchasing	Expectations and assessment of labour practices of business partners and contractors
Community Relations	Community engagement, impacts on quality of life and community activities
Sales / Quality Assurance / IT	Product quality, customer complaints and personal data protection

Protection and Promotion of Children's Rights

The Company respects and promotes children's rights, recognizing children as rights holders who may be affected directly or indirectly by business activities. The Company applies the Children's Rights and Business Principles as a supporting guideline. Beyond the prohibition of child labour, the Company emphasizes the rights to life and development, health, safety, education, an appropriate environment, protection from exploitation, and non-discrimination.

The Company considers potential impacts on children in the context of its operations and surrounding communities, such as safety around operating areas, environmental impacts on children's health, the operations of business partners, and communications or activities involving children. The best interests of the child are taken as primary consideration, together with respect for children's privacy.

The Company supports access to education, learning opportunities and skills development for children and youth through community-related social contribution activities. These activities are designed to be age-appropriate, safe

and voluntary. Such support forms part of the Company's social responsibility and does not replace its responsibility to prevent adverse impacts arising from business activities.

Key Practices on Children's Rights

The Company focuses on:

1. preventing child labour and exploitation of children in its activities and supply chain
2. considering health, safety and environmental impacts on children
3. respecting children's privacy and data
4. supporting education and the development of children and youth
5. listening to concerns relating to children through appropriate channels, with due consideration for the protection of reporters and the best interests of the child

Prevention, Mitigation and Remediation

The Company emphasizes preventive measures before impacts occur by integrating human rights requirements into people management, safety management, procurement, quality control and community communication. The Company also promotes awareness among employees and relevant business partners.

When receiving complaints or identifying indications of human rights impacts, the Company seeks to conduct appropriate fact-finding, maintain confidentiality and protect complainants from retaliation. Corrective actions and remediation are considered based on the nature of the impact, the needs of affected persons, and applicable laws or requirements. The Company also monitors the effectiveness of measures to prevent recurrence.

Performance and Monitoring in 2025

The Company disclosed in its 2025 Form 56-1 One Report that no significant cases of non-compliance with laws or social and human rights requirements were identified. This disclosure reflects the scope of indicators reported by the Company and does not imply that the Company's business activities are free from risks or concerns requiring monitoring.

The Company continues to improve its HRDD process, including reviewing the scope of issues, assessing severity and likelihood, coordinating information from relevant departments, engaging with stakeholders, and monitoring

preventive measures. The Company aims to ensure that its assessment remains aligned with the operating context and stakeholder expectations.

Human Rights Assessment

The 2025 target covers the assessment of human rights risks and the development of Key Risk Indicators (KRIs) to monitor high-risk issues. The assessment framework covers employees and contractors, business partners, communities and customers, and considers both actual and potential impacts.

Risk levels are determined by considering the severity of impacts, including the level of impact, number of people affected, and remediability, together with likelihood. Existing control measures are then considered to determine residual risk levels and prioritize issues requiring close monitoring.

Key Risk Indicator Framework

To support the monitoring of high-risk issues, the Company has established a framework of indicators by risk category. Indicators are selected based on their relevance to the risk assessment results of each function, as follows:

Issue Group	Examples of KRIs for Monitoring	Monitoring Approach
Occupational health and safety	Number of serious accidents / work-related injury rate	Monitor incidents and preventive measures
Labour of business partners and contractors	Number of confirmed labour-related complaints / proportion of business partners assessed	Monitor screening results and corrective actions
Communities and environment	Number of community complaints related to health or the environment	Monitor responses and complaint closure
Discrimination and harassment	Number of confirmed complaints / complaint closure time	Monitor investigations and recurrence prevention
Product quality and safety	Number of product safety-related incidents	Monitor corrective and preventive actions

The use of the above KRIs serves as a monitoring framework based on the nature of risks. It does not mean that all issues have been classified as high-risk. The Company determines monitoring frequency, alert thresholds and responsible persons as appropriate to the issues assessed and prioritized.

Linkage of Assessment Results with Management Actions

Assessment results and KRI warning signals are used to support consideration of preventive and mitigation measures, assignment of responsibilities, review of the effectiveness of control measures, and reporting to relevant management. The absence of significant non-compliance with laws or requirements is not considered a conclusion that there are no human rights risks.

Review and Disclosure

The Company aims to review human rights issues and management measures in accordance with the defined assessment cycle, as well as when there are significant changes in business activities, the operating environment, or stakeholder concerns. The Company communicates its performance through the annual report and the Company's sustainability channels, considering accuracy, appropriateness and personal data protection.