



The results of the 2025-2026 human rights audit

The company has established a comprehensive human rights audit as part of its risk management process, covering all business activities. The goal is to ensure that business operations are conducted with caution and responsibility, to prevent or mitigate potential losses, and to appropriately and sufficiently respect the human rights of all stakeholders. The operations are based on human rights due diligence process in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs).

Results of the Comprehensive Human Rights Audit

- 100% of the company's operations and business activities have been assessed for human rights risks and impacts.
- 100% of the company's operations and business activities identified as having high human rights risks have appropriate impact mitigation measures and remediation processes in place.
- In 2025, there were no cases or incidents of human rights violations, including those related to human trafficking, forced labor, child labor, discrimination, harassment or abuse of any kind, freedom of association, the right to collective bargaining, pay equity, or other human rights issues.

The company has identified human rights risks across the headquarters and two factories, considering activities throughout the entire value chain. This assessment was conducted through a review of issues within the same business group and an analysis of various media sources, resulting in the identification of four key risk areas as follows:

Human Rights Risks	Related Risk Issues
Labor Rights	- Occupational health and safety of employees
Community and Environmental Rights	- Occupational health and safety of communities - Access to clean water sources for communities
Customer and Consumer Rights	- Health and safety of customers and consumers - Protection of customer and consumer privacy
Supplier Rights	- Fair employment practices and treatment of employees by suppliers

The company held a Risk Working Group meeting on July 13, 2026, to consider and determine the Inherent Risk Level based on the criteria of Likelihood and Impact Level. This was done to guide systematic risk prevention planning according to the severity levels. The group also considered opportunities to reduce the current risk levels to a lower Residual Risk Level and established mitigation measures and effective corrective actions.

Risk Issue	Related Risk Issues	Risk Level		Management Approach to Mitigate and Correct Impacts
		Inherent	Residual	
Labor Rights				
Occupational health and safety of employees	- Unsafe working environment, such as damaged equipment. - Employees or individuals working in the area not following occupational health and safety regulations, resulting in accidents during work.			- Announce policies on quality, safety, occupational health, and the working environment. - Regularly assess health and safety risks for employees. - Conduct training and provide knowledge on safety regulations and occupational health for employees consistently. - Provide sufficient work equipment, regularly inspect and maintain tools and equipment. - Establish complaint channels and corrective action measures.
Community and Environmental Rights				
Occupational health and safety of communities	- Environmental Impact (Dust, Odor, Noise) - Accidents during Transportation of	 	 	- Vehicle Condition and Usage Check - Driver Fitness Assessment and Alcohol Level Testing

	Raw Materials and Products			- Establish communication channels to build relationships with surrounding communities - Organize forums to gather feedback and assess impacts. Provide channels for receiving complaints and implement remedial measures in cases where the community is affected by the company's operations.
Access to clean water sources for communities	- The transportation of raw materials by ship may obstruct or block access to community water sources. - The transportation of raw materials by ship may cause water contamination in community sources, such as oil spills from the ships or debris from the raw materials falling into the water, as well as accidents during transportation. - The production process involves drawing water from community water sources, leading to potential water shortages.	  	  	- Establish appropriate waterway routes and define specific times for passage through community water sources. - Monitor the maintenance history of contractors' motor vessels and require a pre-scheduled maintenance plan to reduce the risk of accidents during transportation. Additionally, ensure that raw materials are securely covered during transit. - Plan production processes to accurately forecast the amount of water required and develop strategies to reduce dependence on public water sources.
Customer and Consumer Rights				

Health and safety of customers and consumers	- Substandard products that pose safety risks to customers, such as those with quantities or quality that do not meet the required standards			- There is a production process that meets international standards, and products are inspected for quality before being released for sale. - Product details are clearly stated on the labels in accordance with the law. - There are channels for receiving complaints, conducting investigations, and implementing corrective measures and remedies.
Protection of customer and consumer privacy	- Leakage of customer data			- Establish a Personal Data Protection Committee within the company and ensure compliance with the company's personal data protection regulations. - Enforce the personal data protection policy. - Provide training and education to employees on the Personal Data Protection Act (PDPA).
Fair employment practices and treatment of employees by suppliers	- Unfair labor practices by suppliers leading to trade discrimination	N/A	N/A	- Suppliers sign an acknowledgment and commitment to adhere to the supplier code of conduct. - Conducting due diligence on suppliers regarding labor issues through various processes, as appropriate, such as new supplier registration (evaluation forms), self-declaration by suppliers, on-site audits of suppliers, and

				requesting supporting documents from suppliers (if applicable).
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Remark: *The comprehensive human rights risk management plan, as summarized in the Risk Management Committee meeting on July 13, 2026, is available in full in the attached document.*

For the risk related to partners concerning the fair treatment of employees, the company has implemented several measures to reduce the labor risks associated with partners. These include requesting partners to sign and comply with the Supplier Code of Conduct, conducting labor-related due diligence through various processes as appropriate, such as new partner registration (evaluation forms), self-declaration by partners, on-site audits, and requesting documentation from partners (if available). As a result, the labor risks of partners are kept at a low level and are not included in the company's risk register. However, should any labor-related issues with partners cause significant impact, the company will review the matter again in the next Risk Management Committee meeting.

The company has established a process for the annual review of human rights risks across all areas. The results of this review will be reported to demonstrate transparency in operations and a genuine commitment to human rights issues for all stakeholders.