

**Announcement No. 017/2023****Human Rights Policy**

(Revised Version)

Ichitan Group Public Company Limited (the “Company”) places great importance on conducting business responsibility, adhering to the principles of good governance, and taking into account the principle of “human rights” which are fundamental rights and freedoms that individuals should have with equality and without discrimination. The Company strictly complies with national laws and international principles on human rights which are in line with important international human rights standards, including the United Nations Global Compact (UNGC), the Universal Declaration of Human Rights (UDHR), and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The Company has established a comprehensive human rights due diligence process to identify risks and assess human rights impacts that may arise from the Company's business activities throughout the supply chain, as well as to determine appropriate measures to prevent and mitigate potential impacts. The Company provides channels for complaints regarding human rights violations that are easily accessible, transparent complaint management process, fair remedies for impacts, and effective monitoring and reporting of human rights performance to stakeholders. In addition, the Company encourages regular communication to raise awareness and understanding among personnel and emphasis on cultivating respect for human rights as an organizational culture.

**Scope**

This Human Rights Policy applies to the business operations of Ichitan Group Public Company Limited and its subsidiaries, including suppliers, contractors, business partners and joint ventures to enable this policy to be appropriately applied to the business context and internal management processes of the Company, and to support and encourage all stakeholders throughout the supply chain to respect business human rights principles.

**Guidelines for Human Rights Policy Compliance**

1. Strictly respect and comply with the Company's rules, regulations and other relevant laws.
2. Treat personnel and stakeholders equally, without discrimination, embrace diversity, accept and value differences based on gender, age, ethnicity, skin color, religion, beliefs, citizenship status, political rights and opinions, preferences or personal life, physical or mental disabilities, including taking care of the rights of employees, paying compensation and benefits of personnel fairly, considering capabilities and performance results to be consistent with the overall economic conditions and as required by law.
3. Promote safety, occupational health and a work environment free from harassment, forced labor, labor from human trafficking or illegal child labor, including physical or mental cruelty of employees, whether by means of threats, confinement, intimidation, harassment or any form of violence.

4. Conduct comprehensive human rights due diligence throughout the supply chain to systematically analyze risk issues and assess the human rights impacts that may arise from business operations along with setting appropriate risk management guidelines or measures. Also, providing a redress process if human rights violations occur.
5. Monitor and refrain negligence or ignore any action that constitutes a violation of human rights, report it to the superiors or the supervisor, and cooperate in investigating the facts, as well as arrange measures to protect and maintain the confidentiality of whistleblowers in accordance with the whistle blowing policy.
6. Communicate, disseminate, and raise awareness of human rights policies among personnel, suppliers, contractors, business partners and joint ventures to participate in the practice and utilize it as a guideline for conducting business responsibly and respecting human rights. For example, the sale and production of products according to the highest standards, safe delivery of goods and sourcing raw materials or packaging that are not involved in illegal acts and human rights violations.
7. Conduct marketing activities to customers with transparency and communicate accurate and complete information. Deliver quality and safe products at reasonable prices, as well as provide channels to attend to opinions and complaints from customers. Along with a process for maintaining customer confidentiality and following up to prevent any breach of personal data.
8. Conduct business on the basis of responsibility towards the community, society and environment by respecting rights and freedom equally. The Company is also open to listening and attending to the opinions of the community and stakeholders regarding the Company's operations in order to reduce the negative impact on the quality of life of the people in the local community.
9. Regularly review human rights policies. Taking into account significant revisions to the Company, the Company ensures that the human rights policy remains appropriate and consistent with the Company's current business conditions.

The announcement shall be effective as of November 1, 2023

A handwritten signature in blue ink, appearing to read 'Tan Passakornnatee', with a large checkmark-like flourish above it.

(Tan Passakornnatee)  
Chief Executive Officer