



Human Rights and Labor Practices Policy

TPBI Group Public Company Limited

TPBI Public Company Limited ("TPBI") and its affiliated companies (collectively referred to as "the Company") recognize the importance of conducting business in accordance with the Human Rights and Labor Practices Policy in order to prevent human rights violations against all stakeholder groups arising from business operations throughout the supply chain. The Company has established guidelines that are aligned with the International Labour Organization (ILO) Conventions, the Universal Declaration of Human Rights (UDHR), the United Nations Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the United Nations Global Compact (UN Global Compact), and other applicable laws and regulations. The Company also promotes its business partners and key suppliers to implement comprehensive human rights practices through awareness of, respect for, and compliance with human rights principles, as well as through human rights risk assessments. The Company encourages employees to recognize the importance of human rights, to have a proper understanding of human rights issues, and to correctly comply with human rights principles.

1. Scope

This Policy covers all operations of the Group, its subsidiaries, and joint ventures, including the activities of directors, executives, employees, and business partners.

2. Definitions

- 2.1 Employee** means a person who works for the Group under an employment contract, whether as a permanent employee, temporary employee, or contract employee (equivalent to the term "employee" under the Labour Protection Act B.E. 2541 (1998))
- 2.2 Group Personnel** means directors, executives, and employees of the Group.
- 2.3 The Company** means TPBI Public Company Limited and its subsidiaries.
- 2.4 Subsidiary** means a subsidiary as included in the consolidated financial statements of TPBI Public Company Limited.

3. Practices and Guidelines

3.1 Forced Labour Practices

The Company shall not engage in or support the use of forced labour in any form and shall not require or accept deposits, identification cards, or any personal identification documents from employees, whether upon commencement of employment, after employment has commenced, or as a condition of employment, except where otherwise permitted by law. The Company shall also not use corporal punishment, threats of violence, or any other forms of physical, sexual, psychological, or verbal abuse as disciplinary measures or means of control.



3.2 Child Labour Practices

The Company shall not employ or support the employment of children under 15 years of age and shall not permit or support child labour to perform work that is hazardous to health or to work in an environment that may pose a risk to health, safety, or well-being.

3.3 Female Labour Practices

The Company shall not require female employees to perform work that is hazardous to their health or physical condition as prescribed by law. In addition, the Company shall provide pregnant employees with working conditions and an environment that are not harmful to their health and are safe for pregnancy. Furthermore, the Company shall not terminate employment, demote, or reduce the benefits of female employees on the grounds of pregnancy.

3.4 Legal Employment of Migrant Workers

The Company conducts its business ethically and responsibly, particularly with respect to the employment of migrant workers by both the Company and its business partners, in compliance with all applicable laws relating to employment contracts, migrant worker permits, wages, and safe working conditions. This is to enhance the competitiveness of both business partners and the Company and to enable sustainable growth together.

3.5 Non-Discrimination Practices

The Company maintains a zero-tolerance policy towards discrimination. The Company shall not engage in or support discrimination in recruitment, wages and compensation, provision of benefits, opportunities for training and development, consideration for promotion or position advancement, termination of employment, or retirement. The Company shall not interfere with, obstruct, or undertake any actions that may affect employees' exercise of rights or practices due to differences in nationality, religion, language, age, sex, marital status, personal beliefs, sexual orientation, disability, employee representative status, political affiliation, or any other personal beliefs.

3.6 Freedom of Association and Collective Bargaining Practices

The Company shall respect employees' rights and freedom to join or not join associations or groups established for the purpose of collective bargaining.

3.7 Working Environment and Quality of Working Life Practices

The Company is committed to ensuring that all employees perform their duties in accordance with established standards and to promoting appropriate employment conditions for employees. This includes maintaining a safe working environment to ensure that employees have a good quality of life and are able to perform their work without adverse effects on their physical or mental health. The Company also places great importance on maintaining high standards of occupational health and safety and is dedicated to preventing accidents, injuries, and work-related illnesses that may arise during the course of work. Employees shall be protected and treated fairly on the basis of social justice and in accordance with labour laws relating to labour protection, labour welfare, labour



relations, occupational safety, occupational health, working environments, and other relevant regulations. The Company shall continuously review, develop, and improve such practices to ensure their ongoing appropriateness.

3.8 Practices on Responsibility for the Protection of Employees Against Harassment and/or Sexual Harassment

The Company prohibits all forms of harassment, including harassment and sexual harassment. The Company promotes a respectful working environment and has measures in place to prevent employees from being subjected to harassment and sexual harassment through verbal expressions, gestures, physical contact, or any other means, including violence against women. In the event that an employee is harassed and/or sexually harassed, the Company shall strictly take disciplinary action against the offender in accordance with the Company's work regulations.

3.9 Human Trafficking Practices

The Company conducts its business with the highest standards of ethics and responsibility, particularly by prohibiting any involvement in activities relating to human trafficking, kidnapping, coercion, or intimidation of any kind. The Company supports all employees in having a good working environment from the commencement of employment until the termination of employment, as prescribed by law or exceeding legal requirements, to ensure that all employees are employed voluntarily through their own application for employment and not through coercion or intimidation. All employees shall be treated appropriately in accordance with the Company's policies.

3.10 Compensation Practices

The Company shall pay wages, compensation, and overtime pay to employees at no less than the rates prescribed by law. The Company shall provide employees with written information regarding all wages and compensation received in each pay period, in a manner that enables employees to understand the various components thereof, including severance pay and benefits to which employees are legally entitled.

3.11 Working Hours Practices

The Company shall not require employees to work in excess of the working hours prescribed by law, including overtime work and work on holidays. The Company shall clearly specify normal working hours, the commencement and end of working hours, and shall ensure that such hours do not exceed the limits prescribed by law for each category of work. The Company shall also provide rest periods during working hours, meal breaks, and employee entitlements to various types of leave, annual leave, and other leave as required by law.

3.12 Termination of Employment and Severance Pay Practices

The Company complies with the Labour Protection Act B.E. 2541 (1998), which prescribes the duties of employers and the rights of employees with respect to termination of employment. Based



upon the principles of the International Labour Organization Conventions, the Company has established the following practices:

- The Company shall not terminate the employment of an employee without a valid reason related to the employee's capability or conduct.
- Employees shall be informed in advance of termination or shall receive severance pay in accordance with the requirements of labour laws, except where the employee has committed serious misconduct.

3.13 Practices on Respect for Customer Rights

The Company is committed to developing and delivering quality products and services that meet recognized standards, are environmentally friendly, and are provided under fair conditions to customers. The Company takes customer safety, as well as the safety of relevant stakeholders, into consideration and is committed to creating customer satisfaction and confidence. In addition, the Company values and respects the privacy of customer information and treats all customers equally and fairly.

3.14 Practices for Business Partners, Suppliers, and Contractors within the Supply Chain

The Company supports compliance with human rights principles among its business partners, including suppliers and contractors, which encompasses avoiding involvement in human rights violations and preventing potential adverse human rights impacts. To ensure that all suppliers and contractors conduct business on the basis of respect for human rights, they shall strictly comply with the Company's Human Rights Policy and practices as follows:

- Conduct business on the basis of accuracy, honesty, transparency, and ethics.
- Strictly comply with laws and international labour standards, including labour protection, the prohibition of forced labour, working hour requirements, and fair compensation.
- Respect equality among individuals and avoid discrimination or any employment practices that may create inequality based on age, race, nationality, religion, disability, gender identity, sexual orientation, or political interests.
- Promote good employment conditions for employees, provide a safe working environment, and comply with applicable environmental laws and regulations in order to ensure that suppliers and contractors are able to control and prevent environmental impacts arising from their business operations.

In this regard, the Company shall continuously monitor suppliers and contractors in order to assess potential human rights impacts through supplier risk assessment questionnaires, unannounced site inspections, and reports submitted through the Company's grievance and whistleblowing channels.

3.15 Community Practices

The Company recognizes the potential impacts of its business operations that may lead to human rights violations within local communities. Therefore, the Company conducts environmental, health,



and community impact assessments and establishes consultation and feedback processes to enable communities located near the Company's operating sites to raise concerns regarding impacts arising from business operations. Such concerns shall be addressed through appropriate corrective and remedial actions.

3.16 Human Rights Due Diligence Practices

The Company shall develop systems and processes for Human Rights Due Diligence within the Company and entities under the Company's management authority, including throughout the supply chain, in order to identify human rights risks, assess impacts, and establish preventive and impact mitigation measures, as well as appropriate, legitimate, or generally accepted remediation and relief mechanisms. In addition, the Company shall implement procedures for investigating human rights violations, monitoring compliance with the Human Rights Policy, and regularly reporting and disclosing relevant information.

4. Communication

The Company shall continuously monitor suppliers and contractors in order to assess impacts and manage human rights risks through questionnaires, on-site assessments, and other appropriate methods. This Human Rights and Labour Practices Policy and its related practices constitute fundamental principles that personnel at all levels must acknowledge and understand. The Company is therefore committed to communicating this Policy and its intentions to all personnel, suppliers, and contractors through the following channels:

- New employee orientation programs
- Training for all personnel on labour practices and human rights policies (including discrimination and harassment)
- Communication through the Company's management
- Communication through the Company's website
- Communication through relevant departments that conduct business with the Company's suppliers and contractors

5. Whistleblowing and Receipt of Complaints

The Company encourages employees and stakeholders to jointly monitor and report inappropriate conduct, fraud, or violations of laws, regulations, and the code of business conduct. The Company will keep the information confidential and protect whistleblowers fairly.

Channel 1	Complaint in person at the head office TPBI Public Company Limited 42/174 Moo 5, Soi Srisathiannivet, Rai Khing Subdistrict, Sam Phran District, Nakhon Pathom Province 73210
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- Channel 2 Complaint made in writing
Company Secretary Department, TPBI Public Company Limited
42/174 Moo 5, Soi Srisathiannivet, Rai Khing Subdistrict, Sam Phran District, Nakhon
Pathom Province 73210
- Channel 3 Complaint by telephone or facsimile
Telephone 0-2429-0354-7 ext. 501 or Facsimile 0-2429-0358
- Channel 4 Complaint through the Company's website (www.tpbigroup.com)
- Channel 5 Complaint by email
Audit Committee: ac@tpbigroup.com / hotline@tpbigroup.com
Investor Relations: ir@tpbigroup.com
Company Secretary: company_secretary@tpbigroup.com
- Channel 6 Suggestion boxes for employees

The Company shall investigate every complaint supported by evidence fairly, transparently, and promptly, by:

- Maintaining the confidentiality of whistleblowers and witnesses
- Protecting whistleblowers from harassment
- Providing fairness to all parties

(Further details appear in: see SD-SEC-CN-014 Whistleblowing Policy)

6. Policy Review

The Board of Directors shall review this Policy at least once a year or whenever there are significant changes, in order to ensure that the Policy remains appropriate and consistent with the prevailing circumstances.

This Policy shall become effective from 26 November 2025 onwards.

This Policy was approved by the Board of Directors at Meeting No. 6/2025