

## Human Rights Policy

Thaifoods Group Public Company Limited is committed to respecting human rights following the international standard, which is considered a fundamental right, and states that "**All human beings are born equal in dignity and rights**" as a principle. The Company insists on treating all stakeholders fairly in every relevant part of a company's operations without distinction or discrimination. With due awareness of the fact that the organization is constructed on virtue, ethics, and human rights for business operations, the Company must practice and adhere to the human rights principles, particularly in all work processes, to avoid any act considered a violation of human rights, including encouraging transparency and accountability.

### Definition of Terms in Policy

The Company	means	Thaifoods Group Public Company Limited.
Employee	means	Company's monthly and daily employees at all levels
Human Rights	means	The fundamental rights of all human beings to be treated equally, without discrimination regarding physical differences, ethnicity, nationality, religion, gender, age, skin color, education, or any other status as stipulated by laws.

### Scope

This policy applies to the Company in conducting business in Thailand and abroad where the Company has entered operations and includes supporting the Company's stakeholders, such as suppliers and customers, to operate in their business operations.

### Human Rights Policy

The Board of Directors, executives, and employees respect human rights in all respects, including promoting respect for rights, equal treatment, and non-discrimination; avoiding human rights violations; avoiding involved in human rights violations committed by others; complying with Thai and foreign laws under which the Company conducts business; and communicating and disseminating human rights guidelines to the Company's stakeholders so that they can participate in human rights policies.

### Guidelines

1. Create a corporate culture that adheres to respecting human rights according to this Human Rights Policy.
2. Pay respect to human rights, treat everyone equally without distinction in physical ethnicity, nationality, religion, gender, age, skin color, education, or any other status stipulated by laws, and perform their duty carefully to prevent human rights violations.
3. Promote any action to protect human rights through policies such as a corporate governance policy, a business code of conduct policy, a social responsibility policy, complaint, and complainant protection policies, the regulations of the investigation Sub-Committee and the fair treatment of employee's guidelines.
4. Support communication, dissemination, knowledge, understanding, and guidelines, and provide any principles to stakeholders to encourage them to join the practice and conduct business with respect for human rights guidelines by disseminating human rights policies via the Company's communication channels, such as email, the Company website, the annual report, and the sustainability report.
5. Treat employees with fairness and non-discrimination according to human rights policies, rules, orders, regulations, and relevant laws such as those relating to employee recruitment, working hours, and child labour, as well as employee training to ensure that this policy has been effectively and appropriately implemented.

6. Operating with consideration for all stakeholders that a company's operations affect all groups involved. The company must always be aware that its actions should not be a cause for, involve complicity in, or be indirectly linked to human rights violations.

7. Create a supervising and monitoring system to regularly inspect actions that affect human rights by assigning responsibility to the human resources unit to take care of, monitor, and examine the human rights factor of the Company, which includes creating a work environment, developing guidelines, and communicating this human rights policy.

8. Provide two-way communication procedures between the Company and stakeholders, such as employees, and allow employees and stakeholders an opportunity to express their opinions, report issues, provide clues, or file complaints when incidents or behaviors related to human rights policy violations occur. In addition, the Company conducts fact-finding procedures following the Company's regulations to provide protection for the complainant and punish those who do not follow the Company's regulations.

### **Policy Review and Improvement**

The Company requires this policy to be reviewed regularly, at least every year or when significant changes occur, to be consistent with the Company's operations.

Announcement on January 1st, 2026