

## **Policy on Human Rights on Labour, Labour Employment, and Labour Management**

Thaifoods Group Public Company Limited (the "Company") recognizes the importance of its employees, who are valuable human resources for the Company and will be the key to driving a successful, sustainable organization. In this regard, the Company has established a labour policy, and labour practices shall be a guideline for treatment of employees following the principles of good corporate governance.

### **Principles and Labour Management**

- Legal Labour Employment
- No Child Labour Employment
- Prevention of Involuntary Labour (Forced Labour)
- Maternity Protection
- Sexual Harassment Protection
- No engagement in action is considered to be violent
- Fairness and Equality Treatment of Employees
- Respect for Human Rights
- Gender Equality
- Physical Equality
- Diversity and Inclusion
- Promote participation and opportunities to express opinions
- Help employees in trouble

### **Guidelines**

1. The Company will not involve or encourage the employment of child laborers under 18.
2. The Company will not involve or encourage forced or involuntary labour.
3. The Company will provide employees with a safe and hygienic working environment and take measures to prevent accidents, injuries, or health hazards due to or related to work.
4. The Company will respect the rights of all employees, joined together as an organization that practices by following the law.
5. The Company will not support any deprivation or discrimination involving religion, language, age, gender, marital status, maternity, personal attitude towards gender, disability, HIV infection, AIDS patient, labour union membership, labour committee membership, political popularity, or individual concept.
6. The Company will not involve or support any form of corporal punishment, physical and mental harassment, or verbal violence.
7. The Company will comply with relevant laws and industry standards regarding regular working hours, weekly holidays, and overtime hours.
8. The Company will pay the corresponding salary according to the legal minimum wage standard and fully meet the basic needs of employees.
9. The Company will not involve or support any action to evade the rights of employees under laws, labour regulations, and social insurance.
10. The Company is committed to complying with the provisions of this policy, including any national or relevant laws, other company regulations, and respecting international requirements.
11. The Company is committed to developing employee quality of life continuously improving good standards.
12. The Company will disseminate communications to employees and relevant third parties to understand and provide opportunities for relevant personnel to review guidelines.
13. The Company shall appropriately review the adequacy, suitability, and efficiency of its policies, rules, and regulations, as well as its performance.

This is to ensure that these principles contribute to the practice and cooperation between employees and executives, as well as to establish good labour employment and labour management standards and enhance the confidence of stakeholders in various fields.

**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