

Human Rights Policy
Singha Estate Public Company Limited
(Extract)

Singha Estate Public Company Limited and its subsidiaries (“S Group”) emphasize the importance of conducting business in accordance with good corporate governance principles, being responsible towards society and all relevant stakeholders in accordance with the Company’s sustainable development philosophy. Therefore, a Human Rights Policy (the “Policy”) has been established as a guideline principle for conducting businesses with respect and discreetness not to infringe the human rights throughout business value chain, following the international practices.

The Company frames a policy on conducting business with respect and discreetness not to infringe human rights throughout business value chain, in line with the “Universal Declaration of Human rights” (UDHR) and “United Nations Guiding Principles on Business and Human Rights” (UNGP) consisting of 3 principles: Protect, Respect, and Remedy.

The Board of Directors, Executives and employees in all levels of the Company and its subsidiaries have the following responsibilities:

1. Respect and treat all stakeholders equally and in absence of discrimination based on gender, race, religion, culture and tradition, local identity, beliefs, skin colors, place of origin, ethnicity, native, physical differences, personal characteristics, disabilities, age, personal thoughts and rights, or other differences / diversity, respect for the individual and human dignity, including ensuring the labor’s life quality and the workplace safety and hygiene.
2. Avoid and refrain from supporting actions that disrespect and/or violate human rights, e.g., child labors, forced labors, illegal migrant labors, discrimination and unequal opportunities and unfair employment and remuneration. The Company, therefore, shall also oppose any business operation of other stakeholders, in which the Company has no management authority, throughout the business value chain that violate the Policy. The Company shall appropriately supervise and support compliance with the Policy through appropriate governance mechanisms.
3. Listen and remedy according to the UNGP’s principles which the Company has established a whistleblowing channel for receiving complaints and reports on human rights violation and/or disrespect through various channels as specified in the most recent Whistleblowing Policy of the Company, in which the alleviation procedure shall be made as deemed appropriate.
4. Assess and identify human rights risks and potential impacts through the appropriate implementation of Human Rights Due Diligence (HRDD) as outlined in the UNGP. This includes identifying and

assessing human rights risks, taking appropriate actions, tracking the effectiveness of measures, and communicating with stakeholders, in which the Company shall adjust the implementation to be appropriate for its business operations.