

## Nova Empire Public Company Limited

### Human Rights Policy

Human rights mean the natural rights of all humans without concern for the differences in physics, mind, race, nationality, native land, lineage, religion, alien, language, age, skin color, education, social status, culture, customs, or any other matters according to the laws of each country and according to the treaties that each country's commitment shall perform, right of living and freedom, free from slavery and torture, human trafficking, harassment, use of forced labor and use of child labor, independence of opinion expression, independence of assembly and negotiation, working rights, working hours, receipt of equal remuneration, education and other rights, such as personal data protection, health and safety, a minority in local communities, and community rights. Everyone equally has these rights and is not discriminated against diversity management and difference acceptance of the individual.

Nova Empire Public Company Limited strictly operates its business under the Corporate Governance Code, fair stakeholder treatment, and respect for human rights according to the internationally accepted standards, particularly support and compliance with the Universal Declaration of Human Rights (UDHR), United Nations Global Compact (UNGC), United Nations Guiding Principles on Business and Human Rights (UNCP), and The International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO), and aims for operation according to business ethics and related policies to ensure that there are no acts that are considered as the human rights violation in the Company's business operations. Therefore, the Company exemplifies the practical guidelines on equality in human rights other than the principles determined in the Company's Corporate Governance Code and business ethics using to cover all of the Company's business activities, where the directors, executives, and representatives of the Company shall strictly adhere as follows.

1. Create corporate culture not to discriminate, respect human rights, and treat each other with respect, honor, and equal treatment of stakeholders and all vulnerable groups without segregation of differences in physics, mind, race, nationality, native land, lineage, religion, sex, language, age, skin color, education, social status, culture, customs, or any other matters.
2. Take precautions in duty performance to prevent risk arising from human rights violation in business operations, as well as aim for prevention of every form of harassment, either sexual harassment and other forms of harassment.

3. Support and promote human rights, communicate, publicize, provide knowledge, endeavor to grasp, determine the scrutinizing guidelines and support the related parties or take legal proceedings.
4. Morally publicize the policy, provide knowledge, endeavor to grasp, formulate the guidelines, and provide any other support to the employees, trade partners, and business partners in the business value chain.
5. Respect human rights and treat everybody according to the principles of human rights under this policy guideline and regularly verify the understanding, and organize the trainings in human rights, discrimination, and harassment in the workplace for all employees and the related parties.
6. Report the superior or the responsible persons for acknowledgement, collaborate to investigate human rights facts, and consult with the superior or the responsible persons through determined channels in case of doubt or question.
7. Arrange modern and efficient whistleblowing and complaints channels.
8. Uphold justice and protect the person who informs the matter of the related human rights violation using the protection measures for the complainant or coordinator in reporting the human rights violation as determined in the complaints and whistleblower policy for offence and corruption.
9. Not neglect or ignore upon detection of the act within the scope of violation of human rights.
10. Determine the plans for continuously developing and executing the Due Diligence Process in human rights from the commencement of investment or mergers and partnerships to identify the issues and assess risks and impacts of human rights violation, define the affected groups or persons covering all groups of stakeholders, and formulate the corrective and preventive guidelines, manage correction and prevention of human rights violation problems to be consistent with the enterprise risk management guidelines covering the risks in the related industries and countries, and investigate and follow up the results by establishing an appropriate remedy and alleviation process for impacts in the case where human rights are violated.
11. Clearly determine the penalty, including legal actions without indulgence for the human rights violator and discrimination or harassment behavior.
12. Prescribe the guidelines for complete and transparent communication, reporting, and disclosure of the operating information in human rights, alleviation and remedy, and incidents of discrimination and harassment to the public.

13. Regularly review the human rights policy by considering the significant changes in the organization.

The Board of Directors determines that the executives shall apply this policy to be basic principles in the business decision in the matters in case where it deems that any matters may not be in line with the formulated rules. The said matters shall be proposed to the Board of Directors to consider making the decision and entrust the President to establish and update this policy to be in line with the principles determined in the Company's Corporate Governance Code and business ethics, including the related laws.

(Parleerat Panboonhom) (Sukanya Tipmanee)

Authorized Signatory Director

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