

BOD No. 015/2025

Human Rights Policy

S P V I Public Company Limited

S P V I Public Company Limited (“the Company”) recognizes the importance of respecting and protecting human rights in its business operations. The Company adheres to the principles set forth in the United Nations Guiding Principles on Business and Human Rights (UNGPs) and applicable laws. The Company is committed to conducting its business with integrity, transparency, non-discrimination, and respect for the dignity of employees, customers, business partners, and all stakeholder groups. The Company also promotes a fair, safe, inclusive, and harassment-free working and service environment. Accordingly, the Company has established the following policy:

Definition

Human Rights means human dignity, fundamental rights and freedoms inherent to all individuals, and equality without discrimination on the grounds of race, religion, gender, color, language, ethnicity, or any other status.

(Source: National Human Rights Commission of Thailand)

Scope of Human Rights Policy

1. Human Rights of Employees
 - 1.1 The Company does not employ forced labor or child labor and shall not engage in any action that forces or coerces employees. The Company carefully verifies the age of job applicants before employment to ensure compliance with legal age requirements.
 - 1.2 The Company establishes a minimum age requirement for interns in accordance with labor laws to prevent child labor and promote age-appropriate work experience for young people.
 - 1.3 The Company provides appropriate, fair, and transparent compensation and benefits in compliance with labor laws to support the well-being of employees at all levels.
 - 1.4 The Company prohibits all forms of sexual harassment and misconduct, whether through actions, verbal conduct, or inappropriate behavior. The Company is committed to providing a safe and supportive workplace and establishing secure reporting channels with appropriate investigation and follow-up procedures.
 - 1.5 The Company treats employees equally and does not discriminate on the basis of gender, age, religion, race, disability, or sexual diversity. The Company promotes equal employment opportunities and supports the employment of persons with disabilities in accordance with applicable laws.

- 1.6 The Company provides appropriate occupational health and safety measures by maintaining workplace safety standards, providing necessary protective equipment, and conducting regular inspections and maintenance to ensure employees can work safely and efficiently.
- 1.7 The Company respects employees' rights to express their opinions and encourages them to provide feedback and recommendations while promoting an open and receptive working environment.

2. Human Rights of Consumers and Customers

- 2.1 The Company continuously procures products and develops services that are modern and responsive to customer needs.
- 2.2 The Company provides quality products and services at reasonable and fair prices.
- 2.3 The Company provides accurate information regarding products and services and does not make exaggerated or misleading claims.
- 2.4 The Company provides effective after-sales services to facilitate convenience and customer satisfaction.
- 2.5 The Company strictly protects customers' confidential and personal information and uses such information only for purposes necessary for service provision.

3. Human Rights of Shareholders

- 3.1 Shareholders have the right to receive accurate, complete, and timely information to support informed investment decisions.
- 3.2 Shareholders have the right to attend meetings, express opinions, and vote on significant matters relating to the Company's operations and direction.
- 3.3 All shareholders shall be treated equally without deprivation of rights or discrimination, regardless of whether they are major or minority shareholders.
- 3.4 Shareholders have the right to protection of their personal information and assurance that such information will not be misused or disclosed without authorization.
- 3.5 Shareholders have the right to submit complaints regarding rights violations, lack of transparency, or damage arising from the Company's operations and to receive fair consideration and remedy.

4. Human Rights of Business Partners

- 4.1 The Company provides equal opportunities for all business partners to present products and services and participate in business partnerships without discrimination.
- 4.2 The Company treats business partners fairly, does not take unfair advantage, and considers the interests of both parties.

- 4.3 The Company protects business partners' information and intellectual property and does not disclose or misuse such information.
- 4.4 Business partners are entitled to fair business practices, advertising, and competition, with the Company adhering to all applicable laws and regulations.
- 4.5 The Company encourages business partners to recognize and strictly comply with human rights principles.

5. Human Rights of Communities

- 5.1 The Company respects community rights and conducts its business without infringing upon local customs, traditions, and ways of life.
- 5.2 The Company complies with requirements relating to safety, hygiene, and the use of public areas within its office premises.
- 5.3 The Company promotes courteous, respectful, and non-discriminatory treatment of employees, visitors, and members of surrounding communities regardless of race, religion, gender, age, or any other status.

6. Human Rights Due Diligence (HRDD)

The Company requires the implementation of Human Rights Due Diligence (HRDD) processes to identify potential risks and impacts, establish preventive and corrective measures, and mitigate human rights impacts associated with the Company's business operations.

Policy Review and Revision

The Company shall review and revise this Human Rights Policy annually to ensure that it remains aligned with applicable laws, regulations, and current best practices. The Company shall also use this process to evaluate performance, improve risk mitigation measures, and promote ongoing compliance with human rights principles.

This Policy shall become effective on 24 December 2025 upon approval by the Managing Director.

Announced on 24 December 2025.

- Signature -

(Mr. Trisorn Volyarngosol)

Managing Director

S P V I Public Company Limited