

Human Rights Policy

Thai Wacoal Public Company Limited

Thai Wacoal Public Company Limited adheres to good corporate governance principles, morals, and ethics in business operations, placing importance on respecting and complying with human rights principles for all groups of stakeholders in accordance with domestic law and relevant international standards. Furthermore, the Company is committed to conducting its operations in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Children's Rights and Business Principles (CRBP).

Therefore, to ensure that business operations throughout the value chain do not affect or violate human rights matters for suppliers, business partners, employees, and all groups of stakeholders, as well as to specify guidelines in promoting that the Board of Directors, executives, and employees of all levels of the Company treat all related parties with respect and honor, considering their rights, liberties, equality, and human dignity without discrimination for differences in areas such as race, nationality, religion, gender identity, age, sexual orientation, disability, skin color, language, beliefs, education, economic position, political views, or social status, the Company specified that the Board of Directors, executives, and employees of all levels comply with the human rights policy as follows:

1. Respect and adhere to the law and human rights principles in treating individuals equally with mutual respect, exhibiting no discrimination for all stakeholder groups in all areas in which the Company does business.

- **Rights of Employees:** Treat the employees equally, do not discriminate, and take care of the rights of employees following the law in various aspects such as compensation, occupational safety, health, and working environment, including providing opportunities for people with disabilities to work with the Company

- **Rights of Consumers and Customers:** Treat consumers and customers fairly, give importance to keeping customer privacy strictly, and be aware of personal data security. The Company has established a personal data protection working group and has a privacy policy as a guideline. This also includes giving the importance of the health and safety of customers' lives and property.

- **Rights of Business Partners:** Treat business partners, who are also allies, based on principles of fair competition, equality, and mutual respect. The Company also provide a transparent procurement process and encourage business partners to comply with human rights principles.

- **Rights of Society and Community:** Give importance to conducting business, which is responsible to the community, society, and the environment, by listening to opinions, supporting participation, and being aware of the community's rights. The Company also has social policy and environmental policy as guidelines for conducting business with minimal impact on the community, society, and environment.

2. Support and promote undertakings to protect human rights.

3. Avoid actions and participation in activities that violate human rights, both directly and indirectly, taken upon all stakeholder groups, especially the use of forced labor, illegal immigrant workers, child labor, human trafficking, and violations of privacy rights.

4. Do not limit independence, differences of opinion, or any other matters, and avoid expressing opinions that may cause conflict or separation.

5. Set the Human Right Due Diligence (HRDD) to identify the risk issues and the effects, plan work, and set the solution and prevention, including mitigation approaches associated with the Human Rights impacts that occurred or may arise from the Company's business operations.

6. Monitor and oversee respect for human rights, do not neglect or ignore when witnessing actions related to the Company that violate human rights, report to a supervisor or person in charge for acknowledgment, and cooperate in the verification of facts; for any questions, consult with a supervisor or person in charge through various specified channels.

7. Check and follow up on management results and solve issues on human rights in accordance with check and follow-up procedures, as well as support and cooperate in alleviating the effects arising out of or relating to the Company.

8. Provide fair treatment and protection to those reporting human rights violations related to the Company.

9. Communicate, disclose, educate, and understand all stakeholder groups, as well as create cooperation and provide support to suppliers and business partners for joint business proceedings that respect and treat all parties in compliance with human rights principles stipulated in this policy.

10. Strive to create and retain an organizational culture that adheres to respect for human rights in compliance with the human rights policy.

11. Arrange the channels that collect opinions, suggestions, whistleblowing reports, and complaints such that employees or those who believe their rights have been violated or unfairly treated may inform the Company, and arrange for systematic procedures in correcting and proceeding.

12. Anyone who violates human rights and acts against the Company's business ethics shall be considered a disciplinary penalty as defined by the Company and may be subject to legal punishment if the act is against the law.

Above Human Rights Policy has been approved per the resolution adopted by The Board of Directors' meeting no.9/2025 dated November 13, 2025 will be effective on December 1, 2025, onwards, and will cancel the human rights policy dated August 1, 2024.

Thamarat Chokwatana

(Mr. Thamarat Chokwatana)

Chairman