

Human Rights Due Diligence Process 2025 (Human Right Due Diligence: HRDD)

Thai Wacoal Public Company Limited is committed to good corporate governance, as well as ethical and moral business conduct. The Company places importance on respecting and adhering to human rights principles for all stakeholder groups, in compliance with applicable domestic laws and relevant international standards. The Company is also committed to operating in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Children’s Rights and Business Principles (CRBP).

Human Rights Due Diligence Process

1. Establish human rights policies and implementation guidelines (Policy Commitment)
2. Assess risks and impacts throughout all business operations that may affect the human rights of all stakeholder groups (Human Rights Risk and Impact Assessment)
3. Implement measures to cease, prevent, or mitigate adverse impacts arising from potential human rights violations (Cease, Prevent, or Mitigate Adverse Human Rights Impacts)
4. Monitor performance and report to management, including communication and disclosure to stakeholders (Track and Communicate)
5. Provide grievance and complaint channels relating to human rights issues, together with remediation mechanisms for adverse impacts (Grievance and Remedy)
6. Promote awareness among employees and stakeholders to ensure operations are conducted in accordance with human rights principles and respect for human rights (Embedding Respect for Human Rights)

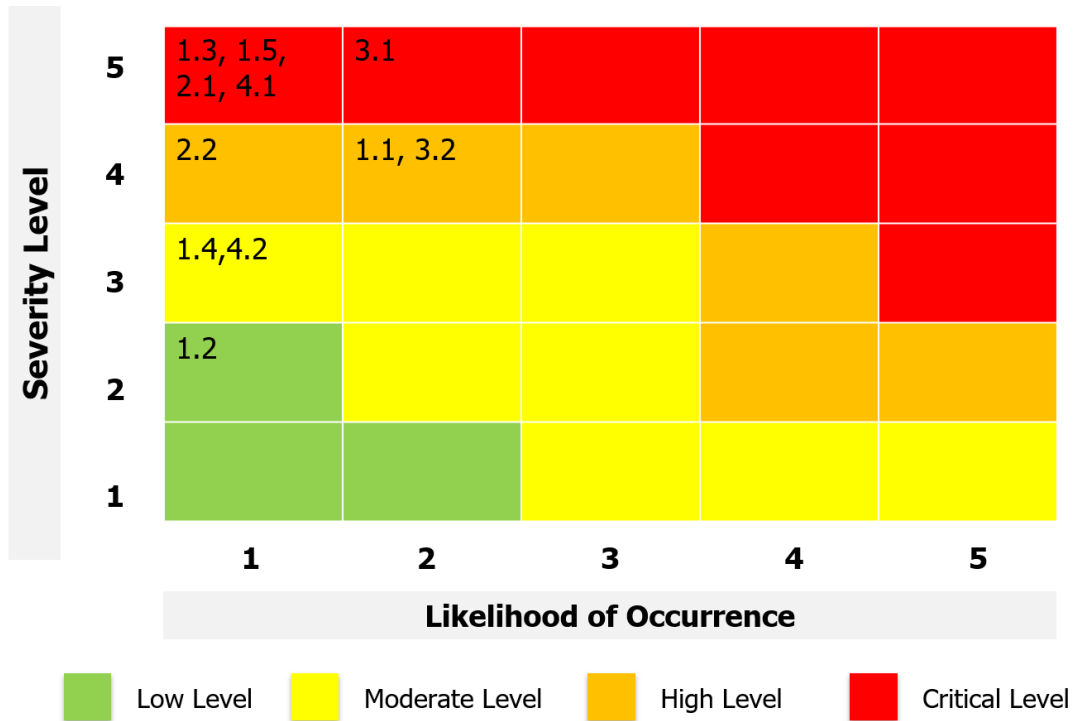
Human Rights Issues	Human Rights Risk Issues
1. Labor Rights	1.1 Unsafe or unsuitable working conditions leading to health risks and workplace accidents, such as insufficient lighting and malfunctioning or inadequate equipment.
	1.2 Unfair wage payment.
	1.3 Employment of child labor, migrant labor, forced labor, or other forms of illegal labor.
	1.4 Discrimination and unequal treatment based on gender, religion, age, or other factors.
	1.5 Intimidation, harassment, and all forms of sexual harassment.
2. Rights Relating to Natural Resources and the Environment	2.1 Environmental pollution contamination, such as water, air, and noise pollution.
	2.2 Improper waste and hazardous substance management.

Human Rights Issues	Human Rights Risk Issues
3. Customer and Consumer Rights	3.1 Leakage of personal data.
	3.2 Delivery of products and services that fail to meet quality, safety, or regulatory standards.
4. Rights to Housing and Livelihoods	4.1 Complaints arising from violations of housing rights, such as encroachment on community land or forced relocation.
	4.2 Inability to access areas for livelihood or occupational activities.

Human Rights Risk Prioritization

- Risk levels are classified into four categories: Low, Moderate, High, and Extremely High.
- Risk Matrix

Prioritization of Human Rights Risks



• Impact / Severity Level

Severity Level	Health Impact	Impact on Other Factors (e.g., property, personal data, and restriction of rights)	Scope (Number of persons affected or potentially affected)	Recoverability
Very Severe (5)	Serious illness or injury resulting in permanent disability, or more than one fatality, with the inability to return to normal life	Inability to maintain a normal way of life, including restrictions on the rights of affected persons (e.g. forced relocation, loss of employment, or impacts on occupational duties leading to displacement)	Impacts all rights holders within the group (e.g. entire community, all employees, all business partners, or all customers) (100%)	Irrecoverable or requiring more than 1 year for recovery
Severe (4)	Serious illness or injury resulting in disability or death	Significant impacts on livelihoods requiring major lifestyle changes (e.g. loss of opportunities or increased expenses from relocation, lifestyle changes causing indebtedness, or limitations on normal quality of life)	Impacts the majority of rights holders within a specific group (50% to less than 100%)	Recovery period of more than 6 months up to 1 year
Moderate (3)	Illness or injury requiring medical treatment and rehabilitation (including injuries resulting in work stoppage)	Minor long-term adaptation or moderate changes to livelihoods and lifestyle (e.g. loss of opportunities, increased expenses from relocation, career changes, or lifestyle adjustments affecting normal quality of life)	Impacts some, but less than half, of the rights holders within a specific group (25% to less than 50%)	Recovery period of more than 3 to 6 months
Minor (2)	Illness or injury requiring medical treatment or reassignment to alternative duties (without work stoppage)	Minor short-term adaptation or partial lifestyle changes without impacts on expenses, economic status, or quality of life (e.g. relocation, career changes, or temporary lifestyle adjustments)	Impacts a portion of rights holders within a specific group (less than 25%)	Recovery period of 1 to 3 months

Severity Level	Health Impact	Impact on Other Factors (e.g., property, personal data, and restriction of rights)	Scope (Number of persons affected or potentially affected)	Recoverability
Insignificant (1)	No illness or injury, or injuries treatable by first aid	Minimal or no impact on livelihoods (no impact on relocation, career changes, or lifestyle; or only minor changes that do not require adaptation or reduce quality of life)	No impact on relevant rights holders (0%)	Immediate recovery or recovery period of less than 1 month

• **Likelihood of Occurrence**

Likelihood Level	Description
5 (Very High)	The incident occurs more than 3 times within 1 year.
4 (High)	The incident occurs up to 3 times within 1 year.
3 (Moderate)	The incident occurs up to 2 times within 1 year.
2 (Low)	The incident occurs once within 1 year.
1 (Very Low)	No incident occurs within 1 year.

Measures and Guidelines for Preventing, Mitigating, and Remediating Human Rights Impacts

Human Rights Issue	Severity Level	Measures to Prevent, Reduce, and Mitigate Risks	Remedial or Mitigation Measures
1. Labor Rights 1.1 Unsafe or unsuitable working conditions leading to health risks and accidents, such as inadequate lighting or unsafe equipment	High Level Severity: 4 Likelihood: 2	1. Comply with occupational safety, health, and workplace environment policies. 2. Provide safety training before work commencement. 3. Establish work manuals and operating procedures. 4. Conduct workplace inspections by the Occupational Safety, Health, and Work Environment Committee.	Provide compensation or financial assistance in cases of death or work-related loss.

Human Rights Issue	Severity Level	Measures to Prevent, Reduce, and Mitigate Risks	Remedial or Mitigation Measures
		5. Comply with the Supplier Code of Conduct.	
1.2 Unfair wages	Low Level Severity: 2 Likelihood: 1	1. Comply with the Human Rights Policy. 2. Comply with labor laws and other relevant regulations. 3. Comply with WRAP standards. 4. Comply with the Supplier Code of Conduct.	1. Engage in discussions to identify corrective actions in order to avoid, prevent, remedy, and mitigate issues. 2. Commit to providing fair remedies to affected parties.
1.3 Child labor, migrant labor, forced labor, or other illegal labor practices	Critical Level Severity: 5 Likelihood: 1	1. Comply with the Human Rights Policy. 2. Comply with labor laws and other relevant regulations. 3. Comply with WRAP standards. 4. Comply with the Supplier Code of Conduct.	1. Engage in discussions to identify corrective actions in order to avoid, prevent, remedy, and mitigate issues. 2. Commit to providing fair remedies to affected parties.
1.4 Discrimination and inequality, such as gender, religion, or age discrimination	Moderate Level Severity: 3 Likelihood: 1	1. Comply with the Human Rights Policy. 2. Comply with the Whistleblowing and Complaint Policy. 3. Comply with labor laws and other relevant regulations. 4. Comply with WRAP standards. 5. Comply with the Supplier Code of Conduct.	1. Engage in discussions to identify corrective actions in order to avoid, prevent, remedy, and mitigate issues. 2. Commit to providing fair remedies to affected parties.

Human Rights Issue	Severity Level	Measures to Prevent, Reduce, and Mitigate Risks	Remedial or Mitigation Measures
1.5 Threats, harassment, and all forms of sexual harassment	Critical Level Severity: 5 Likelihood: 1	<ol style="list-style-type: none"> 1. Comply with the Human Rights Policy. 2. Comply with the Whistleblowing and Complaint Policy. 3. Comply with labor laws and other relevant regulations. 4. Comply with WRAP standards. 	<ol style="list-style-type: none"> 1. Engage in discussions to identify corrective actions in order to avoid, prevent, remedy, and mitigate issues. 2. Commit to providing fair remedies to affected parties.
2. Rights Relating to Natural Resources and the Environment 2.1 Environmental pollution contamination, such as water, air, and noise pollution	Critical Level Severity: 5 Likelihood: 1	<ol style="list-style-type: none"> 1. Comply with the Environmental Policy. 2. Comply with environmental requirements, including monitoring and evaluation processes. 3. Comply with ISO 14001 standards. 4. Provide training for employees and contractors. 5. Establish complaint channels. 6. Comply with the Supplier Code of Conduct. 	<ol style="list-style-type: none"> 1. Hold joint meetings to identify corrective and preventive measures. 2. Engage with affected parties. 3. Assess damages. 4. Provide compensation for damages. 5. Commit to providing fair remedies to affected parties.
2.2 Improper waste and hazardous substance management	High Level Severity: 4 Likelihood: 1	<ol style="list-style-type: none"> 1. Comply with the Environmental Policy. 2. Comply with environmental requirements, including monitoring and evaluation processes. 	<ol style="list-style-type: none"> 1. Hold joint meetings to identify corrective and preventive measures. 2. Engage with affected parties.

Human Rights Issue	Severity Level	Measures to Prevent, Reduce, and Mitigate Risks	Remedial or Mitigation Measures
		<ul style="list-style-type: none"> 3. Comply with ISO 14001 standards. 4. Provide training for employees and contractors. 5. Establish complaint channels. 	<ul style="list-style-type: none"> 3. Assess damages. 4. Provide compensation for damages. 5. Commit to providing fair remedies to affected parties.
<p>3. Customer and Consumer Rights</p> <p>3.1 Personal data leakage</p>	<p>Moderate Level Severity: 5 Likelihood: 2</p>	<ul style="list-style-type: none"> 1. Comply with the Privacy Policy. 2. Establish a Personal Data Protection Working Committee to oversee personal data protection, including setting plans and operational guidelines. 3. Establish information and computer system security policies. 4. Provide employee training. 5. Establish complaint channels. 	<ul style="list-style-type: none"> 1. Engage in discussions to identify corrective actions in order to avoid, prevent, remedy, and mitigate issues. 2. Commit to providing fair remedies to affected parties.
<p>3.2 Delivery of substandard or unsafe products and services</p>	<p>High Level Severity: 4 Likelihood: 2</p>	<ul style="list-style-type: none"> 1. Comply with ISO 9001 standards and the Quality Policy. 2. Comply with laboratory testing standards (ISO/IEC 17025). 3. Products are certified under Thai Industrial Standard TIS 2346-2566. 	<ul style="list-style-type: none"> 1. Engage in discussions to identify corrective actions in order to avoid, prevent, remedy, and mitigate issues. 2. Commit to

Human Rights Issue	Severity Level	Measures to Prevent, Reduce, and Mitigate Risks	Remedial or Mitigation Measures
		<ul style="list-style-type: none"> 4. Comply with the Marketing Communication Policy. 5. Establish complaint channels and after-sales services. 6. Conduct product inspections prior to customer delivery. 	<ul style="list-style-type: none"> providing fair remedies to affected parties.
<p>4. Rights to Housing and Livelihood</p> <p>4.1 Complaints arising from violations of housing rights, such as encroachment on community land or forced relocation</p>	<p>Critical Level Severity: 5 Likelihood: 1</p>	<ul style="list-style-type: none"> 1. Comply with the Human Rights Policy. 2. Comply with principles of good corporate governance. 3. Comply with business ethics in operations. 4. Establish complaint channels. 	<ul style="list-style-type: none"> 1. Engage in discussions to identify corrective actions in order to avoid, prevent, remedy, and mitigate issues. 2. Commit to providing fair remedies to affected parties.
<p>4.2 Inability to access areas for livelihood or occupation</p>	<p>Moderate Level Severity: 3 Likelihood: 1</p>	<ul style="list-style-type: none"> 1. Comply with the Human Rights Policy. 2. Comply with principles of good corporate governance. 3. Comply with business ethics in operations. 4. Establish complaint channels. 	<ul style="list-style-type: none"> 1. Engage in discussions to identify corrective actions in order to avoid, prevent, remedy, and mitigate issues. 2. Commit to providing fair remedies to affected parties.

Whistleblowing and Complaint Channels

Any person who witnesses, possesses evidence of, or has reasonable grounds to believe in good faith that any director, executive, or employee of the Company has engaged in, or been directly or indirectly involved in, human rights violations may report such acts or file a complaint through the following channels:

1. By Registered Mail Addressed to the Audit Committee, Director of Human Resources Department, Director of Internal Audit Office, Chairman of the Anti-Corruption Working Committee, or Company Secretary at:

Thai Wacoal Public Company Limited
132 Soi Charoenrat 7, Bangklo Subdistrict,
Bangkholaem District, Bangkok 10120, Thailand

2. By E-mail or Telephone

Department	Telephone Number	E-mail Address
Audit Committee	-	auditcommittee@wacoal.co.th
Human Resources Department	+66 2289 3100 ext. 490	hr@wacoal.co.th
Internal Audit Office	+66 2289 3100-9 ext. 207, +66 2291 0540	audit@wacoal.co.th
Anti-Corruption Working Committee	+66 2289 3100-9 ext. 385	cac@wacoal.co.th
Company Secretary	+66 2689 8324	secretariat@wacoal.co.th

Further details of the Human Rights Policy are available at:

https://corporate.wacoal.co.th/cg/pdf_cg/Human%20Rights%20Policy_E.pdf

In 2025, the Company received no complaints or disputes related to human rights violations arising from the Company's operations, including throughout its supply chain.