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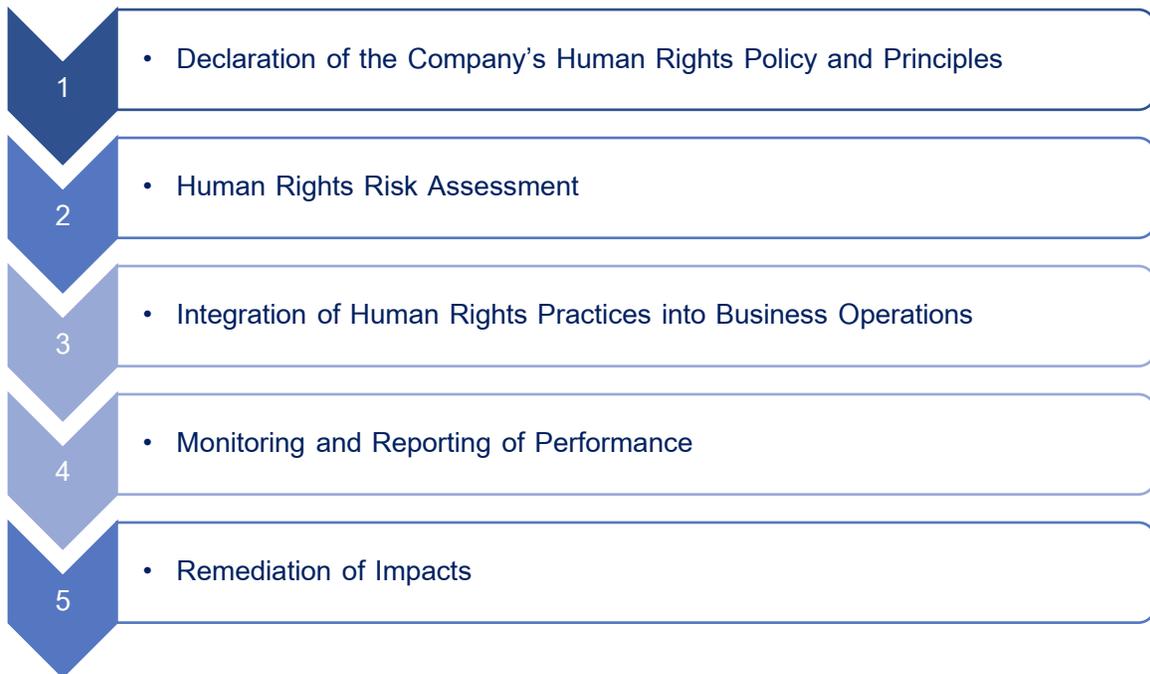


Human Rights Due Diligence: HRDD

The Platinum Group Public Company Limited

Human Rights Due Diligence: HRDD

The Platinum Group Public Company Limited and its subsidiaries (the “Company”) have established a comprehensive human rights due diligence process, referencing the risk assessment procedures in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), which emphasize the principles of Protect, Respect, and Remedy. These principles serve as the Company’s operational framework and guideline. The Company recognizes the importance of human rights issues and the potential impacts that may arise throughout its business operations and value chain. Accordingly, the Company has developed management approaches to prevent, address, and remedy human rights impacts through a comprehensive due diligence process, which consists of five key steps as follows:



1. Declaration of the Company’s Human Rights Policy and Principles (Policy Commitment)

The Company has established a Human Rights Policy in accordance with international human rights principles and standards, namely the Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights (UNGP). This policy serves as a framework for the Company’s human rights practices, encompassing the operations of the Company,

its subsidiaries, as well as stakeholders throughout the business value chain. The objective is to prevent all forms of non-compliance with any laws and to avoid actions that may infringe upon fundamental human rights.

2. Human Rights Risk Assessment

2.1 Determination of Scope and Identification of Human Rights Risk The Company has defined the scope for assessing and identifying both actual and potential human rights risk issues arising from all operations and activities of the Company and its subsidiaries. This assessment takes into consideration the potential impacts on both internal and external stakeholders, who may be directly or indirectly affected by the Company’s business activities throughout the value chain. The Company considers human rights issues relevant to its operations as well as within its supply chain, as outlined below:

Activity	Internal Stakeholder		External Stakeholder	
	Employee	Community	Customer	Business Partners / Contractors
The Company	<ul style="list-style-type: none"> • Safety, Occupational Health, and Working Environment • Non-Discrimination • Illegal Employment • Employee Data Privacy 	<ul style="list-style-type: none"> • Health and safety resulting from the Company's activities • Community living standards • Land acquisition and relocation 	<ul style="list-style-type: none"> • Health and Safety • Data Confidentiality and Privacy • Non-Discrimination 	<ul style="list-style-type: none"> • Employment conditions • Health and safety • Confidentiality and privacy • Non-discrimination
Supply Chain			<ul style="list-style-type: none"> • Confidentiality and data privacy • Non-discrimination 	<ul style="list-style-type: none"> • Confidentiality and data privacy • Non-discrimination

The scope of stakeholders also encompasses vulnerable groups, including children, women, persons with disabilities, the elderly, migrant workers, and individuals of diverse sexual orientations and gender identities ((LGBTQIA+).

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2.2 Human Rights Risk Assessment: The Company has conducted a human rights risk assessment to determine the significance level of human rights issues. The assessment considers both the severity of potential impacts (Impact) and the likelihood of occurrence (Likelihood). Human rights risks are categorized into four levels: Extreme, High, Moderate, and Low.

Level of severity	Impact				
	1 Very Low	2 Low	3 Medium	4 High	5 Very High
5 Very High					
4 High					
3 Moderate	1,5,9	8			
2 Low	2	4	6		
1 Very Low			7	3	

Human rights issues assessed:

1. Safety, occupational health, and working environment
2. Non-discrimination
3. Illegal employment
4. Employee data privacy
5. Health and safety resulting from the Company's activities
6. Community living standards
7. Land acquisition and relocation
8. Confidentiality and data privacy
9. Employment conditions

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Risk Assessment Criteria: Likelihood of Occurrence

Level of severity		Frequency of Occurrence
5	Very High	The risk is likely to occur on a weekly basis
4	High	The risk is likely to occur on a monthly basis
3	Moderate	The risk is likely to occur on a quarterly basis
2	Low	The risk is likely to occur on a semi-annual basis
1	Very Low	The risk is likely to occur annually or less frequently

Risk Assessment Criteria: Impact

Level of severity		Impact		
		Level of Impact	Number of Affected Stakeholders	Ability to Remedy
5	Very High	Stakeholders experience fatality	Impacts a wide range of stakeholders or extends beyond the Company's operational boundaries	The impact cannot be controlled or mitigated to return to normal conditions and/or requires more than 5 years for remediation
4	High	Stakeholders suffer permanent disability	Affects more than one stakeholder group (e.g., both employees and customers)	The impact can be controlled or mitigated to normal conditions within 3–5 years
3	Moderate	Stakeholders sustain serious injury requiring absence from work for more than 3 days	Affects only one stakeholder group but involves multiple individuals (e.g., employees or customers)	The impact can be controlled or mitigated to normal conditions within 1–3 years
2	Low	Stakeholders sustain injury requiring medical attention	Affects only part of a stakeholder group (e.g., a portion of employees)	The impact can be controlled or mitigated to normal conditions within 1 month–1 year
1	Very Low	No impact on stakeholders' health, hygiene, or safety (self-administered first aid is sufficient)	No significant impact on relevant stakeholders	The impact can be controlled or mitigated to normal conditions within 1 month

2.3 Human Rights Risk Assessment Results The results of the human rights risk assessment across the Company's business activities throughout the value chain indicated that there were no human rights risks classified as "Very High" or "High." Identified risks were assessed at Moderate and Low levels. Nevertheless, the Company continues to place great importance on establishing preventive and mitigating measures for all identified human rights risks to ensure effective management and to prevent potential human rights violations affecting all stakeholders.

3. Integration of Actions (Integrate Findings and Take Appropriate Action)

For key human rights risk issues, the Company conducts thorough analyses to identify potential risks and establish guidelines along with risk control measures, including actions to mitigate possible impacts. These efforts are intended to ensure that the Company manages human rights effectively throughout the entire value chain, addressing such risks through the operational practices currently in place.

4. Tracking and Reporting on Performance

The Company requires all relevant departments involved in each activity of the Company and its subsidiaries that may have an impact on stakeholders — including employees, communities, customers, business partners/contractors, as well as vulnerable stakeholder groups — to oversee and manage human rights risks. The Company conducts an annual review of human rights risk assessments and monitors compliance with established guidelines and preventive and mitigating measures related to human rights impacts. Furthermore, the Company continuously improves and revises its management plans to ensure that the defined guidelines and measures effectively prevent or control human rights risk issues.

5. Remediate Adverse Impacts

The Company has established communication channels for stakeholders to file complaints and seek remedies in cases of human rights impacts arising from the Company's business activities. The available channels for submitting complaints or whistleblowing reports are as follows:

- A. Via the Company's email: internalaudit@theplatinumgroup.co.th; or
- B. Through the complaint or whistleblowing boxes designated by the Company; or
- C. By sending a written letter to the Chairman of **the Audit Committee** (who also serves as an Independent Director) at the following address:

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Internal Audit Department

The Platinum Group Public Company Limited

111, PIER 111 Building (M2), 21st Floor, Ratchadamri Road, Lumpini

Pathumwan, Bangkok, 10330

Upon receiving a complaint or whistleblowing report concerning a potential human rights violation, the designated recipient shall conduct a preliminary review and prepare an initial summary of findings. The complaint shall then be submitted to the management representative for consideration of the nature and extent of the damage caused, and for determining appropriate measures to address the issue. This includes providing remedies and mitigating the impacts on affected individuals as appropriate. The Company shall also ensure regular monitoring and reporting of corrective and remedial actions to senior management, as well as establish preventive measures to avoid recurrence in the future.

The Company will conduct the investigation process in a fair and transparent manner, and enforce appropriate disciplinary actions where violations are confirmed. Affected individuals will receive remedy and compensation through a fair and appropriate process, in accordance with the Company's Whistleblower and Complaint Handling Policy.

Human Rights Due Diligence: HRDD was approved by the Board of Directors at the Board Meeting No. 4/2025, held on November 11, 2025, and has been effective from November 11, 2025 onwards.

-Mr. Palakorn Suwanrath-

Mr. Palakorn Suwanrath

Chairman of the Board of Directors

Date November 11, 2025