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## Human Rights Policy

The Platinum Group Public Company Limited

## Human Rights Policy

The Platinum Group Public Company Limited and its subsidiaries (“the Company”) recognize the importance of respecting and promoting human rights as universal and fundamental principles essential to sustainable business operations. The Company is committed to conducting its business in full compliance with applicable laws, regulations, and good corporate governance practices, ensuring that all activities are carried out responsibly and without infringing upon human rights in any form. The Company is dedicated to treating all stakeholders with fairness and equality, with a strong focus on prevention, respect, and the provision of appropriate remedies for potential impacts. This commitment reflects the Company’s mission to create shared and sustainable value for society and all stakeholders. In this regard, the Company has established this Human Rights Policy, which is guided by internationally recognized standards and frameworks, including 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 (UNGPs).

The Human Rights Policy applies to all operations of the Company, both direct and indirect, arising from its business activities. It also extends to encouraging business partners and relevant stakeholders throughout the value chain to adhere to the same principles. The Board of Directors, executives, and employees are collectively responsible for fostering values and an organizational culture that respect human rights, and for upholding and complying with the following key policies:

### 1. Guidelines for Stakeholder Engagement

The Company is committed to establishing a fundamental human rights framework that encompasses all stakeholder groups. It actively engages in dialogue and communication regarding this framework to encourage and promote respect for human rights principles among stakeholders as follows:

#### Employees

- The Company is committed to complying with labor and employment laws, ensuring fair treatment, and upholding human rights. This includes providing fair compensation and benefits, implementing fair practices in recruitment and termination, preventing discrimination in employment, and establishing plans

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for employee development, promotion, and transfer. The Company also organizes activities to promote occupational health and safety, as well as initiatives to enhance employee engagement.

- The Company does not tolerate any form of discrimination on the basis of race, nationality, skin color, religion, ethnicity, culture, gender (including pregnancy), sexual orientation, age, disability, or any other status. The Company promotes diversity, equality, and inclusivity across its operations.
- The Company respects the rights and privacy of employees and instills awareness of respecting the rights of others. It strictly prohibits all forms of harassment, including sexual harassment, abuse of authority, coercion, human trafficking, forced labor, and child labor, all of which constitute violations of human rights.
- The Company provides a safe and suitable working environment in accordance with applicable laws and regulations, reducing risks of accidents, injuries, and factors that may affect employees' physical and mental health. It ensures the availability of adequate safety equipment and conducts safety training to promote proper awareness and compliance among employees.
- The Company supports and encourages the establishment of a Welfare Committee, providing opportunities for meetings to propose welfare initiatives in accordance with legal requirements, thereby safeguarding employee benefits.

**Customers**

- Ensure that the Company's business operations across the entire value chain do not cause adverse impacts or infringe upon customers' rights. In the event of adverse impacts related to human rights violations against customers, the Company shall undertake corrective actions and provide appropriate remedies.
- Treat customers fairly and equally, regardless of gender, age, race, nationality, skin color, beliefs, religion, ethnicity, social status, origin, or disability, etc.
- Ensure the safeguarding and protection of customers' information with full respect for privacy and human rights, while rigorously adhering to all applicable laws and regulations.

**Business Partners**

- Promote and encourage business partners to adhere to human rights principles and labor practices as outlined in the principles of good corporate governance and the Supplier Code of Conduct, with the expectation that such principles will be applied in their business operations.

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- Establish a fair partner selection process that provides equal opportunities to all business partners, incorporating human rights considerations as one of the criteria in the selection process.
- Protect personal data and prevent violations of the personal information of business partners, while respecting their human rights.
- Conduct monitoring to ensure that contracted security personnel do not engage in any form of human rights violations.

Community and Environment

- Conduct business responsibly towards the community and the environment, respecting the rights of society and local communities. The Company is committed to improving living standards, health, and community safety, as well as taking responsibility for environmental stewardship and energy conservation, while minimizing social, community, and environmental impacts.

**2. Human Rights Due Diligence**

The Company has established a comprehensive human rights due diligence process as follows:

- Integrating human rights issues into the Company's systematic risk assessment, including the evaluation of actual and potential risks and impacts of human rights violations that may arise from the Company's operations throughout the value chain.
- Embedding the Human Rights Policy into both internal and external control mechanisms, such as identifying stakeholder groups that may be affected, issuing human rights statements and policies, and incorporating human rights considerations into existing policies.
- Planning and establishing preventive measures and corrective actions to address human rights violations.
- Providing remediation and mitigation measures deemed appropriate and suitable by the Company on a case-by-case basis.
- Monitoring and reporting performance outcomes to management and the relevant committees.

### **3. Grievance Mechanism**

The Company has established whistleblowing and grievance handling principles in relation to human rights and labor rights issues through designated whistleblowing channels. The Company encourages the reporting of any actions that may constitute violations of laws, policies, or operational procedures concerning human rights. In addition, protections are provided to whistleblowers and related parties. The Company also ensures proper follow-up and fact-finding investigations, with progress updates and resolution outcomes communicated to the whistleblower or complainant, as well as to the relevant committees.

### **4. Remediation**

The Company has implemented remediation measures by conducting Human Rights Impact Assessments (HRIA) and/or comprehensive Human Rights Due Diligence (HRDD) to evaluate the extent of human rights risks and impacts on individuals who may be affected. This process enables the Company to understand the human rights risks associated with its business activities and to establish preventive, mitigation, and effective remediation measures for potentially affected stakeholders.

### **5. Monitoring**

The Company has established regular monitoring, auditing, and assessment processes to evaluate human rights risks and impacts. Appropriate guidelines or risk management measures are determined and reported to the relevant committees for acknowledgment.

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This Human Rights Policy 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