



THAILINK 2012 INTERNATIONAL CO., LTD.

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Policy No. 008/2025

Human Rights Policy (HUMN RIGHTS POLICY)

Thailink 2012 International Co., Ltd. has a commitment to respect, protect and remedy human rights by operating in accordance with the following legal requirements and company regulations:

1. The Company shall conduct business with due, regard to and respect for the law. Employees and executives shall strictly comply with relevant laws.
2. The Company shall give importance to and respect internationally recognized human rights as stipulated by law, both in terms of basic principles and including various rights in the workplace.
3. The Company shall not support and avoid any violation of human rights against other persons and shall resolve any related human rights issues or impacts.
4. The Company will endeavor to prevent or mitigate any relevant human rights impacts.
5. The Company shall have a process that demonstrates the (Due Diligence process) to Identify, prevent, and mitigate issues and impacts on human rights.
6. The Company shall participate in considering the impact on human rights and its rehabilitation through legal processes.

This Policy is effective from April 1st, 2025.

(Ms. Lara Kristianna Colombres)

Managing Director