



Announcement No. 1/2025

Human Rights Policy

Tipco Asphalt Group ("the Group") respects basic human rights and freedom inherent to individuals and is fully aware of human rights pertaining to all stakeholder groups. We shall conduct our business to support and respect the protection of internationally proclaimed human rights standards, such as the United Nations Global Compact (UNGC); United Nations Guiding Principle on Business and Human Rights: (UNGPR) ; and the Children's Rights and Business Principles by UNICEF.

The Group fully recognizes the key human rights violations issues and potential adverse risks associated that may arise from the expansion of our business operations and their impact on the growing value chain. The Group places the highest priority on respecting human rights and hereby establishes this Human Rights Policy to affirm our strong commitment to protect all employees, customers, partners, business affiliates, road users, local communities, vulnerable groups, and other stakeholders throughout the Group's value chain. The details of the Policy are as follows:

1. Identify and Prevent Human Rights Violations: Take active measures to identify risk, correct, and prevent any violation of human rights (whether such human rights are dictated through legislation or leading international practices) that could impact stakeholders. The Group will also review all risks impacting human rights and take proactive measures to manage such risks.
2. Resolve Human Rights Disputes: Implement or develop mechanisms to resolve human rights disputes for mutual benefit of the Group and the stakeholders (for example, suppliers, employees, and customers). The Group will work with all stakeholders to achieve a common understanding of our position on human rights.

/3. Non-Discrimination



3. **Non-Discrimination:** Respect the rights of employees and all stakeholders without discrimination towards conceptual, employment and occupation on the basis of nationality, race, skin-color, gender, age, religion, political opinion, national extraction and social origin, language, marital status, personal attitudes about sex, disability, HIV/AIDS-related illnesses, pregnancy status, employee committee, or any other personal opinions. The Group shall also raise awareness of human rights for underprivileged groups within our business value chain.
4. **Promote Rights:** Promote civil, political, economic, social, cultural and children rights among employees and all stakeholders across the Group.
5. **Personal Security and Freedom of Association:** Respect personal security and freedom of association and shall implement zero tolerance against harassment or harsh or inhumane treatment in the workplace.
6. **Improve Working Conditions:** Promote the improvement of working conditions regarding humanity, health, and safety for employees, without any form of forced, bonded, or indentured labor and child labor.
7. **Communication and Understanding:** Ensure correct understanding for all staffs and related stakeholders including implementation of this policy in accordance with this policy guideline.
8. **Encourage Partners:** Promote partners and business affiliates to conduct their business operations in line with this human rights policy guideline.

This policy is effective as of 14 May 2025.

Mr. Chainoi Puankosoom

Chairman of the Board of Directors