



Human Rights Policy

The Company respects and complies with the principles of human rights for the protection of rights and freedoms, including the prevention of human rights violations of employees, business partners, and stakeholders as follows:

1. Treat all employees, business partners, and stakeholders with equality and non-discrimination on race, religion, sex, sexual preference, nationality, age, disability, personal attitude, and political parties as a criterion for considering employment, compensation, welfare, promotion, training and development or business partner agreement.
2. Respect the labor rights of employees by not using forced labor, child labor, as well as having measures to prevent sexual harassment and other violations of rights and freedoms.
3. Focus on safety, health, and environment in the workplace, while improving the environment for employees to have good health and safety.
4. Promote good labour and community relations between the Company, employees, and the community for participation, expression, and suggestion with the benefits to the Company, while encouraging employees for contribution to the communities, society and environment, as well as respecting the rights, freedoms, and opinions of communities surrounding all company locations.
5. Treat business partners fairly by implementing a transparent procurement process that promotes fair competition and ensures that partners comply with human rights principles throughout the supply chain.
6. Treat consumers and customers fairly by prioritizing the protection of their personal data in accordance with legal requirements, and refrain from disclosing or using such information for unauthorized gains that could cause harm.
7. Establish a comprehensive human rights due diligence process by defining the scope, identifying human rights risk factors, assessing the severity and likelihood of potential impacts, implementing remedial measures, and systematically monitoring human rights performance.

This announcement is made for acknowledgment
and compliance by all concerned.

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