

Human Rights Policy

I.C.C. International Public Company Limited

The Company recognises the importance of conducting business that respects the human rights and dignity of all individuals throughout the supply chain, guided by the philosophy of "Because Every Person is Us." The Company upholds the principles of equality, fairness, and non-discrimination by strictly adhering to applicable laws and the principles of the Universal Declaration of Human Rights (UDHR), in alignment with good corporate governance principles, to ensure that all business operations are free from human rights violations in every form.

The Company has therefore established a Human Rights Policy and guidelines as a commitment to uphold, support, and promote the respect and protection of the fundamental rights and human dignity of all individuals — including employees and all stakeholders involved in the Company's operations.

Scope

This Human Rights Policy and guidelines on the respect for human rights cover all business activities of I.C.C. International Public Company Limited and its subsidiaries. The Company also encourages its suppliers, business partners, and all stakeholders to acknowledge and adopt these guidelines, in order to ensure a consistent direction of practice.

Definitions

1. Human Rights refers to the rights to which all human beings are equally entitled encompassing human dignity, rights, freedoms, and equality of persons that are guaranteed in both thought and action, and which are inviolable.
2. Stakeholders refers to any person or group of persons who are involved in or affected by the Company's operations, whether positively or negatively, directly or indirectly — including employees, customers, suppliers and business partners, as well as society, communities, the environment, and regulatory authorities.
3. Forced Labour refers to work performed by a person involuntarily, through the use of methods or pretexts involving punishment, coercion, intimidation, or compulsion to work or provide services, resulting in a person working unwillingly or being placed in a situation in which they are unable to refuse.
4. Child Labour refers to employees who are children aged 15 years or above but under 18 years of age, where the work constitutes full-time employment with working hours of between 14 and 43 hours per week.

5. Human Rights Due Diligence (HRDD) refers to an ongoing process that business organisations must undertake to identify, assess, and manage human rights risks that may arise from the organisation's activities or those of its business partners.

Guidelines

1. Respect and comply with laws, labour standards, and international human rights principles. Treat all groups of persons equally, without discrimination on the basis of race, religion, gender, age, political opinion, status, disability, or any other distinction.
2. Treat stakeholders as follows:
 - Respect the rights and promote the human dignity of employees through fair employment and personnel management, fostering a positive and safe working environment, equal opportunities, and diversity.
 - Respect consumer rights by delivering quality and safe products, providing services fairly and transparently, respecting privacy, and protecting personal data.
 - Respect the rights of suppliers by building fair and transparent business relationships, applying principles of fair competition and transparent procurement processes, and encouraging suppliers to respect human rights and adhere to ethical standards.
 - Respect the rights of communities by listening to their opinions and promoting participation, and by conducting business responsibly toward society and the environment.
3. Avoid committing, participating in, or facilitating human rights violations in any form — whether directly or indirectly — including forced labour, child labour, illegal employment of migrant workers, human trafficking, violations of personal data, discrimination, harassment, sexual harassment, or any act contrary to human dignity throughout the supply chain.
4. Not restrict the freedom of thought and expression of personnel, except in cases that may give rise to conflict, division, or impact upon the peace and dignity of others.
5. Regularly monitor, audit, and assess human rights risks and impacts by implementing a comprehensive Human Rights Due Diligence (HRDD) process to identify issues that may affect stakeholders, establish preventive, corrective, and mitigation measures for impacts arising from business operations — including remediation for affected parties — and define appropriate risk management approaches and measures. All departments shall audit, assess, and manage human rights risks within their respective areas of responsibility, as follows:

5.1 Scope of Risk Assessment

The Company requires human rights violation risk assessments to cover all operational areas of the Company and all business activities throughout the supply chain — including activities directly undertaken by the Company, as well as activities arising from participation in or business relationships within the supply chain.

5.2 Identification of Human Rights Issues

The Company shall identify all actual or potential human rights issues arising throughout the supply chain, and subject them to material risk assessment and human rights impact assessment across all stakeholder groups — in order to identify key risk issues arising from the Company's business activities and supply chain activities, and to effectively establish measures for the prevention, mitigation, and remediation of impacts.

5.3 Prioritisation of Human Rights Issues

The Company conducts human rights materiality assessments using criteria of Likelihood and Severity of impact on stakeholders — comprising Scale of impact on individuals or groups, Scope of impact, and Irremediable Character — and presents the prioritisation of risks in a 4x4 Human Rights Risk Matrix, classified into three levels:

- High Priority refers to human rights issues that may cause severe and significant impact on individuals or groups (Scale), or have wide-reaching effects (Scope), or are difficult to remedy or reverse (Irremediable Character). These must be addressed promptly, with additional preventive or mitigation measures implemented.
- Medium Priority refers to human rights issues that cause moderate impact on individuals or groups, with more limited severity or scope of impact. These require continuous monitoring and the establishment of appropriate preventive and mitigation measures, but necessitate additional effective action.
- Low Priority refers to human rights issues that cause minimal impact on individuals or groups. Current preventive or risk control measures are sufficient, but changes must be regularly monitored.

5.4 Risk Management Measures

- Conducting human rights impact assessments of potential impacts arising from business operations, covering all business activities.
- Reviewing the results of human rights impact assessments arising from business operations at least once every two years, or whenever significant changes occur.
- Prioritising risk issues by considering the severity of impact, the scale of those affected, and the capacity for remediation — in order to identify issues requiring priority action.

- Establishing and implementing plans to address and prevent human rights impacts identified through assessment, and monitoring progress in accordance with those plans.
- Providing accessible whistleblowing and complaint channels for all stakeholder groups.
- Establishing appropriate remediation measures — both financial and non-financial — upon the identification of human rights violations caused by the Company, suppliers, or contractors; taking disciplinary action in accordance with the Company's regulations; and pursuing legal proceedings where necessary.

5.5 Performance Monitoring and Reporting

In order to monitor performance against human rights violation prevention measures, the Company provides effective whistleblowing and complaint handling mechanisms, including appropriate remediation measures, and regularly reports on human rights performance to the Committee responsible for sustainability oversight.

Whistleblowing and Complaint Channels

The Company provides channels for reporting complaints or raising concerns in cases where human rights violations are observed or become known, as follows:

For human rights violations within the organisation and throughout the supply chain:

- Human Resources Department: Tel. 02-293-9000, ext. 356
- E-mail (Audit Committee): iccauditcommittee@icc.co.th

For human rights violations within the supply chain:

- Customer Relations Center: Tel. 02-294-4999, 02-491-4999, and 02-293-9000
- E-mail (Audit Committee): iccauditcommittee@icc.co.th

Where the subject of the complaint is the Chairman of the Executive Committee or the Chief Executive Officer of a business line:

- E-mail (Audit Committee): iccauditcommittee@icc.co.th

Human Rights Whistleblowing and Complaint Handling Process

In accordance with the Whistleblowing and Complaint Policy, the Company provides human rights whistleblowing and complaint channels that are accessible, transparent, and fair — enabling employees, suppliers, customers, and all stakeholder groups to report information or concerns regarding human rights violations without facing discrimination or retaliation. The Company designates appropriate reporting

channels, including submission through the Human Resources department, the Compliance and Internal Audit department, electronic channels, or other channels designated by the Company. The Company shall strictly maintain the confidentiality of reporters and related information, conduct impartial fact-finding investigations, manage complaints in accordance with established procedures, and protect whistleblowers from retaliation or unfair treatment — in order to strengthen trust, accountability, and respect for human rights in business operations.

Remediation and Corrective Action

The Company requires the prioritisation of human rights issues to be a critical process in business governance, taking into account the severity of impact on the dignity and quality of life of stakeholders, alongside the likelihood of risk and the level of the Company's control or influence throughout the value chain. Assessment results shall be used to prioritise material issues, establish risk prevention and mitigation measures, allocate resources appropriately, and conduct systematic monitoring and evaluation — in support of responsible corporate governance that respects human rights.

In the event of a human rights violation, the Company requires the responsible department to proceed as follows:

- Consider providing appropriate remediation to affected parties, both financial and non-financial — such as an apology.
- Establish corrective measures to prevent recurrence in the future.
- Promptly and appropriately mitigate and address human rights impacts.
- Monitor progress following remediation or the establishment of preventive measures, and report to senior management and the Board of Directors.

Roles and Responsibilities

All executives and employees are obliged to comply with the Human Rights Policy, and to respect and treat the Company's stakeholders and fellow employees in accordance therewith.

Communication and Dissemination

The Company shall communicate and convey the Human Rights Policy and guidelines — as well as labour practices — through training, meetings, or various appropriate activities, to directors, executives, employees, and external stakeholders, including suppliers, business partners, and the general public, throughout the value chain on an ongoing basis. Effectiveness evaluations shall be conducted following every training session.

Penalties

The Human Rights Policy and fair labour practices form part of the operational discipline of directors, executives, and employees. Any director, executive, or employee who acts in violation of or fails to comply with this policy and guidelines — whether directly or indirectly — shall be subject to disciplinary action in accordance with the Company's work regulations.

Reporting and Review

The Company shall report on human rights performance to the Board of Directors at least once per year, and disclose information on the Company's human rights operations as part of its Sustainability Report, Annual Registration Statement / Annual Report (Form 56-1 One Report), and the Company's website.

The Company shall review and update its Human Rights Policy and processes annually, or whenever significant changes occur, to ensure that the policy remains appropriate and aligned with the business context and international standards.

This Human Rights Policy was approved at the Board of Directors' Meeting No.12/2025 on 11 March 2026 and shall be effective from 11 March 2026 onwards.

Anuchit Anuchitanukul

Anuchit Anuchitanukul, Ph.D.

Chairman of the Board and

Chairman of the Corporate Governance and Sustainable Development Committee