



Announcement No. 011/2026

Subject: Human Rights Policy and Guidelines

Taokaenoi Food & Marketing Public Company Limited recognizes and understands that every individual possesses equal inherent value and dignity. We prioritize the respect for human rights as a fundamental right and freedom that every person deserves in their coexistence and professional life. As the Company strives to become a leader in food innovation delivering happiness to consumers worldwide. We remain committed to caring for communities, society, and the environment. This ensures that our business operations and employee conduct are firmly rooted in the principle of mutual respect for honor and dignity.

The Company supports and respects human rights, particularly regarding organizational management and business operations, in alignment with the following international standards:

- OECD Guidelines for Multinational Enterprises
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- The Universal Declaration of Human Rights (UDHR)
- The United Nations Guiding Principles on Business and Human Rights (UNGP)

This commitment is an integral part of our dedication to conducting business ethically and responsibly to build sustainable trust among all stakeholders.

1. Scope

This Human Rights Policy and Guidelines apply to all business activities of Taokaenoi Food & Marketing Public Company Limited and its subsidiaries. We further encourage all stakeholders across the entire supply chain - including the Board of Directors, executives, employees, business partners, suppliers, contractors, and other related parties - to respect human rights and adhere to these guidelines accordingly.

2. Definitions

- **Human Rights:** The essential fundamental rights and freedoms that every human being is entitled to receive them equally and fairly, regardless of race, national origin, religion, culture, language, lifestyle, gender, appearance, age, intellect, physical or mental disability, or socio - economic status. This includes freedom from slavery, torture, human trafficking, harassment, discrimination, and forced labour.
- **Discrimination:** Unfair treatment or arbitrary distinction based on personal characteristics. Discrimination may occur as an isolated incident affecting an individual or group, and may manifest as harassment or abuse of power.
- **Harassment and Threat:** Improper and unwelcome behavior that could reasonably be expected to cause offense or humiliation. This includes verbal, gestural, or physical



actions that annoy, alarm, abuse, intimidate, or create a hostile and intimidating work environment. It includes physical assault and bullying, but excludes professional disagreements regarding work performance.

- **Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that causes offense or humiliation, regardless of the gender of the parties involved.
- **Vulnerable Groups:** Groups that may lack the power or resources to protect their own rights and are at higher risk of human rights impacts, such as women, persons with disabilities, children, indigenous peoples, migrant workers, the LGBTQ+ community, and local communities surrounding business operations.

3. Human Rights Guidelines

1. Mutual Respect: The Board of Directors, executives, and employees shall treat everyone with dignity and equality without discrimination based on physical or social differences, covering all stakeholders and vulnerable groups.

2. Zero Tolerance for Violations: The Company strictly prohibits forced labour, child labour, and human trafficking. We ensure strict compliance with labour protection laws.

3. Fair Employment: We provide equal opportunities and fair compensations. We support freedom of association, collective bargaining, and provide special care for vulnerable groups (e.g. pregnant women, migrant workers).

4. Occupational Health and Safety: We maintain a safe and healthy working environment for all.

5. Supply Chain Responsibility: We communicate and monitor our subsidiaries and business partners to ensure they respect human rights, practice fair procurement, and provide remedies if violations occur.

6. Consumer Rights: We treat customers fairly and protect their personal data in accordance with privacy laws.

7. Community and Environment: We operate with social responsibility, respecting community rights and minimizing impacts on the ecosystem and local ways of life.

8. Human Rights Due Diligence (HRDD): We conduct systematic risk assessments across all business activities, implement mitigation measures, and provide effective grievance and remediation mechanisms. These processes are disclosed in the Company's Form 56-1 One Report.

9. Whistleblowing Channels: We provide a dedicated channel for reporting human rights violations via email: whistleblower@taokaenoi.co.th.



10. Whistleblower Protection: The Company guarantees fair treatment and safety for those who report violations or cooperate in investigations.

11. Duty to Report: Employees must not ignore human rights violations. Any suspected breaches must be reported to supervisors or the Human Resources Department.

12. Disciplinary Action: Any employee found violating human rights or engaging in harassment will face disciplinary action according to company regulations and may be subject to legal proceedings.

13. Reporting and Transparency: Human rights performance and labour impact assessments are reported to the Board of Directors at least once a year and disclosed transparently on the Company's website.

The Company firmly believes that by adhering to these policies, we will achieve international recognition and foster sustainable growth together.

Announced on April 23, 2026

Chief Executive Officer