Business Responsibilities on Human Rights Policy

The expansion of Bangchak Corporation Public Company Limited (BCP) into businesses throughout multiple regions have increased the complexity of BCP's value chain as well as increased the number of stakeholders and their diversity which may lead to potential human rights violations of these stakeholders. Recognizing the potential risks from human rights issues, BCP developed "Business Responsibilities on Human Rights Policy" in accordance with the law and global principles. The policy acts as commitment to demonstrate business responsibility to protecting human rights. The Company conducts Human Rights Due Diligence and Human Rights Impact Assessment and ensure that if human rights violations were to occur "Access to Remedies" is available. Relevant Indicators are developed to assess risk, monitor performance, and report results to the public. The Board of Directors, Executives, Management, and all employees of BCP should be aware of and participate in human rights protection. The Company assess human rights risks and impacts which include women, children, indigenous people, employees, foreign workers, contractors, business partners, customers, and local communities covering social and environmental impacts in accordance with international guidelines and standards as well as local laws and regulations to ensure that BCP set an example for good business responsibility and sustainability and to support inclusive growth.

Guidelines

The Board of Directors, Executives, Management, and all employees of BCP should all adhere to the principles of human rights and promote respectful, fair, and dignified treatment of all people including gender equality, prohibiting for sexual harassment and harassment of any kind as well as respecting freedom of association and the rights to collective bargaining. We commit to ensure that zero tolerance on discrimination based on ethnicity, nationality, birthplace, religion, gender identify, age, skin color, language, culture, education, disability, political opinions, economic standing, and social status that are not related to work or any matter by:

1. Ensure fair and equal treatment of all employees in accordance with employment contract that is fair and in accordance with the law. Ensure that there is no child labor, forced labor, and human trafficking in business operations. Provide trainings for all employees to support skill development and career advancement as well as ensure equal remuneration and fair compensation.
2. Avoid any acts or associations that may lead to potential human rights violations or impacts. All personnel must not neglect any acts that could lead to human rights violations related to BCP. Incidents should be reported to supervisors through an escalation process for reporting incidents to investigate the facts.

3. Conduct comprehensive human rights assessment to review incidents or potential incidents throughout the value chain to avoid, prevent, and mitigate potential impacts with inputs from stakeholders ensuring that all BCP's products and services, safe and health working environment , treatment of laborers and suppliers, and investments will not create negative impacts related to human rights on our stakeholders and show responsible practices to society and the environment by being a good neighbor who promotes equality in the communities where we operate.
4. Conduct analysis and impact assessment of human rights-related incidents or potential incidents that may arise from business operations.
5. Create awareness and cultivate understanding of this policy to all concerned parties. Develop management framework, guidelines, and communication materials for everyone in the value chain such as suppliers, contractors, third-party contractors, and business partners. Provide trainings for all employees on discrimination and harassment in the workplace to cultivate the sense of responsibility to conduct business with respect to human rights.
6. Provide communication channels and channels that are appropriate for all stakeholder groups for complaints and/or whistleblowing on issues related to human rights violations and discriminations resulting from BCP operations. Put in place escalation process for reporting incidents and monitoring and performance assessment of mediation, negotiation, and remediation in a fair, accessible manner and protect sensitive and private information in accordance with human rights principles.
7. Ensure that processes are in place to monitor, report, and publish impacts and human rights-related performance in a transparent manner.

Executives should be role models for the implementation of this policy. All employees should understand and follow the content of the policy to achieve objectives and targets.

- Signed -

(Mr. Chaiwat Kovavisarach)

Group Chief Executive Officer and

President with Authorized Signature

Definition:

Human Rights are the basic rights and freedoms that belong to every person in the world, from birth until death. All humans are equal and cannot be discriminated against by ethnicity, religion, gender, skin color, language, culture or other reasons.

Global Principles are the UN Global Compact (UNGC), Universal Declaration of Human Rights (UDHR), International Organization for Standardization 26000 (ISO2600), United Nations Guiding Principles on Business and Human Rights (UNGP), ILO Declaration on Fundamental Principles and Rights at Work (ILO) and Women's Empowerment Principles (WEPs)

Scope: Covers all direct activities by Bangchak Corporation Public Company Limited (BCP) that may impact or violate human rights including throughout BCP's value chain including mergers and acquisitions, construction, operations, and business termination. Bangchak Corporation will communicates this policy to serve as a model for companies in the group to consider applying as appropriate.

Note : Reviewed by The Sustainability and Corporate Governance Committee (SCGC) as of July 2025.