(Translation)

HUMAN RIGHTS MANUAL

THAI PRESIDENT FOODS PUBLIC COMPANY LIMETED

Approved by

-Signature-

(Mr. Pun Paniangvait)

Human Right Team Leader

VOL 1: December 25, 2024

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1. PRINCIPLES FOR DEVELOPING THE HUMAN RIGHTS MANUAL

In accordance with the principles of good corporate governance, the Company conducts its business operations with integrity and transparency to build trust among shareholders and all stakeholders. To this end, the Company has formally announced its Human Rights Policy and prepared this "Human Rights Manual" in written form. The Manual shall be reviewed regularly to ensure alignment with any amendments to relevant human rights laws. It serves as a clear guideline for the Company's Directors, Executives, and Employees at all levels in performing their duties as follows:

1.1 Objectives

The objective of this Manual is to promote understanding of human rights principles among the Company's Directors, Executives, and Employees at all levels, and to foster awareness of the severe consequences that may arise from human rights violations—consequences that affect not only the organization, but also society and the nation as a whole. It establishes proper operational guidelines on human rights practices to be used as a standard of conduct, thereby strengthening the confidence of all stakeholders in the Company.

1.2 Definitions

Human Rights refer to the inherent rights of all human beings, regardless of physical or mental condition, ethnicity, nationality, country of origin, lineage, religion, gender, language, age, skin color, education, social status, culture, customs, or any other distinction under the laws of each country or pursuant to international treaties to which each country is a party. Human rights include, but are not limited to, the right to life and liberty, freedom from slavery and torture, freedom of opinion and association, the right to work, the right to education, and other fundamental freedoms. All people are equally entitled to these rights without discrimination.

The Company refers to Thai President Foods Public Company Limited.

1.3 Communication and Dissemination

The Company shall communicate and disseminate this Manual to ensure that all Directors, Executives, and Employees are aware of and adhere to the Company's human rights practices through the following channels:

1. The Company's Intranet
2. Notice boards located at the Company's Head Office and production Factorys

1.4 Guidance on Compliance with the Human Rights Policy

In cases where Directors, Executives, or Employees have doubts about the interpretation or implementation of this Human Rights Policy and its related practices, they should first exercise their own judgment by asking themselves the following questions:

- Is this action in compliance with applicable laws, government regulations, and the Company's internal policies?
- Would this action be accepted by society and could it be disclosed publicly without concern?
- Could this action be considered unethical or potentially cause harm to oneself, others, or the Company's reputation either now or in the future?

If uncertainty remains, employees are encouraged to consult directly with the relevant responsible department or their immediate supervisor to jointly review and take proper action.

1.5 Disciplinary Actions

Any person who violates or fails to comply with the Human Rights Policy shall be deemed to have committed a disciplinary offense under the Company's regulations on personnel management.

Such person shall be subject to disciplinary measures as specified, and may also be subject to legal penalties if the act constitutes a violation of applicable laws.

2. DUTIES AND RESPONSIBILITIES

Responsible	Assigned Duties
1. Board of Directors	- Establish the Human Rights Policy. - Oversee the implementation of an effective system that supports human rights practices, ensuring that management prioritizes human rights and embeds them into the Company's organizational culture.
2. 3C Committee	- Review the Company's human rights reporting system, internal control system, and risk management
3. Executives	- Supervise and support the implementation of human rights initiatives within their respective areas of responsibility. - Review the Human Rights Policy and related procedures to ensure their continued relevance and effectiveness.
4. Human Rights Team	- Establish systems, promote, and support the Human Rights Policy by communicating it to all employees and relevant stakeholders. - Regularly review the adequacy and appropriateness of systems and measures to ensure alignment with changes in business operations, laws, company regulations, rules, announcements, and other relevant measures.

3. HUMAN RIGHTS IMPLEMENTATION

(1) Human Rights Policy

Human Rights Policy Statement

Thai President Foods Public Company Limited is firmly committed to upholding internationally recognized human rights standards. The Company acknowledges and adheres to the following key frameworks: The Universal Declaration of Human Rights (UDHR), The United Nations Guiding Principles on Business and Human Rights (UNGP), The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, Applicable laws and regulations of Thailand, as well as those of other countries in which the Company conducts business. The Company strives to align its human rights practices with its sustainable development approach, ensuring that all business operations are conducted responsibly and free from any form of human rights violations, whether direct or indirect.

Announced on December 25, 2024

-Signature-

(Dr. Poj Paniangvait)

President

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(2) Appointment of the Human Rights Team

Ref. No.: OMD 18/67

Announcement on the Appointment of the Human Rights Team

(First Revision)

Thai President Foods Public Company Limited recognizes its roles and responsibilities in promoting and respecting human rights, as well as conducting comprehensive due diligence on human rights throughout the Company's business operations and value chain. To reinforce this commitment, the Company hereby appoints the following Human Rights Team:

1. Mr. Pun	Paniangvait	General Manager *__Team Leader__
2. Ms. Suchada	Paniangvait	Assistant Vice President (Production)
3. Ms. Hatairat	Kwangjit-aree	Assistant Vice President – Central Support
4. Ms. Prapin	Lawanprasert	Sourcing Department Manager
5. Ms. Ariya	Tangcheevinsirikul	Internal Audit Department Manager
6. Mr. Chatchaphon	Boonterm	Human Resources Organization Development Department Manager
7. Mr. Ittiphon	Khouharat	Business Development Manager
8. Ms. Piyada	Dissawat	Deputy Manager – Corporate Sustainability Development Department
9. Ms. Nantarat	Neranont	Information Technology Department Assistant Manager
10. Ms. Niyada	Puangnakpan	Section Head – Export Division
11. Mr. Noppadol	Wattana-Phairojrat	Deputy Section Head – HR & Administration, Sri Racha Factory
12. Ms. Jiraphon	Talabnak	Assistant Section Head – HR & Administration, Banpong Factory
13. Ms. Somsri	Krahanon	Assistant Section Head – HR & Administration, Rayong Factory
14. Ms. Busaporn	Jina-i	Head of HR & Administration, Lamphun Factory
15. Ms. Natkanyavee	Chatphoprat	Head of Human Resources & Organization Development Department
16. Ms. Kingkamon	Pruksarayangkul	Head of Purchasing & Procurement Department
17. Mr. Jetsada	Khuandamrongtham	Deputy Head – Legal Division, General Manager's Office
18. Ms. Nainar	Nooyong	Deputy Head – Engineering Division , Sri Racha Factory
19. Ms. Suraswadi	Sareebut	Environmental Engineer – Engineering Division, Lamphun Factory
20. Mr. Chayaphon	Sontham	Environmental Officer – Engineering Division, Rayong Factory
21. Ms. Sahatcha	Nimnuch	Assistant Head – Environmental Division, Banpong Factory
22. Ms. Ariya	Sae-Ngo	Safety Officer II – Sri Racha Factory
23. Ms. Sarin	Kawinchai	Safety Officer – Lamphun Factory

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บริษัท ไทยเพรซิเดนท์ฟูดส์ จำกัด (มหาชน)
THAI PRESIDENT FOODS
PUBLIC COMPANY LIMITED

24. Mr. La-orsri	Wangsudee	Safety Officer I – Rayong Factory
25. Ms. Angkana	Muangprang	Professional Safety Officer I – Ban Pong Factory 1
26. Ms. Sunanta	Xianglo	Safety Officer III – Ban Pong Factory 2
27. Mr. Sarayut	Raksasri	Human Resources Management & Administration Department Manager *__Secretary__
28. Ms. Kornchanok	Soravisut	Human Resource Management Officer *__Assistant Secretary__

Duties and Responsibilities

1. Formulate the Company's human rights policy and organizational-level guidelines.
2. Establish procedures for mapping the Company's value chain and prioritizing relationships with business partners to facilitate comprehensive human rights due diligence.
3. Identify human rights issues, potential and actual human rights risks and impacts, as well as appropriate methods for identifying stakeholders.
4. Determine the prioritization criteria for human rights impacts by applying risk assessment principles—specifically, Severity and Likelihood—through the use of a Risk Heat Map.
5. Define the Company's operational framework for risk reduction, prevention, mitigation, and remediation of human rights impacts.
6. Develop appropriate action plans to address identified human rights impacts, including remediation measures and collaboration approaches with business partners.
7. Monitor and evaluate the results of comprehensive human rights assessments, including the development of key performance indicators (KPIs) and monitoring mechanisms throughout the Company's value chain.
8. Establish communication guidelines for reporting the outcomes of human rights due diligence to both internal and external stakeholders, as well as approaches for stakeholder engagement, capacity building, and effective reporting.

Meeting Frequency: At least 2 meetings per year

Announced on November 12, 2024

(Mr. Pun Paniangvait)
General Manager

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(3) Human Rights Practice Guidelines

3.1 Labor Management

3.1.1 Forced Labor - The Company shall not engage in or support any form of forced or compulsory labor within its own operations or across its supply chain. Physical punishment, severe disciplinary measures, or any forms of harassment — physical, sexual, psychological, or verbal — are strictly prohibited.

3.1.2 Child Labor - The Company shall not employ or support the employment of children below the minimum legal age within its operations or supply chain. The Company shall neither allow nor encourage child labor in any work that is hazardous to the health, safety, or well-being of children, or that exposes them to unsafe working conditions.

3.1.3 Female Employees - The Company shall not assign female employees to work that may be harmful to their health or physical condition, as stipulated by law. Pregnant employees shall be provided with a safe and healthy working environment that poses no risk to their health or pregnancy. The Company shall not terminate, demote, or reduce the benefits of any female employee due to pregnancy.

3.1.4 Employment of Persons with Disabilities - The Company supports the employment of persons with disabilities in compliance with the Persons with Disabilities Empowerment Act, which requires an employment ratio of 1 person with a disability per 100 regular employees. If the Company is unable to meet the required ratio, it shall provide alternative support, such as sponsoring occupational opportunities for persons with disabilities in society, in accordance with legal provisions.

3.1.5 Employment of Migrant Workers - The Company ensures that all migrant worker employment practices comply with applicable laws, including proper employment contracts, valid work permits, fair wages, welfare benefits, and safe working conditions. The same standards shall apply to the Company's business partners.

3.1.6 Compensation and Benefits - The Company pays employees fair compensation, overtime pay, and benefits not less than those prescribed by law. All employees shall be informed of their wage and benefit details for each pay period through clear and transparent wage statements showing all components of remuneration.

3.1.7 Working Hours - The Company shall not require employees to work beyond the legal limit, including overtime or work on holidays. Working hours, including start and finish times, are clearly defined, with appropriate rest breaks and meal periods provided. Employees are also entitled to various types of leave, including annual leave and public holidays, in accordance with the law.

3.1.8 Termination and Severance Pay - The Company complies with the Labor Protection Act B.E. 2541 (1998) and its amendments, which prescribe the rights and obligations of employers and employees in cases of termination. In line with ILO conventions, the Company adheres to the following principles:

- The Company shall not terminate employees without just cause.
- Employees shall receive advance notice of termination and severance pay as required by law.

3.2 Non-Discrimination

The Company shall not engage in or support any form of discrimination in employment, including recruitment, compensation, remuneration, benefits, training and development

opportunities, promotion, transfer, termination, or retirement. The Company shall also not interfere with or obstruct employees' exercise of rights or engage in any practice that results in discrimination on the basis of nationality, religion, age, gender, marital or equal-marriage status, disability, trade union membership, employee representation, political affiliation, or personal belief.

3.3 Freedom of Association and Collective Bargaining

The Company respects employees' rights and freedoms of association, including the right to join any lawful organization or to engage in collective bargaining. The Company shall not obstruct, discourage, or interfere with the activities of the Welfare Committee or the Occupational Safety and Health Committee, and shall provide appropriate facilities and cooperation to support their operations. Representatives participating in such committees shall be treated equally and without prejudice, in the same manner as other employees.

3.4 Working Environment and Quality of Work Life

The Company is committed to ensuring that all employees work under fair, safe, and appropriate employment conditions and enjoy a good quality of life. It is the Company's policy to maintain a safe and healthy working environment, enabling employees to perform their duties without adverse effects on their physical or mental well-being. The Company gives high priority to occupational health and safety standards, dedicating itself to the prevention of workplace accidents, injuries, and work-related illnesses. These efforts are carried out under fair and socially responsible practices, and in full compliance with applicable laws and regulations. Furthermore, the Company shall regularly review and continuously improve its workplace health, safety, and environmental management systems to ensure their ongoing suitability and effectiveness.

3.5 Anti-Harassment and/or Anti-Abuse

The Company is committed to promoting a respectful workplace and maintaining a safe and dignified working environment. Measures are implemented to prevent all forms of harassment and sexual misconduct, whether verbal, non-verbal, physical, or through any other means.

If any employee is found to have engaged in harassment and/or sexual abuse, the Company shall take strict disciplinary action in accordance with its work rules and regulations.

3.6 Social and Local Community Rights

The Company recognizes that its business operations may have both direct and indirect impacts on society and surrounding communities. To prevent any potential human rights violations, the Company has established processes for stakeholder engagement and participation with local communities. These include providing channels for feedback and suggestions, and conducting social, environmental, and health impact assessments with a focus on community involvement. The Company is committed to fostering positive relationships and mutual trust with society and local communities.

3.7 Rights of Business Partners, Customers, and Consumers

3.7.1 Business Partners - The Company conducts its operations in accordance with its Business Code of Conduct, promoting fair trade and transparent procurement processes that encourage ethical and competitive business practices.

3.7.2 Customers and Consumers - The Company places great importance on customer and consumer safety. It has implemented strict quality and product safety policies, and ensures that accurate and transparent information on product ingredients and contents is displayed on its packaging in accordance with legal requirements.

The Company also maintains measures to protect customers' personal data and privacy, in compliance with data protection laws and international best practices.

3.8 Human Rights Due Diligence (HRDD)

The Company implements a comprehensive Human Rights Due Diligence process integrated with its risk management framework, in line with the United Nations Guiding Principles on Business and Human Rights (UNGPs). The five core components are as follows:

3.8.1 Policy Commitment: Establishing and publicly communicating the Company's policy and principles on respecting human rights.

3.8.2 Impact Assessment: Identifying and assessing actual and potential human rights impacts arising from the Company's activities.

3.8.3 Integration and Action: Integrating the policy into business operations, including internal and external control mechanisms.

3.8.4 Monitoring and Reporting: Regularly monitoring and reporting on the Company's human rights performance and progress.

3.8.5 Remediation and Mitigation: Implementing effective corrective actions and remedy measures to address and mitigate identified impacts.

(4) TRAINING

The Company shall provide regular education and training on its Human Rights Policy and related practices through various methods such as orientation programs, internal and external training sessions, and seminars. The purpose is to ensure that all Directors, Executives, and Employees are aware of the Company's Human Rights Policy, the potential risks of involvement in human rights violations, the reporting and whistleblowing procedures in cases where human rights violations are witnessed or suspected, and the applicable disciplinary actions for non-compliance, where the maximum penalty is termination of employment without severance pay. The Company shall also communicate the Human Rights Policy to affiliates, Directors, Executives, Employees, Shareholders, Customers, Business Partners, all groups of stakeholders, and related business parties through appropriate communication channels. For migrant workers, the training shall be conducted in their local language to ensure full understanding.

(5) WHISTLEBLOWING AND COMPLAINT PROCEDURES ON HUMAN RIGHTS ISSUES

Employees or stakeholders who witness, possess evidence of, or suspect that any employee or person acting on behalf of the Company has been involved in human rights violations or has experienced unfair treatment at work may report or file a complaint through the following channels:

5.1 Scope of Whistleblowing and Complaints

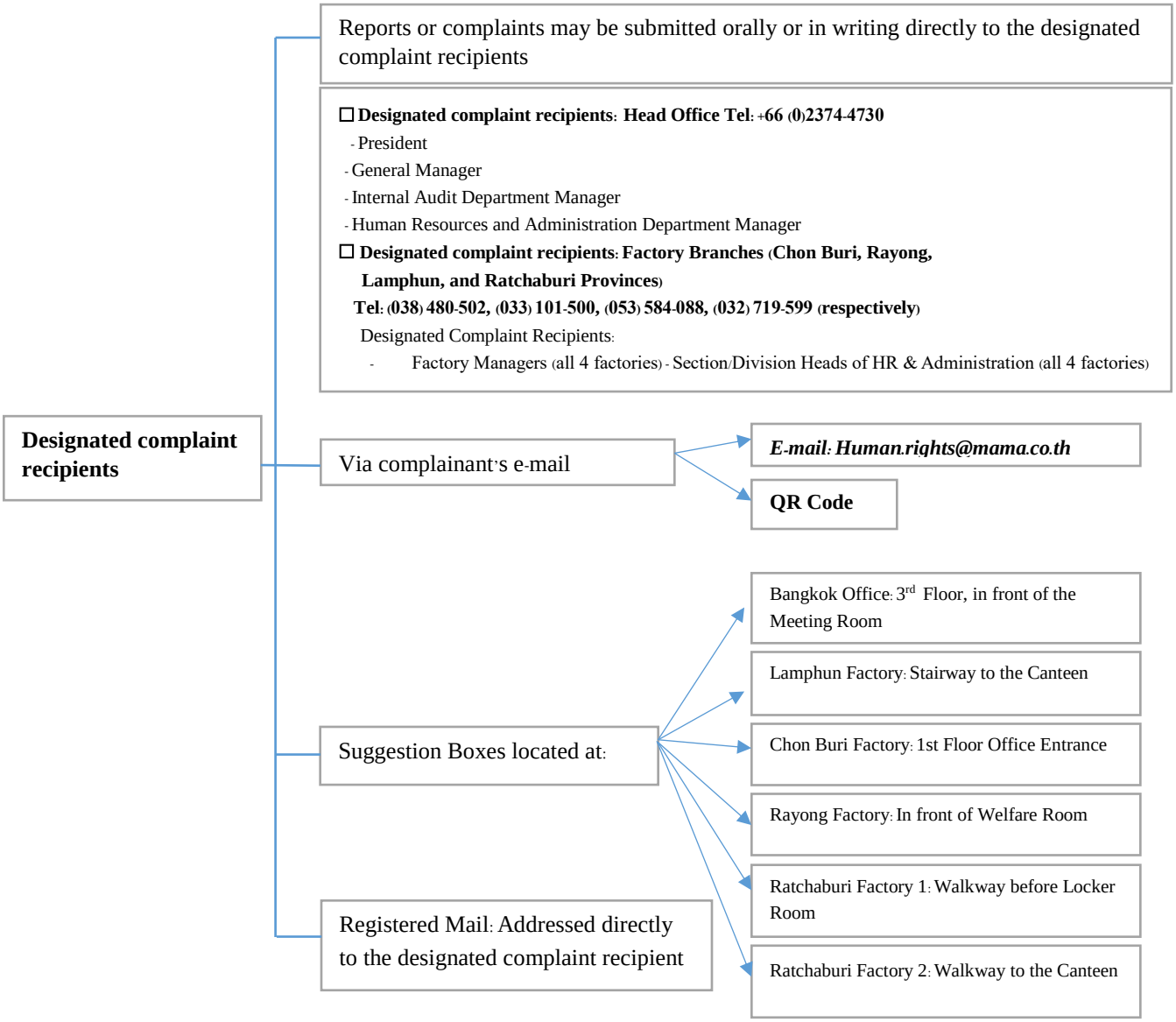
5.1.1 Human rights violations

5.1.2 Breaches of rules, regulations, or the Human Rights Policy

5.1.3 Unfair treatment in the workplace

5.1.4 Working environment concerns

5.2 Reporting Channels and Procedures



- ○ In other cases, or urgent matters, complaints may be submitted through Company Executives, who are authorized to order an immediate investigation.
- ○ If a complainant chooses not to disclose their identity, they must provide sufficient factual details or clear evidence to demonstrate reasonable grounds to believe that a human rights violation has occurred.

The Company shall keep all related information strictly confidential and ensure the safety and protection of the complainant, except where disclosure is required by law.

5.3 Conditions and Considerations for Human Rights Complaints or Whistleblowing Reports

5.3.1 Details of complaints or reports concerning human rights violations must be factual, clear, and sufficient to enable further investigation and fact-finding.

5.3.2 All received information shall be treated as confidential, and the name or identity of the complainant or whistleblower shall not be disclosed without their consent.

5.3.3 Complainants or whistleblowers who act in good faith shall be protected and treated fairly, regardless of whether they are employees or external individuals.

5.3.4 The investigation period shall depend on the complexity of the case and the adequacy of documents or evidence provided by the complainant, as well as any additional information or explanations obtained from the respondent.

5.3.5 Designated complaint recipients and all individuals involved in the investigation process must maintain confidentiality of all related information. Disclosure shall only be made to the extent necessary, taking into consideration the safety of complainants, cooperating individuals, and information sources, and to avoid any potential harm to those involved.

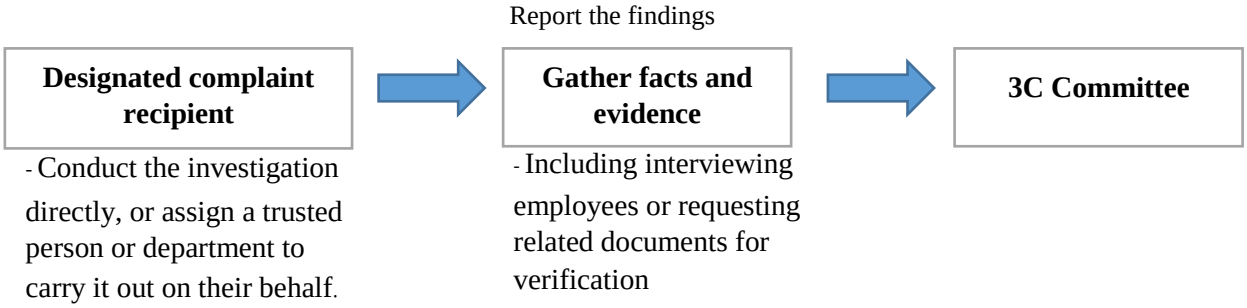
5.4 Related Parties

5.4.1 Informant refers to a complainant or any person who reports a human rights violation or provides relevant information.

5.4.2 Designated Complaint Recipients refers to the President, General Manager, Internal Audit Department Manager, Human Resources and Administration Department Manager, Factory Managers, and Heads of HR & Administration Sections/Division at the factories.

5.5 Investigation Process

Once a complaint has been reviewed and accepted for consideration



The investigation period shall depend on the complexity of the issue and the adequacy of evidence received from the complainant and the respondent.

The Human Resources and Administration Department Manager shall compile and present the annual report on human rights complaints management at the Management Review Meeting once per year.

5.6 Malicious or Bad-Faith Complaints

If any whistleblowing or complaint is found to contain false statements or misleading information made in bad faith, resulting in harm to an individual or to the Company, in the case of a Company employee, such conduct shall be subject to disciplinary action under the Company's work rules and regulations and/or legal proceedings as appropriate. In the case of an external individual, if the act causes damage to the Company, the Company reserves the right to take legal action against that person.

5.7 Protection Measures for Whistleblowers and Informants

The Company shall protect the rights of complainants and informants who act in good faith by maintaining confidentiality of any information that could reveal their identity. Such information shall be restricted only to those responsible for the investigation, except where disclosure is required by law. These protections shall be in accordance with the whistleblower protection measures specified in the Code of Conduct for Directors, Executives, and Employees.

5.8 Protection of Complainants

The Company shall provide care and protection for those who comply with the Human Rights Policy and related procedures by applying the whistleblower protection measures stated in the Code of Conduct for Directors, Executives, and Employees. There shall be no demotion, disciplinary action, or adverse treatment against any employee who reports or provides information in good faith.

Furthermore, the Company shall protect employees who refrain from participating in human rights violations, even if such actions may result in a loss of business benefit to the Company.

(6) AUDIT, INTERNAL CONTROL, MONITORING, AND REPORTING

The Company conducts annual audits through its Internal Audit Department. The Company ensures that the internal auditors have full independence and unrestricted access in performing their duties.

The Audit Committee reviews and ensures that internal controls are in place to guarantee that all business operations are conducted appropriately, lawfully, and in accordance with Company policies and applicable legal requirements.

The Internal Audit Department discusses audit results related to human rights performance with the relevant departments or operational units to evaluate the level of compliance with the Human Rights Policy. The internal auditors may also provide recommendations for improving internal control systems to enhance effectiveness.

The results of the audit and review shall be reported to the 3C Committee for consideration.

(7) COMMUNICATION AND DISCLOSURE

The Company discloses information related to human rights practices to Directors, Executives, Employees, Shareholders, Customers, Business Partners, all stakeholders, and related parties through various channels such as the Sustainability Report, the Company's website, or other appropriate means to ensure transparency and accountability in all business operations.

7.1 Internal Communication

7.1.1 Conduct orientation training for new employees.

7.1.2 Post announcements on the Company's bulletin boards.

7.1.3 Disseminate information via the Company's website (http://www.mama.co.th) and Intranet.

7.1.4 Provide annual refresher training for all Directors, Executives, and Employees.

7.2 External Communication

7.2.1 Publish information on the Company's website (http://www.mama.co.th).

7.2.2 Issue letters or formal communications to affiliated companies and all business partners to communicate the Company's Human Rights Policy.

7.2.3 Disclose relevant information in the Annual Report and Annual Information

(8) HUMAN RIGHTS RISK MANAGEMENT AND REMEDIATION MEASURES OF THE COMPANY

The Board of Directors has taken into consideration the Company's Good Corporate Governance Policy in relation to effective management and control of potential business risks. Accordingly, the Board has appointed a Human Rights Team to oversee the identification and assessment of human rights-related risks, with the following scope of responsibilities:

8.1 Establish and regularly review the framework for human rights risk management across the entire organization to ensure its appropriateness, consistency with the Company's operations, and compliance with relevant laws and regulations.

8.2 Review and appoint members of the Human Rights Team, consisting of qualified and knowledgeable representatives from relevant departments and factories, as appropriate.

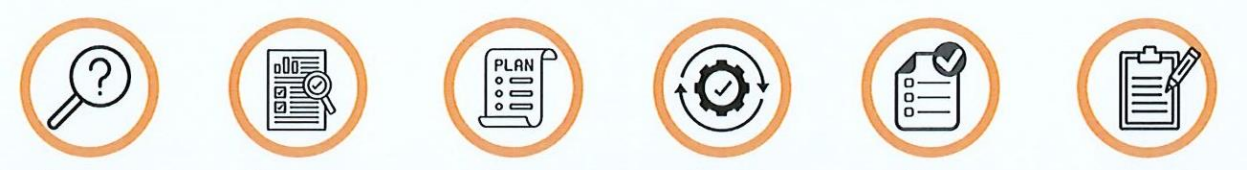
8.3 Review the Human Rights Policy to ensure that management-level personnel have established effective control measures and remediation procedures that can be practically implemented, so that human rights risk factors remain within acceptable levels.

8.4 Monitor and evaluate the management of each identified risk factor on a regular basis. The Human Rights Working Committee shall hold follow-up meetings to ensure that human rights policies, risk management plans, and human rights risk assessments are properly implemented and reported to the 3C Committee.

8.5 Develop the knowledge and understanding of the Company's personnel regarding human rights in order to foster a corporate culture of continuous human rights awareness throughout the organization.

GUIDELINES FOR RISK MITIGATION AND REMEDIATION IN CASES OF HUMAN RIGHTS VIOLATIONS

The Company has established the following six-step remediation procedure to be implemented when a person's human rights are affected as a result of the Company's operations or services:



- Step 1: Verify facts and conduct an investigation.
- **Step 2:** Determine the category and level of remediation.
- **Step 3:** Develop an implementation plan.
- **Step 4:** Implement the plan and monitor progress.
- **Step 5:** Close the case.
- **Step 6:** Record the case as part of organizational learning.

No.	Human Rights Issues Identified	Risk Mitigation Measures	Remediation Measures
1	Use of child labor, illegal labor, or forced labor by business partners	Establish a policy prohibiting the use of child labor, illegal labor, and forced labor, along with an operational plan to monitor and assess business partners on-site.	Offer an apology and provide psychological support or rehabilitation.
2	Sexual harassment of employees	Provide confidential reporting and whistleblowing channels.	Issue an apology and order the cessation of harmful acts or guarantee that similar incidents will not recur.
3	Discrimination in employment between male and female employees	Establish a comprehensive Human Rights Policy, including an apology and governance commitment under good corporate governance and business ethics.	Provide an official apology.
4	Excessive working hours	Appoint a Welfare Committee and ensure compliance with the Code of Business Ethics.	Offer compensation, either monetary or non-monetary.
5	Non-compliance with legal wage or employee welfare requirements		
6	Unsafe working conditions for employees and business partners	Implement a risk assessment process and conduct regular audits on occupational health, safety, and environmental measures.	Improve the work environment to meet safety standards.
7	Working conditions with excessive noise levels		Provide an apology.
8	Suppression of employees' freedom of expression	Provide multiple communication channels for employees.	Issue an apology and order the cessation of harmful acts or ensure non-recurrence.
9	Disclosure of customers' personal information	Enhance existing data leakage prevention tools to detect external data transfers.	
10	Improper waste disposal	Establish measures for proper waste and wastewater management.	Provide compensation or environmental restoration.
11	Discharge of substandard wastewater into public areas		
12	Inaccurate food labelling	Strictly comply with food labelling standards and conduct regular review and verification of information displayed on product labels.	Offer compensation, either monetary or non-monetary.