



## Human Rights Policy

The Company recognizes the importance of human rights as a fundamental principle of responsible and sustainable business operations. Respect for human rights is not only a legal requirement but also a core value upheld by the Company in building trust and cooperation with all groups of stakeholders, including employees, suppliers, business partners, communities, and society as a whole, as well as in protecting rights relating to natural resources and the environment.

The Company's intention in establishing this Human Rights Policy is to ensure that every stage of its business operations is conducted with due care and caution, to prevent direct and indirect human rights violations, and to ensure alignment with key international standards, such as the Universal Declaration of Human Rights (UDHR).

This policy therefore serves as an important guideline for the Company to manage its business activities transparently, act responsibly toward all groups of stakeholders, and foster an organization that upholds equality, human dignity, and sustainable development.

### Scope

The Company's Human Rights Policy covers all operations, including those arising directly from the Company's business activities and indirectly through the activities of its subsidiaries, business partners, contractors, suppliers, and joint ventures under the Company's management. The Company aims to encourage stakeholders throughout the value chain, including tenants and customers, to follow the same guidelines in accordance with international principles, such as the United Nations Guiding Principles on Business and Human Rights (UNGP).

This scope serves as a guideline for all relevant parties to acknowledge and comply with in order to ensure consistency and systematic respect for human rights across all aspects of business operations.

### Definitions

**Board of Directors** means the Board of Directors of Karmarts Public Company Limited.

**Subsidiaries and Associated Companies** mean subsidiaries and associated companies as defined in the Notification of the Capital Market Supervisory Board No. KorJor. 17/2551 Re: Definitions in Notifications relating to the Issuance and Offer for Sale of Securities (including any amendments thereto).

**Personnel** means directors, executives, employees, including permanent employees, temporary employees, and contract employees of the Company, its subsidiaries and/or associated companies, as well as persons who agree to work for the Company in consideration for wages at the rates determined by the Company.

**Stakeholder** means any person or group of persons who is involved in or affected by the Company's operations, whether positively or negatively, directly or indirectly, such as personnel, customers, suppliers, competitors, creditors, communities, government agencies, shareholders, and investors.

**Human Rights** means human dignity, inherent fundamental rights and freedoms, and equality, including the right not to be discriminated against on the grounds of race, religion, sex, color, language, ethnicity, or any other status.

(Source: National Human Rights Commission of Thailand)

**Value Chain** means interconnected business activities ranging from the acquisition of raw materials to the delivery of products or services to customers, with value being added at each stage to enable the Company to efficiently deliver what customers require and create a competitive advantage.

## **Duties and Responsibilities**

### **1. Board of Directors**

The Board of Directors has the primary responsibility for overseeing, monitoring, and supporting human rights operations to ensure compliance with the Company's policies, applicable laws, and international standards, as follows:

1. Establish human rights guidelines and policies and integrate them into the Company's strategies and action plans.
2. Oversee and monitor compliance with the policy, assess risks, and continuously monitor human rights impacts.
3. Support training and raise awareness to foster an organizational culture that respects human rights.
4. Manage complaints and provide remedies by overseeing complaint channels, investigating facts, and monitoring corrective or remedial measures for any impacts.
5. Reporting and transparency: Review and support the complete, transparent, and accessible disclosure of human rights information.

### **2. Executives**

The Company's executives have the primary responsibility for driving and supporting the systematic implementation of the Human Rights Policy and labor practices, as summarized below:

1. Establish appropriate practices for the Company's business operations that are consistent with the policies, rules, regulations, requirements, and laws of the countries in which the Company operates.
2. Establish an appropriate responsible unit or working group, comprising representatives from relevant departments, to drive the Company's human rights and labor practices.
3. Promote, support, and instill awareness among personnel to ensure adherence to human rights principles and labor practices through activities and processes that are connected with the Company's business operations and aligned with the Company's guidelines.
4. Monitor, report, and oversee the effective implementation of the policy and practices, together with mechanisms for internal control, continuous improvement and development, and ongoing performance reporting.

Executives therefore serve as a key mechanism in ensuring that the Company's Human Rights Policy is implemented in a concrete, transparent, and sustainable manner at all levels of the Company.

### **3. Employees**

All employees of the Company are responsible for supporting and complying with the Human Rights Policy to ensure that the Company's operations are conducted transparently, fairly, and with respect for equality, as summarized below:

1. Learn, understand, and strictly comply with the Company's human rights policies, guidelines, and requirements in all work-related activities.
2. Respect the rights of and treat colleagues, suppliers, customers, and other stakeholders equally and fairly, with respect for human dignity.
3. Be vigilant and prevent violations by identifying and avoiding actions that may violate human rights, whether directly or indirectly.
4. Report concerns and information relating to human rights violations through the channels designated by the Company, such as email or other complaint channels.
5. Enhance knowledge by participating in training, activities, or communications organized by the Company to strengthen knowledge and understanding of human rights and foster a human rights-respecting organizational culture.

All employees therefore play an important role in fostering an organizational culture that respects human rights and maintaining standards of social responsibility at all levels.

### **Human Rights Policy**

The Company recognizes the importance of human rights as a fundamental principle of its business operations. The Company is committed to upholding and adhering to human rights principles, covering all

groups of stakeholders, such as employees, communities, society, suppliers, and business partners throughout the Group's supply chain, including rights relating to natural resources and the environment. To ensure that the Company's business operations are conducted with due care and caution and do not cause human rights violations or impacts, either directly or indirectly, the Company has established this Human Rights Policy in accordance with applicable laws and key international standards, such as the Universal Declaration of Human Rights (UDHR). The Company is committed to ensuring that all aspects of its operations strictly respect and protect human rights in a transparent manner and in accordance with international guidelines.

The Company has established the following human rights practices:

#### 1. Respect for Equality and Human Dignity

The Company upholds the principle of recognizing the equal human dignity of every individual. The Company shall treat all individuals fairly and shall not discriminate against or segregate any person on the grounds of any differences, including place of origin, race, nationality, sex, age, skin color, religion, beliefs, expression of opinions, physical condition, economic and social status, family background, or any other characteristics.

This is to create a working and business environment free from prejudice that genuinely respects human rights, freedoms, and dignity, while promoting harmonious coexistence and mutual respect across all aspects of the Company's operations and the surrounding society.

#### 2. Business Operations that Do Not Violate Human Rights

The Company places importance on planning and conducting every stage of its business activities with consideration for potential direct and indirect impacts on human rights. The Company not only complies with applicable laws and regulations but also supports and respects internationally recognized principles for the protection of human rights to ensure that its business is not involved in or contributes to human rights violations in any form, whether in production processes, supply chain management, business contracting, or operations conducted with business partners. The Company is committed to ensuring that all operations are conducted transparently, with social responsibility, and in accordance with ethical principles for sustainable business operations.

#### 3. Labor Management in Accordance with Human Rights Principles

The Company has established clear rules and practices concerning labor rights, with an emphasis on protecting the fundamental rights of employees at all levels, ranging from fair employment and the provision of a safe working environment to the promotion of equal opportunities for development. The Company has assigned the senior management responsible for human resources as the primary party responsible for establishing, reviewing, revising, and improving such practices to ensure that they remain up to date,

appropriate, and aligned with the continually changing context. This is to ensure that the Company's labor management respects human rights in accordance with international standards and supports the sustainable working practices of employees and the organization as a whole.

#### 4. Communication and Awareness Building

The Company communicates its human rights policies and practices thoroughly and continuously to all relevant parties throughout the value chain, including employees, suppliers, business partners, communities, and other stakeholders, in order to foster a common understanding of appropriate standards and practices.

The Company also places importance on promoting the protection of, respect for, and remedy of human rights by providing appropriate activities, training, or proactive communications to ensure that personnel and relevant parties are aware of their roles, responsibilities, and practices in accordance with international human rights principles. This will contribute to fostering an organizational culture that respects human rights and serves as a foundation for sustainable business operations.

#### 5. Complaint and Whistleblowing Channels

The Company has established systematic and accessible channels for submitting complaints or reporting suspected human rights violations. Any person who witnesses or suspects a violation may submit information to the Company's designated email address ([complaints@karmarts.co.th](mailto:complaints@karmarts.co.th)), which serves as the primary channel designed to ensure security and protect privacy. Complainants may choose to disclose their identity or remain anonymous.

The Company shall keep personal information and details of complaints strictly confidential throughout the review process. The Company shall conduct an impartial investigation of the facts by assigning a responsible person or an independent committee with no conflict of interest in the matter to gather evidence, interview relevant persons, and comprehensively assess the impacts.

The investigation results and any corrective or remedial measures shall be formally documented and implemented in accordance with applicable laws, internal regulations, and the Company's Whistleblowing Policy. The Company shall also protect whistleblowers from retaliation or adverse action as a result of making a complaint. Where necessary and permitted by law, the Company shall cooperate with relevant external authorities in taking corrective action. Where appropriate, the Company shall inform the complainant of the outcome within the extent that such disclosure does not affect the privacy of the persons concerned, in order to promote transparency and confidence in the Company's complaint management system.

#### 6. Human Rights Impact Assessment and Due Diligence

The Company conducts a Human Rights Impact Assessment (HRIA) to identify and analyze potential risks or impacts arising from its operations and throughout the value chain, together with Human Rights Due

Diligence (HRDD) to ensure that the prevention, correction, and remediation of impacts are carried out systematically and continuously, in accordance with international principles. This enables the Company to conduct its business responsibly and transparently, with respect for human rights in all aspects, and to identify potential risks and impacts arising from business activities throughout the value chain.

#### 7. Remedial and Corrective Measures

The Company has established systematic, transparent, and appropriate mechanisms and processes for addressing human rights violations, focusing on both resolving immediate issues and implementing measures to prevent recurrence. The Company shall investigate the facts and determine remedial measures appropriate to the nature and severity of the impacts, including compensation, rehabilitation, improvements to the working environment, or relevant legal measures.

The Company shall continuously monitor the implementation of such measures to ensure that corrective and remedial actions are effective and fair. In addition, the Company shall provide support and cooperate with relevant authorities and organizations in addressing impacts in order to protect the rights of stakeholders and strengthen long-term confidence in the Company's operations.

#### 8. Continuous Monitoring and Improvement

The Company shall regularly monitor, review, and evaluate its human rights performance using systematic, transparent, and verifiable indicators and methods to identify risks or issues that may lead to human rights violations. The results of such evaluations shall be used to improve work processes, policies, and oversight measures to ensure greater effectiveness and keep them up to date.

The Company also focuses on developing internal learning mechanisms to foster a proper understanding of human rights, strengthen a culture of respect for human rights, and continuously enhance its business operating standards in alignment with international principles and the expectations of stakeholders at all levels.

#### 9. Disclosure and Transparency

The Company places importance on communicating information regarding its human rights performance in an open, transparent, and accessible manner to all stakeholders, both within and outside the organization. Such information shall be disclosed through the Sustainability Development Report, the Annual Report (Form 56-1 One Report), the Company's website, or other appropriate communication channels to inform stakeholders of the Company's approaches, policies, measures, and performance in preventing, addressing, and remedying human rights impacts.

Such disclosure also contributes to building confidence, strengthening social responsibility, and supporting sustainable business operations in accordance with international standards.

## **Penalties**

In the event of an investigation, all employees shall fully cooperate with relevant internal and external parties. If any executive or employee commits any act that violates or fails to comply with this Policy and its guidelines, whether directly or indirectly, such executive or employee shall be subject to disciplinary action in accordance with the Company's work rules and regulations.

The Company encourages and supports all executives and employees, as well as suppliers and business partners, in understanding the fundamental human rights to which they and relevant persons are entitled in the course of work, and in jointly preventing human rights violations from occurring.

This Human Rights Policy and Guidelines on Respect for Human Rights was approved by resolution of the Executive Committee at its Meeting No. 2/2026 held on August 31, 2026.

*– Signed –*

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Mr. Wiwat Theekhakhirikul  
Chairman of the Board