



Non-Discrimination and Anti-Harassment Policy

Principles

This policy serves as a complement to the Company's Human Rights Policy, aiming to prevent and protect all employees—at every level—from any form of discrimination or harassment, including sexual harassment. It seeks to foster a safe, respectful, and inclusive workplace environment. In the event of any harassment or misconduct, the Company will promptly initiate a fair and impartial investigation.

All employees must be treated equally and fairly, without discrimination on the grounds of origin, race, religion, gender identity, age, beliefs, education, or socio-economic status. **The Company upholds a zero-tolerance stance toward all forms of discrimination, harassment, and misconduct.**

Scope

This policy applies to all levels of company personnel, including permanent and temporary employees, executives, interns, contractors, consultants, and business partners working within or in collaboration with the Company. It extends to all work-related contexts, activities, and interactions.

Objectives

1. To foster a safe, inclusive, and discrimination-free work environment, free from all forms of harassment and misconduct.
2. To ensure that all employees are treated equally and fairly, without discrimination based on race, gender, age, religion, beliefs, or any other personal attributes.
3. To establish clear procedures for preventing, investigating, and addressing incidents of harassment or misconduct.
4. To promote an organizational culture that respects human dignity, promotes mutual respect, and reinforces employees' sense of belonging and commitment to the Company.

Policy Guidelines

1. Harassment and misconduct are defined as serious disciplinary violations subject to the highest level of disciplinary action, with accessible reporting channels provided for employees.
2. Establish work processes and environments that minimize the risk of discrimination, harassment, or misconduct, and promote awareness of non-discrimination and anti-harassment principles.
3. Collect, store, and use employees' or related individuals' personal information strictly on a need-to-know basis. Sensitive data must never be disclosed, except when required by law or regulatory authorities, or when

necessary to address specific risk-related incidents. This ensures protection against discrimination, harassment, or misconduct.

4. Encourage an open and inclusive work environment that promotes employee participation through internal activities fostering unity, engagement, and well-being, leading to a happy and respectful workplace.
5. Ensure fairness, transparency, and accountability in employment practices—including recruitment, compensation, promotions, and annual bonuses—based on employee qualifications and performance.

Implementation Guidelines

1. Harassment and misconduct are considered serious disciplinary offenses. Employees may report incidents via complaints@karmarts.co.th, after which the Company will promptly conduct a fair investigation and impose disciplinary action in accordance with the severity of the incident.
2. Establish workplace processes and environments that minimize the risk of discrimination, harassment, and misconduct, complemented by regular training to raise awareness of non-discrimination and anti-harassment principles across all levels of the organization.
3. Collect, store, and use employees' or related individuals' personal information strictly on a need-to-know basis. Sensitive data must never be disclosed, except when required by law or regulatory authorities, or when necessary to address specific risk-related incidents. This ensures protection against discrimination, harassment, or misconduct.
4. Promote an open and inclusive work environment that encourages employee participation and dialogue, supported by internal activities that promote unity, engagement, and workplace well-being (Happy Workplace), while reinforcing mutual respect.
5. Ensure all employment-related decisions—including hiring, compensation, promotions, and annual bonuses—are fair, transparent, and merit-based, guided by clear and standardized criteria to prevent bias or discrimination.

Approved by the resolution of the Executive Committee at its Meeting No. 2/2026 held on August 31, 2026.

– Signed –

Mr. Wiwat Theekhakhirikul

Chairman of the Board