

## Human Rights Policy

### Introduction

Mitr Phol Sugar Corporation and its subsidiaries operate their businesses in compliance with the principles of good corporate governance and Mitr Phol code of conduct. With regard to human rights, Mitr Phol Group has consistently and strictly adhered to both laws and international human rights principles. This commitment is in alignment with the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), and the United Nations Guiding Principles on Business and Human Rights (UNGPR). The commitment also extends to adherence to the International Labor Organization's Declaration on Fundamental Principles and Rights at Work as well as the principle of Free, Prior, and Informed Consent (FPIC) under United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

### Scope of Policy

The human rights policy covers the business operations of Mitr Phol Sugar Corporation and its subsidiaries, herein referred to as "the Company," including investments in related businesses such as mergers, acquisitions, and joint ventures. Additionally, it supports suppliers and business partners - organizations, groups of people, or individual responsible for supplying raw materials and various services to the Company. It also encourages related stakeholders to be informed and to act in alignment with the direction of Mitr Phol.

### Practice

At Mitr Phol, it is imperative that everyone - from directors, executive management, and all employees - understand the importance of respecting human rights. This means valuing the dignity, freedom, and equality for all individuals. Our commitment extends to adhering to laws and international principles relevant to our business operations, we must uphold rights such as collective bargaining and freedom of association, ensure equal remuneration, prevent discrimination, and protect against all forms of harassments both in sexual and non-sexual. We are also dedicated to fighting against human trafficking, forced labor, child labor, and to respecting land and community rights, among other issues. Special attention is required for the rights of vulnerable groups including children, people with disabilities, women, minorities, immigrants, indigenous people, local communities, foreign workers or those hired through

third-party agencies, LGBTQ+, and the elderly. It is our responsibility to safeguard these rights in every activity that takes place within our operational sites.

To ensure that Mitr Phol Group's internal business operations are free from human rights violations, this policy applied to all business activities within the company and extends to all related stakeholders. It supports suppliers and business partners in operating their businesses with respect for human rights. This includes adopting the principle of human rights as outlined in the policy, hereby establishing Mitr Phol Group's human rights policy as follows:

1. Respect and comply with relevant laws and human rights principle, treating individual equally. Honor one another without discrimination based on race, country of origin, religion, beliefs, gender, skin color, language, ethnicity, social status or any other characteristic among all related stakeholders in every area where Mitr Phol Group conducts its business.
2. Proceed with caution and avoid actions that directly or indirectly violate the human rights of all related stakeholders.
3. Identify and assess risks comprehensively and systematically, including the impact of human rights on business activities, consistently across all company operations and manage these risks. Should an incident occur, assume responsibility promptly and ensure that there are effective and equitable remediation processes in place to mitigate the impact of human rights violations, in accordance with the principles of justice and equality.
4. Support and promote human rights for all related stakeholders in every form by ensuring involvement, respect, and compliance with human rights principles.
5. Communicate, publicize, and educate to ensure all related stakeholders understand and support suppliers and business partners in conducting operations with respect for human rights principles, as outlined in line this policy.
6. Monitor and ensure respect for human rights; do not neglect or ignore them. When witnessing acts that violate human rights associated with the company, employees must report such actions to their supervisors or use available whistleblowing channels.