

Saksiam Leasing Public Company Limited

Human Rights Policy and Guidelines

Saksiam Leasing Public Company Limited and its subsidiaries (the "Company") operate business based on good corporate governance, respecting and adhering to social and stakeholder responsibilities in accordance with corporate governance principles and the Code of Ethics for human rights protection. The Company complies with relevant laws, regulations, and international standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPR), and the International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO).

To ensure that the Company's business operations are free from human rights violations, this Human Rights Policy and Guidelines have been established to prevent violations in all of the Company's business activities.

Policy Objectives

1. To demonstrate commitment to respecting the human rights of employees, customers, business partners, alliances, and communities.
2. To establish a Due Diligence system capable of identifying, preventing, mitigating, and remediating human rights violations that may arise from business operations.
3. To ensure that the Company's operations align with sustainable development frameworks and the United Nations Sustainable Development Goals (SDGs).

Definitions

- **Human Rights:** Basic rights that every human being is entitled to, regardless of physical, mental, racial, national, origin, ethnic, religious, gender, language, age, skin color, educational, social status, cultural, or customary differences, in accordance with the laws of each country and international treaties. This includes the right to life and liberty, freedom from slavery and torture, human trafficking, harassment, forced labor, and child labor, freedom of opinion and association, the right to work and education, etc. Everyone is entitled to these rights equally without discrimination.
- **Discrimination:** Unequal treatment of individuals, including placing undue burdens or denying equal benefits, rather than treating individuals fairly based on their merits. This may include harassment.
- **Harassment:** Unwanted behavior or comments that are generally accepted as undesirable by the person interacting. Non- sexual harassment may include condemnation, verbal abuse, and bullying, while sexual harassment involves sexual elements.

Scope

This policy applies to all business activities under the Company's management. The Company expects and encourages business partners, alliances, and others in the value chain to support and comply with this policy.

Human Rights Policy

The Company is committed to respecting, promoting, and protecting human rights in all operational dimensions. The Board of Directors, executives, and employees at all levels must recognize the importance of and respect human rights, and comply with applicable laws and treaties. This includes:

1. Treating everyone equally without discrimination, respecting diversity and human dignity, and complying with relevant laws.
2. Avoiding actions that violate human rights and opposing all forms of harassment.
3. Supporting and promoting human rights.
4. Communicating, disseminating, educating, and providing support to stakeholders.

Guidelines

1. Respecting Rights and Human Dignity of Personnel:

- 1.1 Equality and Non-Discrimination:** Respecting individual differences, including age, race, gender, skin color, education, religion, beliefs, origin, citizenship, sexual orientation, disability, and social status.
- 1.2 Fair Employment Conditions:** Providing safe and hygienic working environments, strictly complying with labor laws regarding working hours and overtime, and providing fair and timely compensation.
- 1.3 Women's Rights and Gender Equality:** Promoting equal rights and an environment free from sexual harassment and discrimination.
- 1.4 Freedom of Opinion and Participation:** Providing opportunities for employees to express opinions, suggest, and consult on work-related matters without fear of retaliation.

2. Eliminating Unfair Labor Practices:

- 2.1 Freedom from Forced Labor:** The Company will not use or support forced labor in any form. This includes prohibiting the use of penalties, threats, physical/mental violence, sexual abuse, confinement, debt bondage, non-payment of wages, or restricting freedom of movement and seizing identification documents (unless explicitly consented to and legally compliant).
- 2.2 Child Labor Elimination:** The Company will not employ child labor below the legal age limit.

3. Customer Rights and Privacy Protection:

- 3.1 Personal Data Protection:** Providing secure data storage systems and strictly maintaining customer confidentiality.

3.2 Ethical Use of Data: Not disclosing or transferring data without customer consent and not using data for improper benefits.

4. Responsibility for Human Rights in the Supply Chain:

4.1 Business Ethics Standards: Maintaining high standards and requiring suppliers and partners to respect human rights in accordance with the Supplier Code of Conduct.

4.2 Monitoring and Prevention: Taking appropriate actions to avoid involvement in processes that may cause or violate human rights.

4.3 Oversight: Encouraging suppliers to comply with human rights laws and social responsibility throughout the supply chain.

5. Responsibility to Community and Environment:

5.1 Environmental Impact Management: Strictly complying with environmental laws and policies to minimize impact on communities and society.

5.2 Community Engagement: Continuously promoting socially responsible operations and respecting the rights of communities affected by the Company's operations.

6. Human Rights Due Diligence (HRDD):

6.1 Risk Identification and Assessment: Systematically identifying, monitoring, and assessing human rights risks related to operations and the supply chain, while managing those risks effectively. The Risk Management Department is assigned to oversee this and report results continuously to mitigate negative impacts and disclose information appropriately.

6.2 Communication and Understanding: Developing two-way communication to foster knowledge and understanding of human rights respect at all levels.

6.3 Complaint and Remediation Mechanisms: Providing accessible, confidential, and reliable complaint and remediation mechanisms with whistleblower protection. If human rights violations are found, the Company will provide appropriate and fair remedies immediately.

Review

The Company will review the appropriateness and effectiveness of this policy, including the Due Diligence process, at least once a year to ensure it remains current, compliant with international standards, and aligned with the Company's evolving operational context.

This Human Rights Policy and Guidelines were approved by the Board of Directors at Meeting No. 8/2025 on November 11, 2025.

Announced on November 14, 2025.

(Mr. Siwaphong Boonsalee)

Managing Director