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Human Rights Respect

Dohome Public Company Limited

(Human right Policy)

Importance

Dohome Public Company Limited ("**the Company**") has a policy to support and respect the protection of human rights by treating all stakeholders, whether employees, communities, or the surrounding society, with respect for human dignity. The Company values equality and equal freedom, does not violate fundamental rights, and does not discriminate based on race, nationality, religion, language, skin color, gender, age, education, physical condition, or social status. Additionally, the Company ensures that its business operations are not involved in any human rights violations, such as child labor and sexual harassment.

Objectives

The Company is committed to effectively upholding respect for human rights. The Company has developed human rights knowledge and instilled awareness among its personnel to adhere to human rights principles and relevant universal principles. This is to ensure that all business operations, including all stakeholders, are free from human rights violations. The Company also encourages its business partners and associates to avoid any involvement in human rights violations.

Policy on Conduct and Respect for Human Rights

Directors, executives, and all employees must be aware of and respect human rights, emphasizing the dignity, rights, freedom, and equality of individuals. The Company has established this human rights policy to be implemented as follows:

1. **Directors and Top Management of the Organization**
 - 1.1. Explicitly announce the organizational policy on human rights to be perceived both internally and externally.
 - 1.2. Publish its activities on human rights and implement the human rights policy and practices in every activity of the Company's operations.
 - 1.3. Assess the risk and impact of human rights, examine the human rights issues in every aspect including any potential impacts arising from business operations.
 - 1.4. Monitor and inspect operations; coordinate and plan to prevent any impacts in which the Company's activities may be involved in human rights violations
 - 1.5. Initiate remedy procedures in case of damage occurs from human rights violations; as well as correct and prevent the impact of such damage.

- 1.6. Set up a complaint mechanism for witnesses or victims; determine and implement human rights protection measures in every steps of business operations with constant monitoring and reporting
- 1.7. Organize training to provide knowledge on human rights to executives and employees at all levels in order to recognize the fundamental rights and freedom every human deserves. This will reduce a risk of human rights violations in business operations.
- 1.8. Oversee fair employment practices and ensure compliance with labor protection laws, including preventing discrimination based on sex, paying fair remuneration, not terminating pregnant employees, and not employing children under the age of 18.

2. Executives and All Employees

- 2.1. Human rights of the executives, employees, business partners and business associates, including all stakeholders throughout the value chain will be protected.
- 2.2. To respect human rights, obey the law, and implement the human rights principle equally with respect for each other without discrimination on the grounds of race, birthplace, religion, belief, gender, skin color, language, ethnic group, social status or any other status against all stakeholders in every place that the Company's business is located.
- 2.3. Avoid any offending actions or taking part in causing an impact on human rights, both directly and indirectly, against all stakeholders.
- 2.4. Participate in, cooperate, be vigilant, take care of each other, and promote the human rights issue among all stakeholders by all means; and follow the human rights principle.
- 2.5. Communicate and educate all stakeholders to ensure understanding and encourage business partners and associates to avoid involvement in human rights violations."
- 2.6. Do not neglect or ignore any actions that breach human rights in relation to the Company. Such actions must be reported to superiors or through the whistleblowing channel.

Furthermore, the Company has strengthened its monitoring efforts to ensure conformity with human rights regulations. In this regard, arrangements have been made to facilitate the exchange of opinions and victims of human rights violations caused by the Company's business operations are provided with a complaint channel and offered reasonable remedies.

Policy Review

In accordance with good corporate governance principles, the Board of Directors will arrange for a review of this human rights policy at least once a year.

This human rights policy has been reviewed, considered, and approved by the Audit Committee Meeting No. 1/2025 on February 19, 2025, and approved by the Board of Directors Meeting No. 1/2025 held on the same date.

-Mr. Chatrchai Tuongratanaphan-

(Mr. Chatrchai Tuongratanaphan)
Chairman of the Board of Directors
Dohome Public Company Limited