



Human Rights Policy and Worker Practice

KCE Electronics Public Company Limited

KCE Electronics Public Company Limited is committed to conducting business with responsibility to customers, society, and stakeholders according to the principles of good governance in terms of human rights protection. KCE has strictly complied with the law to ensure that the company's business operates without human rights violations. Executives and Directors, therefore, have deemed it appropriate to determine the Human Rights Policy and practice to prevent human rights violations in all the company's business activities, including the business chain and business partners (Joint Venture), so that all groups of stakeholders are treated equally and with fair, basic rights.

The Company recognizes the importance of promoting respect for human rights and labor practices according to international standards and legal requirements in every country in which business is conducted. This is including commitment to operating according to the principles of the Universal Declaration of Human Right, United Nations Guiding Principles on Business and Human Rights (Universal Declaration of Human Rights: UDHR), United Nations Global Compact (UN Global Compact) United Nations Guiding Principles on Business and Human Rights: (UNGPs) and the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization. (International Labor Organization: ILO)

Human Rights

Human Rights are fundamental rights for all human beings that are guaranteed and protected without discrimination, whether it would be physical, mental, ethnic, religious, gender, language, age, skin color, education, social status, or any other legal and ethical practices. "KCE" stands for the KCE Electronics Public Company Limited and subsidiaries of the KCE Electronics Public Company Limited based on consolidated financial statements.

Human Rights Policy Statement

All executives and employees of KCE Electronics Public Company Limited are well aware of the importance and respect for the human rights of all aspects of individuals in accordance with the laws and treaties that each country has obligations to perform, including:

- Equitable treatment of all human rights without discrimination.



- Preventing any infringement or exclusion of human rights.
- Supporting and encouraging equal fundamental rights.
- Communicating, publishing, and understanding as well as supervising treatment among each other within the company and those involved in their respective sectors: business (Business Chain), sellers of goods and services (Supplier & Services Agency), contractors (Contractors), and business associates (Joint Ventures). All need to participate in business operations with integrity and respect for human rights and fair treatment according to the basic human rights in the following policies

Guideline of Policy

1. Everyone shall respect human rights and treat each other with equality, respect, and honor on a regular basis without considering differences such as physical or mental status, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status.
2. Care must be taken when performing duties to prevent any infringement of human rights in business.
3. Everyone shall support actions protecting human rights.
4. Everyone shall support communication, dissemination, education, understanding, defining, and providing any support to any stakeholders or business partners in the business value chain. This includes suppliers, contractors, and those in the joint venture to join the business with ethics respecting human rights and treating everyone based on the human rights principles in this policy.
5. Everyone shall monitor and aid against any infringement of human rights, such as by not ignoring any action matching human rights violations relating to KCE. A report must be made to a supervisor or one in charge of the issue. Such person shall cooperate with any inquiry or investigation of truth. In case of any doubt or question, such a person shall consult their supervisor or one in charge via the assigned channels.
6. KCE shall fairly treat and protect any who reports a violation of human rights of any individual related to KCE by implementing whistleblower protection measures to protect all whistleblowers and informants involved as stipulated in the KCE Whistleblower Protection Policy.
7. KCE shall continuously develop and conduct a Due Diligence Process to identify human rights risks and impacts, assess potentially affected stakeholders, and plan for corrective and preventive



actions. These actions are focused on addressing, preventing, and managing human rights violations to track and monitor situations. Also, an appropriate mitigation plan shall be set for human rights violation cases.

8. KCE shall track and monitor the performance of human rights management's following, tracking, and monitoring processes, including a provision of support and cooperation in the remediation of negative human rights impacts the company has caused or contributed to.
9. KCE is determined to create and maintain corporate culture aiming to respect human rights according to this Human Rights Policy.
10. Any person who violates this human rights policy, which is also acting against the KCE Code of Conduct shall be considered for a disciplinary penalty as defined by KCE and may be subject to legal punishment if the act is against the law.

Policy and practice on the use of compulsory labor

KCE Electronics Public Company Limited and its affiliates respect human rights and treat each other with respect and equality without discrimination of body, mind, belief, nationality, religion, sex, language, age, skin color, education, or social status. We will not use or encourage the use of forced labor in all its forms, and there will be no corporal punishment, harassment, or violent acts in any form such as physical, sexual, mental, or verbal abuse in order to be in absolute control.

1. Freedom of Association and Collective Bargaining

We respect our employees' right to associate or not associate with third-party organizations; form, join, or abstain from a labor union; or seek representation, bargain or not, collectively in accordance with local laws, without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representative.

2. Forced labor / modern day slavery and human trafficking

We are committed to ensuring all work is voluntary. We take meaningful steps to prevent the use of forced, bonded, and or indentured labor; involuntary prison labor, slavery, or human trafficking in our workplaces and throughout our supply chain.

Remedial plan for forced labor / modern day slavery and human trafficking: KCE completely prohibit modern slavery / forced labor, human trafficked labor or any other involuntary practices in our organization. In the unlikely case of violations detected, we have remedial action plans available prepared in alignment to **International Labor Organization (ILO)** guidance as a remedial action plan, we will extract the individual from the job, contact the appropriate NGO/regulation agency in order to support the victim in its rehabilitation.

3. Child Labor Policy and Practice

KCE Electronics Public Company Limited prohibits the hiring of individuals less than 18 years of age. The guidelines are as follows:

- (1) Use computer system for checking age before employment to prevent the employment of child labor at are under the legal age of each country.
- (2) Hire minor workers who are legal of age in each country where the contract takes place, with a system for checking age before hiring and with the following condition;
 - (i) Let minor workers work in a safe work environment which is not harmful to health, development and mental state.
 - (ii) Let minor workers do work that is not against morality
 - (iii) Let minor workers do work that does not affect compulsory education.
 - (iv) Allow minor workers to work during the hours specified by each country's laws.
- (3) Pay wage directly to minor workers and do not ask for insurance money from minor workers.
- (4) Promote the personal development and work of young workers.

Remedial Plan for Child Labor: KCE completely prohibit child labor in our operations. We comply with all the applicable Thai regulations in relation to child labor. We strive to operate best practices that ensure child labor free operation. In the unlikely case of violation observed, KCE have remedial



action plans prepared in alignment to International Labor Organization (ILO) guidance: We will extract the child and contact the appropriate Non-Governmental Organization (NGO) to help with the reunification of the child with its guardian and provide assistance where necessary.

4. Policy on the Use of Female Labor

KCE Electronics Public Company Limited will not allow female employees to work within areas that are a danger to health or physically required by law. This includes prohibiting pregnant female employees from working in environments harmful to their health and the safety of the pregnancy. The company will not take any action which reduces the benefits of female employees due to pregnancy.

5. Policy on Legal Employment of Foreign Workers

KCE Electronics Public Company Limited conducts business with ethics and responsibility in terms of employing foreign workers, including affiliates and business partners. The Legal Employments include Contract Foreigner, Work Permit, Wages, and Safe Workplace to enhance the competitiveness of partners and the group of companies working to grow together sustainably.

- 1) The process of hiring foreign workers is carried out ethically and in accordance with the law, without discrimination, human trafficking, and preventing all forms of forced labor.
- 2) Fair compensation and benefits to migrant workers.
- 3) Supervise and inspect the hiring of migrant workers to ensure compliance with the laws of each country in which business is conducted.

6. Minimum Wage, Hours, and Benefits

At KCE, We are committed to compensating our employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. Working hours for our employees shall be limited to what is permitted by local laws.

However, with the economic situation changing rapidly all the time. This causes the cost of living in the market to adjust quickly. Sometimes the minimum wage Insufficient for the cost of living that has been adjusted, KCE Company has a policy to consider improving wages structure



periodically and the salary of employees from the lower level up at least once a year. So that, employees can make a living for their families and still have savings left over as appropriate.

7. Workplace Health and Safety

We are committed to maintaining a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks. We will engage with employees to improve health and safety in our workplaces. This includes the right to access to a good environment, clean water, sanitation, and clean air.

- 1) Provide safe working conditions and working environment hygienic according to industrial hygiene principles.
- 2) Provide water that is safe for consumption according to standards maintain drinking equipment Containers that hold clean, adequate, and hygienic drinking water.
- 3) Provide water that is safe for consumption and bathrooms that meet standards that are sufficient, hygienic, and appropriate for personnel of all genders and vulnerable groups.

8. Non-Discrimination Practice Policy

KCE Electronics Public Company Limited will not support discrimination in employment, wage payment, compensation for work, welfare, training and development, promotion, termination, or retirement. We shall not interfere with, hinder, or act in any way which affects the exercising of rights or practices of employees due to differences in nationality, religion, language, age, sex, marital status, personal attitudes about sex, disability, union membership, employment, director, popularity in political parties, or personal ideas.

9. Social and Labor Responsibility Practice Policy

KCE Electronics (Public) Co., Ltd. is committed to doing business under the standard practice of employees. There is protection and fair treatment on a social basis in accordance with the provisions of the labor law on the protection of work, welfare, labor relations, environment, safety, and occupational health at work. These procedures will be reviewed, improved, and developed to be appropriate at all times. The Company is committed to conducting business with social and environmental responsibility by taking into account the potential impacts on the community and



the environment through the environmental policy along with practical guidelines to avoid any harmful impact on the environment and the community.

10. Training

Arrange for communication channel to roll down The Human Rights Policies and Human Rights Practices by appropriate training, meetings, or activities in various formats for directors, executives, employees, and external stakeholders. This includes trading partners business partners joint ventures and the public throughout the value chain Including organizing an evaluation of effectiveness after every training session.

11. Complaint

- 1) Every employee or executive can file a complaint or report a violation of these policies and guidelines according to the following channels;
 - a. Complaint box; all messages will be sent directly to the president of the company
 - b. Complaint channels via the company's website (Whistleblower)
<https://investor.kce.co.th/en/sustainability/whistleblower>
- 2) Complaints or whistleblowing when you witness conduct that you believe violates these policies and guidelines. The steps must be in accordance with the policy and guidelines regarding whistleblowing. However, the complainant or informant will be protected and information will be kept confidential without affecting the job position both during the investigation and after the process is completed.

12. Punishment

In the event of an investigation all employees must cooperate fully with internal and external agencies. If executives and employees do anything violate or not following this policy whether directly or indirectly Executives and employees will be considered for disciplinary action according to work regulations.

Announced and Effective on April 1st, 2025 onward



A handwritten signature in black ink, appearing to read 'V. Sonthornwiwath'.

(Mr. Viboon Sonthornwiwath)

SVP Human Resources and Admin

A handwritten signature in blue ink, appearing to read 'Pitharn Ongkosit'.

President and Chief Executive Officer