

HUMAN RIGHTS AND FAIR LABOR PRACTICES POLICY

MR. D.I.Y. HOLDING (THAILAND) PUBLIC COMPANY LIMITED AND ITS SUBSIDIARIES

7 August 2026

Version: 1

Approved by the Board of Directors' Meeting: 7 August 2026

HUMAN RIGHTS AND FAIR LABOR PRACTICES POLICY

MR. D.I.Y. Holding (Thailand) Public Company Limited (the “**Company**”), together with its subsidiaries (the “**Group**”), recognizes the importance of respecting human rights and fair treatment of labour throughout its business operations.

The Group is committed to conducting its business on the basis of social responsibility, equality, freedom, and respect for human dignity. The Group adheres to ethical conduct, is committed to operating without human rights violations, and maintains a zero-tolerance stance against discrimination, harassment, or abuse in any forms, whether sexual or otherwise. In addition, the Group places importance on fair labour practices covering employees, suppliers, and all relevant stakeholders

1. COMMITMENT TO INTERNATIONAL STANDARDS

The Group conducts its operations in alignment with internationally recognized human rights and labor standards, including:

- The Universal Declaration of Human Rights (UDHR)
- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The United Nations Global Compact (UNGC)
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- The Children’s Rights and Business Principles (CRBP)
- Labour laws and other relevant laws

2. SCOPE

This Human Rights and Fair Labour Practices Policy applies to all business activities of the Group. The Board of Directors, management, and all employees of the Group are required to acknowledge, understand, and strictly comply with this Policy.

The Group also expects and encourages suppliers and business partners to support and align their operations with this Policy in order to elevate standards of respect for human rights and fair labour practices throughout the value chain. Such expectations shall be communicated through the Group’s Supplier Code of Conduct, contractual requirements, and other appropriate communication channels.

3. OPERATIONAL GUIDELINES ON HUMAN RIGHTS AND FAIR LABOUR

3.1 NON-VIOLATION OF HUMAN RIGHTS

The Group shall not engage in, condone, or support any act that directly or indirectly infringes upon human rights or fundamental freedoms. Preventive and corrective measures shall be implemented to ensure that the Group’s operations do not cause adverse human rights impacts to any stakeholder.

3.2 NON-DISCRIMINATION

The Group shall treat all individuals with respect for human dignity, fairness, and equality, without discrimination in recruitment, employment, promotion, remuneration, training, or any other work-related matters, regardless of race, ethnicity, nationality, religion, language, gender, gender identity, sexual orientation, age, disability, education, social status, or any other characteristic unrelated to an individual’s qualifications and ability to perform the job.

3.3 PROHIBITION OF FORCED LABOUR

The Group shall not engage in or support any form of forced labour, including human trafficking, involuntary labour, or any form of slavery or modern slavery.

3.4 CHILDREN'S RIGHTS AND CHILD LABOUR

The Group shall not employ or support the employment of children below the legal minimum working age. The Group further upholds children's rights by promoting access to education, vocational training, internships, and suitable employment opportunities to foster sustainable development and improved quality of life.

3.5 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The Group respects employees' rights to freedom of association and collective bargaining in accordance with applicable laws. The Group also supports the establishment of channels or mechanisms that facilitate dialogue between employee representatives and management through the Company Welfare Committee, which may report relevant matters to management for appropriate consideration.

3.6 FAIR WAGES AND COMPENSATION

The Group shall provide wages, compensation, and benefits not less than those required by law and sufficient to support an appropriate standard of living (Living Wage), while taking into account employees' quality of life, competitiveness, and industry standards. The Group is committed to ensuring equal, fair, appropriate, and non-discriminatory remuneration practices.

3.7 WORKING HOURS

The Group strictly complies with all applicable labour laws governing working hours, overtime, and rest periods. Working hours, leave entitlements, and holidays shall be clearly defined. Furthermore, the Group promotes work-life balance, minimizes unnecessary overtime, and supports employee well-being and productivity.

3.8 EMPLOYMENT OF UNDERPRIVILEGED GROUPS

The Group promotes employment opportunities for disadvantaged and vulnerable individuals, including persons with disabilities, to foster workplace inclusivity and equal access to employment opportunities.

4. HUMAN RIGHTS OF STAKEHOLDERS

The Group respects and safeguards the rights of all stakeholders involved in its operations, ensuring fair, transparent, and respectful treatment in the following areas:

4.1 EMPLOYEES

Providing equal and fair employment practices without discrimination, taking into account competence and suitability for the position, including reasonable working hours and wages sufficient to support an appropriate standard of living (Living Wage), without the use of illegal labour, child labour, forced labour, slavery, human trafficking, involuntary labour, or any form of modern slavery. The Group also promotes a safe working environment free from harassment, intimidation, or abuse, provides opportunities for development and training, and establishes appropriate mechanisms and channels for communicating concerns, submitting complaints, or whistleblowing.

4.2 CUSTOMERS

Treating customers fairly and without discrimination, providing accurate and transparent information, and protecting personal data and privacy through effective data management measures.

4.3 BUSINESS PARTNERS AND SUPPLIERS

Maintaining fairness in procurement and contracting processes, and encouraging all partners and suppliers to comply with the Group's Supplier and Business Partner Code of Conduct and to refrain from the use of illegal labour, child labour, forced labour, slavery, human trafficking, involuntary labour, or any form of modern slavery.

4.4 COMMUNITIES AND SOCIETY

Striving to balance business growth with economic, social, and environmental considerations, while minimizing potential negative impacts on the community and society.

5. GOVERNANCE AND COMPLIANCE

- 5.1 The Group has established channels through which employees and/or external stakeholders may submit complaints or report concerns regarding acts related to human rights violations, such as sexual harassment or other forms of harassment, illegal labour, or discrimination, through the communication channels designated by the Group. Such complaints shall be received, considered, investigated, and handled in accordance with the established process. Protective measures for whistleblowers and complainants shall be implemented in accordance with the Group's Whistleblowing Policy.
- 5.2 Where an investigation confirms conduct that constitutes discrimination, harassment, or abuse, the Group shall take appropriate corrective measures and disciplinary actions, including any other action required under applicable laws and relevant regulations.
- 5.3 The Group shall continuously monitor and evaluate its human rights practices to ensure that its operations are consistent with human rights principles. The Group shall also disseminate this Policy to all employees to ensure understanding and compliance.
- 5.4 The Human Resources Management Department shall provide orientation and training on human rights, including non-discrimination, harassment, and abuse in the workplace, in order to raise awareness and strengthen understanding among employees at all levels.
- 5.5 The Group shall communicate and disclose this Human Rights and Fair Labour Practices Policy, as well as human rights performance, through its public communication channels to ensure that stakeholders have transparent and verifiable access to information.

6. REVIEW OF POLICY

This Policy shall be reviewed at least once a year by the Human Resource Department. If there is any proposed modification required to be made to this Policy, it shall escalate to the Board for consideration.

This Policy shall be effective from 7 August 2026 by approval of the Board of Directors' Meeting No. 3/2026.

(Mr. Ong Chu Jin Adrian)

Chairman of the Board of Directors

MR. D.I.Y. Holding (Thailand) Public Company Limited