



Human Rights Due Diligence (HRDD) Report 2024

KCG Corporation Public Company Limited



KCG's Commitment to Human Rights

KCG Corporation Public Company Limited ("The Company") recognizes and upholds the principles of equality, human dignity, and fundamental human rights of all individuals. The Company is committed to conducting its business responsibly, treating all workers fairly, respecting and protecting human rights, and ensuring equal and non-discriminatory treatment of all stakeholders, including employees, communities, and society at large, regardless of race, nationality, religion, language, skin color, gender, age, educational background, physical condition, or social status. The Company also ensures that its business operations do not involve, either directly or indirectly, any form of human rights violations, including forced labor, child labor, or any other unlawful or unethical labor practices.

In 2024, The Company prepared this Human Rights Due Diligence (HRDD) Report to disclose the outcomes of its human rights due diligence process. This report identifies key human rights issues, assesses risks and potential impacts, identifies affected stakeholder groups, and outlines appropriate mitigation, management, and remediation measures in the event that human rights violations occur.

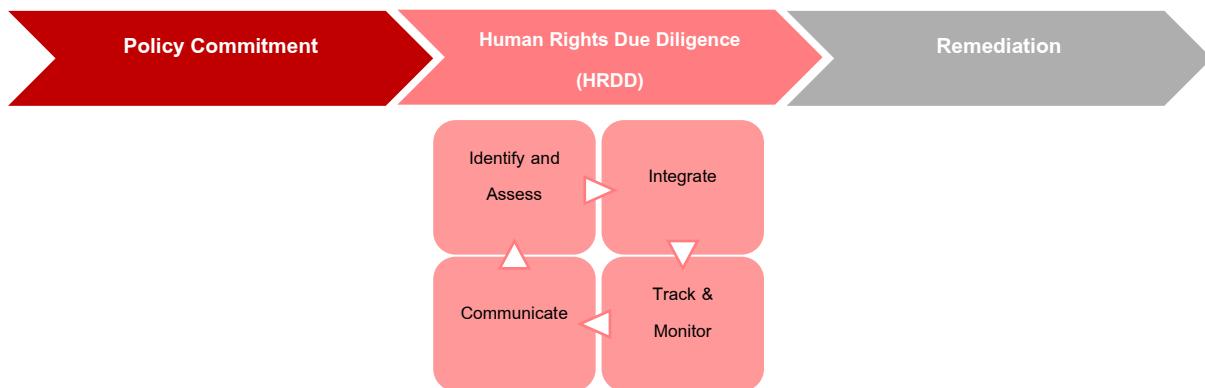
Human Rights Governance and Implementation

The Company has established its Human Rights Policy and related practices in line with the principles of good corporate governance and in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs). These principles apply across all operational areas and throughout the Company's entire value chain. Human rights commitments are fully integrated into the Company's business operations, supported by a structured Human Rights Due Diligence (HRDD) process to identify, prevent, mitigate, and remediate potential or actual human rights impacts arising from its activities, products, and business relationships. Monitoring and oversight mechanisms are in place to ensure that the Company does not engage in any actions that could lead to human rights violations. The Company also promotes awareness and understanding of human rights among its Board, executives, and employees, while encouraging business partners and suppliers to uphold ethical standards, respect human rights, and treat all individuals in accordance with internationally recognized human rights principles.

Human Rights Framework under the UN Guiding Principles on Business and Human Rights (UNGPs)

The Company adopts the United Nations Guiding Principles on Business and Human Rights (UNGPs) as its core framework for respecting and promoting human rights. This framework covers policy commitment, human rights due diligence, and access to remedy, including grievance mechanisms and remediation processes. By applying the UNGPs, the Company ensures that human rights considerations are systematically integrated into its business operations in a manner that is effective, transparent, and aligned with international standards.

KCG's Human Rights Framework



1. Policy Commitment

The Company has established and publicly declared its Human Rights Policy to demonstrate its commitment to respecting and promoting human rights. This policy provides the foundation for the Company's HRDD processes and ensures that its business practices are conducted in a responsible and human-rights-respecting manner toward all stakeholders. The Human Rights Policy is communicated and made publicly available to all stakeholders through the Company's website. In addition, training and awareness programs on human rights are provided to employees at all levels to ensure a shared understanding of the importance of respecting human rights in all business activities.



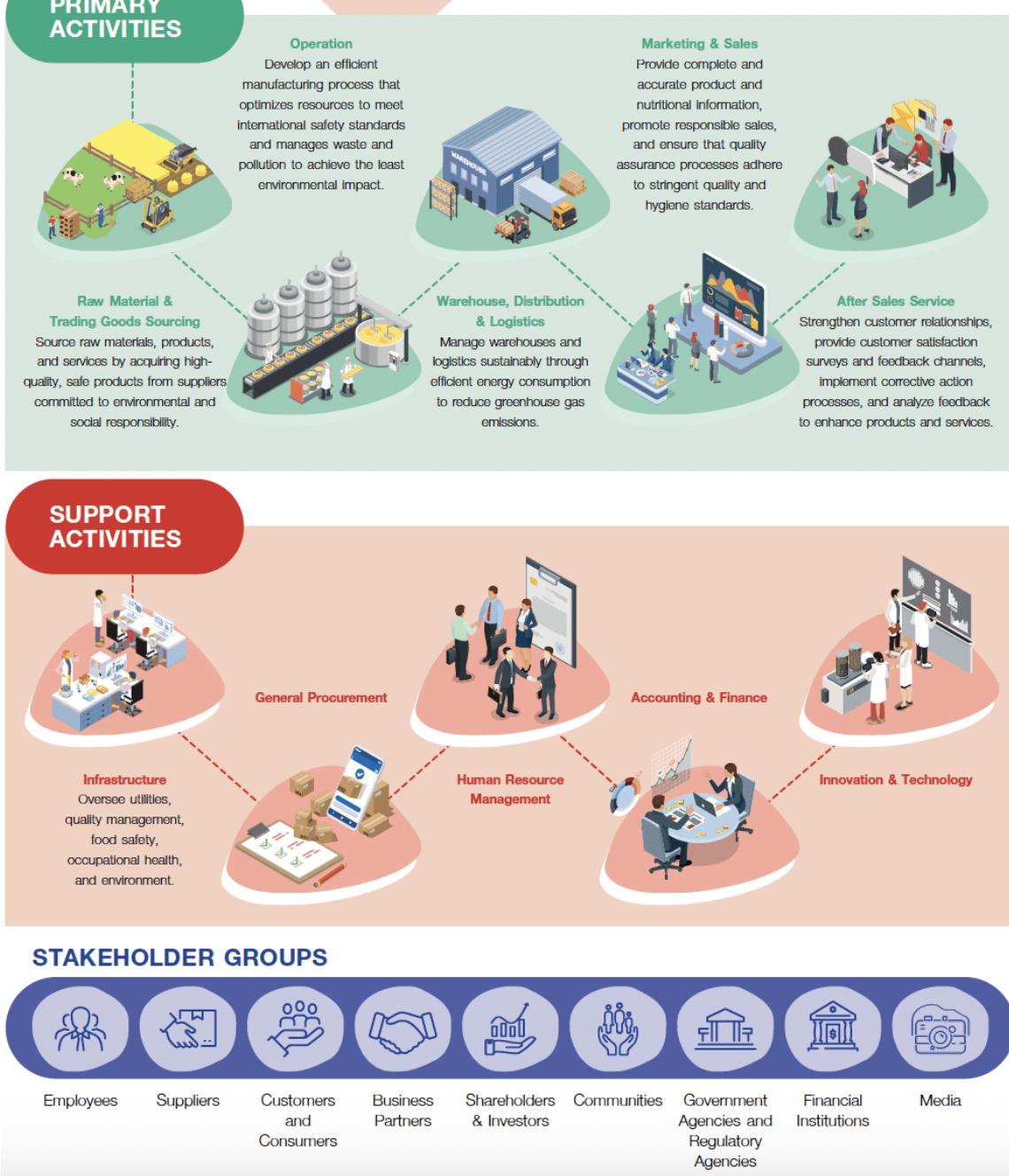
Further information is available
at: [Human Rights Policy](#)

2. Human Rights Due Diligence (HRDD)

Scope of Human Rights Due Diligence

The Company's human rights due diligence covers the assessment of human rights risks and impacts across all business processes throughout its entire value chain, including both core and supporting activities. This includes activities that may **Cause**, **Contribute** to, or be directly **Link to** human rights impacts. The Company considers all groups and individuals who may be affected by its business operations, both internally and externally, including customers, consumers, employees, communities, and vulnerable groups such as children, women, pregnant women, and migrant workers throughout the Company's value chain.

KCG Value Chain



HRDD Process The Company's human rights due diligence process consists of four key steps as follows:

2.1. Identify and Assess

The Company identifies human rights issues and impacts by reviewing all potential and actual risks arising from its business activities across the entire value chain, including risks associated

with its own operations as well as those arising from its business relationships. Stakeholders who are or may be affected by human rights issues are systematically identified to ensure comprehensive coverage of all potential impacts. To determine material human rights issues, the Company assesses and prioritizes identified risks based on two key criteria: **(1) Severity** and **(2) Likelihood**

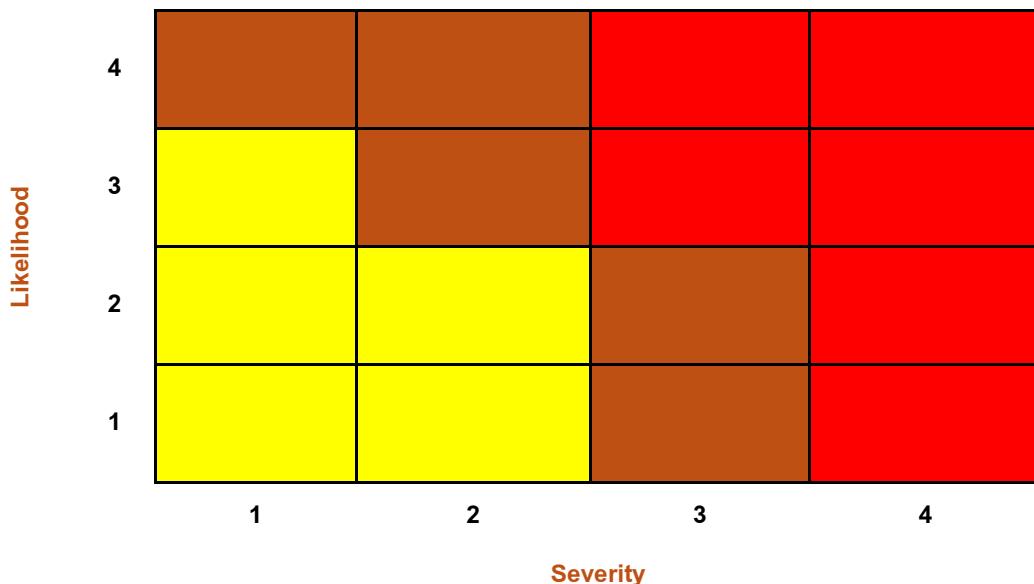
Severity is evaluated based on:

- **Scale** of the impact
- **Scope** of the affected stakeholders
- **Irremediable character**, or the extent to which harm can be remedied

Human Rights Assessment Criteria

| Level | | Severity | | |
|-------|---------------|---|--|---|
| | | Scale | Scope | Irremediable character |
| 1 | Low | Minor or negligible impact on physical or mental health; manageable with basic first aid | Affects a limited number of stakeholders | Fully remediable; recovery within <u>less than 1 year</u> |
| 2 | Medium | Moderate impact on physical or mental health; minor injury or illness not requiring work stoppage | Affects a specific group of stakeholders | Remediable within 1–3 years |
| 3 | High | Serious impact on physical or mental health; illness or injury requiring work stoppage | Affects a majority of a stakeholder group | Remediable within 3–5 years |
| 4 | Critical | Life-threatening or permanent physical or mental harm | Affects society at large or all stakeholders | Irremediable or requires more than 5 years to recover |
| Level | | Likelihood | | |
| 1 | Very unlikely | Rare occurrence; has not occurred in the Company but may occur in the industry | | |
| 2 | Unlikely | Occasional occurrence; has occurred in the past or in some business units | | |
| 3 | Likely | Frequent occurrence; has occurred repeatedly | | |
| 4 | Very likely | Continuous occurrence; persistent from past to present | | |

Human Rights Risk Assessment Matrix



| Risk Level | Description |
|------------|---|
| High | Unacceptable risk; immediate management measures required |
| Medium | Requires enhanced controls and close monitoring |
| Low | Can be managed through existing controls and regular monitoring |

2.2. Integrate

The Company integrates the results of its human rights risk assessment into its enterprise risk management system by defining appropriate mitigation and control measures to address actual and potential adverse impacts.

These measures may include:

- Avoiding actions that could cause harm
- Preventing risks from materializing
- Mitigating negative impacts where they occur

The Company considers whether it **Causes**, **Contributes** to, or is directly **Link to** the impact through business relationships. Qualitative and quantitative performance indicators are established to monitor the effectiveness of the response measures.

2.3. Track & Monitor

The Company conducts annual reviews of its human rights risk management and mitigation measures to ensure they remain effective and adequate. Relevant departments are required to report human rights performance to the Corporate Governance and Sustainability Committee and/or the Board of Directors on a regular basis or when significant incidents occur. The Company also continuously communicates human rights expectations and practices to relevant stakeholders to prevent adverse impacts across the value chain. Continuous monitoring is critical to preventing recurrence or escalation of human rights violations.

2.4. Communicate

The Company discloses information on its human rights performance to internal and external stakeholders, particularly regarding significant or high-risk human rights issues and the actions taken to address them. This communication aims to raise awareness and promote responsible human rights practices throughout the value chain, especially among suppliers and business partners.

Human rights performance is reported through the Annual Report and Sustainability Report, and grievance mechanisms are available for stakeholders to raise concerns or complaints.

3. Remediation

The Company is committed to protecting and providing remedy to individuals who may be adversely affected by its business operations. Formal grievance mechanisms are in place, ensuring confidentiality, fairness, and protection for whistleblowers. All complaints are submitted to the Audit Committee or Chairman of Audit Committee and handled in accordance with the Company's Whistleblowing Policy.

Grievance Channels Stakeholders may submit complaints or report concerns through the following channels:

- E-mail: whistleblower@kcgcorporation.com
- Mail:
 - Audit Committee or Chairman of Audit Committee
 - KCG Corporation Public Company Limited
 - 3059-3059/1-3 Sukhumvit Rd., Bang Chak, Phra Khanong, Bangkok 10260
- Website:
<https://www.kcgcorporation.com/th/corporate-governance/anti-corruption-and-whistleblowing>

Remediation Mechanisms

In the event of a human rights violation, the Company will provide or cooperate in appropriate and fair remediation for affected persons using lawful and accountable processes. Remediation measures may include:

- Formal apologies (verbal or written)
- Compensation and restitution
- Monetary and/or non-monetary remedies
- Facilitation of access to additional remedies

The Company will continue to follow up with affected parties until the case is fully resolved.

For employee-related violations, investigations will be conducted fairly and disciplinary actions will be taken in accordance with Company regulations and applicable laws. For external parties, legal or other appropriate actions will be pursued.

Human Rights Due Diligence Performance 2024

The Company established a Human Rights Due Diligence Working Group and conducted HRDD workshops to assess human rights risks and impacts throughout its value chain. Key risks were identified, evaluated, and appropriate control and remediation measures were defined for all stakeholder groups, with a proactive focus on preventing human rights violations, particularly among vulnerable groups.

Human rights training was also provided to directors, executives, and employees to strengthen awareness, understanding, and collective responsibility for human rights protection.

- **Human rights risk assessment.**

The Company identified the following actual and potential human rights risks:

| Labor rights | Customer and consumer rights | Community rights | Supply chain management |
|--|---|---|---|
| <ul style="list-style-type: none"> ● Occupational health and safety ● Forced labor, child labor, and migrant labor ● Working conditions ● Discrimination ● Harassment, intimidation, or unsafe behavior | <ul style="list-style-type: none"> ● Customer health and safety ● Personal data protection ● Equal access to products and services | <ul style="list-style-type: none"> ● Environmental and community impacts | <ul style="list-style-type: none"> ● Supplier use of child labor, forced labor, or illegal labor |



- **Key Human Rights Risk Management Measures**

No high-level human rights risks were identified. However, the Company has implemented preventive and mitigation measures for medium-level risks as follows:

| No | Human Rights Risks | Stakeholders | Risk Control Measures |
|------------------------------------|---------------------------------------|--|--|
| Human Rights Risks (Medium) | | | |
| 1 | Occupational Health and Safety | Employees contractors, and on-site workers | <ul style="list-style-type: none"> ● Annual risk assessments and mitigation plans under ISO 45001:2018 ● Workplace environment monitoring (lighting, temperature, noise) ● Provision of adequate personal protective equipment (PPE) ● Fire and safety systems installed in all factories ● Strict enforcement of safety procedures ● Vehicle inspections and maintenance programs ● Continuous awareness through safety Morning talks, internal communications, and training |
| 2 | Customer Health and Safety | Customers and consumers | <ul style="list-style-type: none"> ● Compliance with international food safety standards (FSSC22000, GHP, HACCP, HALAL, etc.) ● Annual internal and external audits by certification bodies ● Customer complaint and corrective action systems ● Strict compliance with food labeling and advertising laws and regulations ● Regular food quality and safety training and communication for employees |
| 3 | Supplier Labor Practices | Supplier workforce | <ul style="list-style-type: none"> ● Supplier Code of Conduct requiring fair labor practices ● ESG risk assessments of suppliers ● Selection of suppliers with clear policies against forced labor, child labor, and illegal labor ● Annual supplier audits and follow-up for high-risk suppliers |

- **Human Rights Performance 2024**

In 2024, the Company recorded no human rights or labor rights violations, received no complaints related to personal data protection, and reported no significant environmental or community impacts. As a result, no remediation actions were required during the reporting period.

- **Human Rights Action Plan**

For 2025, the Company aims to reduce the Lost Time Injury Frequency Rate (LTIFR) to further improve workplace health and safety for employees and on-site workers. The Company will also continue enhancing its food safety management systems to higher international standards and review any activities that may affect customer and consumer rights, particularly children and youth, to ensure appropriate child rights protection.

In addition, the Company will promote social inclusion by increasing employment opportunities for vulnerable groups, including persons with disabilities, in compliance with applicable laws, to foster equality and sustainable community development.