

Labor and Corporate Social Responsibility Policy

KCG Corporation Public Company Limited

KCG Corporation Public Company Limited (“the Company”) is committed to producing high-quality and safe products with environmental awareness and responsibility toward society and labor. The company sets forth the following guidelines to achieve its objectives and goals:

1. The Company shall comply with all applicable laws and relevant requirements, including but not limited to the Thai Labor Standards, labor laws, environmental laws, occupational health and safety regulations, as well as any binding obligations to stakeholders.
2. The Company strictly prohibits illegal employment, the use of child labor under the age of 18, any violation of human rights, and any form of discrimination within the organization.
3. The Company shall take necessary measures to ensure a safe and healthy working environment by focusing on risk reduction and the prevention of accidents, injuries, and work-related illnesses.
4. The Company is committed to preventing pollution and protecting the environment, particularly with respect to impacts on nearby communities and the broader ecosystem.
5. The Company shall continuously improve its operations and regularly review and update this policy to ensure its ongoing appropriateness and effectiveness.

All previous announcements shall be hereby revoked and replaced by this policy.

Issued on September 16, 2024.

Signed -*Damrongchai Vipawatanakul*-

Damrongchai Vipawatanakul

Chief Executive Officer and Managing Director