

## HUMAN RIGHTS DUE DILIGENCE PROCESS

TCC Technology Group's human rights due diligence process consists of systematic approach as follows:

1. **Policy Commitment** – TCC Technology Group is committed to respecting the human rights of all stakeholders. As such, the company operates in line with international human rights principles and labor standards, including the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. TCC Technology Group expects all executives and employees in its businesses, including those in its subsidiaries, joint ventures, and new business relations (i.e. through mergers and acquisitions), as well as suppliers and business partners, to respect the human rights of all stakeholders to ensure that all are respected equally. In doing so, strict compliance with the company's Human Rights Policy is compulsory for all stakeholders.

Key human rights aspects covered in the company's Human Rights Policy and Statement include discrimination and harassment, forced labor and child labor, freedom of association, equal remuneration, working conditions, and workplace safety and health. All TCC Technology Group stakeholders must comply with these aspects according to laws and regulations and aim to satisfy them with the highest possible standards.

2. **Assess Actual and Potential Impacts (Human Rights Risk Assessment)** – TCC Technology Group's human rights risk assessment covers 100% of the company's operational sites, which are categorized according by business activity:
  - Main business activities: Operations, commercial, corporate communications, and marketing
  - Supporting business activity: Human resources
3. **Integrate Findings and Potential Impacts** - Once human rights risks and impacts have been assessed, TCC Technology Group works to implement its management measures, particularly those for high-risk issues. After these measures are implemented, TCC Technology Group monitors and reviews the performance to ensure continuous development that maximizes efficiency.

4. **Track and Communicate Performance** – TCC Technology Group is committed to conducting regular reviews of its human rights due diligence process, and to reporting on its human rights performance on the T.C.C. Technology Company Limited website. In the meantime, TCC Technology Group tracks through its communication channel violations of human rights that stakeholders experience. In order to mitigate adverse impacts and provide appropriate remedies to affected stakeholders, stakeholders are encouraged to report violations through the communication channel below:

T.C.C. Technology Company Limited.

1 Empire Tower 30th Floor, South Sathorn Rd.,

Yannawa, Sathorn, Bangkok 10120 Thailand

Telephone: 662 838 8888

<https://www.tcc-technology.com>

5. **Remediate Adverse Impacts** – TCC Technology Group understands that its business activities may cause, contribute to, or have links with human rights violations involving stakeholders. TCC Technology Group is committed to mitigating such risks and violations. To ensure it fulfills these commitments, TCC Technology Group regularly conducts human rights risk assessments to identify potential violations. Additional mitigation measures are established with the objective to remediate and reduce the possibility of such violations.