

SIC-BC-PLC-2025-022

### Human Rights Policy

#### **Silicon Craft Technology Public Company Limited**

Silicon Craft Technology Public Company Limited (“The Company”) is committed to good morals in business operations with adherence to social responsibility and all stakeholders. It also recognizes the value and equality of humans, in line with the support and respect to human rights as specified by the law and regulations of national and international standards on human rights. This includes the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, Code of Conduct of Business Partners in the electronic industry community, and human resource management policy in the organization, including the local laws of Thailand.

#### **Scope**

This policy covers all operations of the Company, employees, customers, and business partners who have duties to respect human rights according to the law and regulations that protect human rights in Thailand and other countries. All relevant stakeholders are also obliged to comply with and respect human rights principles in the following guidelines:

#### **Guidelines**

1. The Company shall respect human rights and encourage mutual respect to each other with equity and no discrimination of race, skin color, age, gender, sexual orientation, gender identity or gender expression, ethnics or national origin, disability, pregnancy, religion, or any others.
2. The Company shall operate its business with realization on direct and indirect effects to human rights of all stakeholders. It shall also perform duties with prudence to prevent the risk of human rights violation in business operations and oversee the respect of human rights.
3. The Company shall support and promote any activities to protect human rights, without negligence and ignorance when witnessing the human rights violation.

4. The Company shall control the forced and bonded labor (including debt bondage) whether voluntarily or involuntarily, including not forcing people in employment or work by intimidation, coercion, threatening, kidnapping or deceit.
5. The Company shall establish and promote humane conduct with no violence or inhumanity, including gender-based violence, sexual harassment, sexual abuse, severe punishment, mental or physical intimidation and coercion, bullying, public humiliation, or verbal harassment, or even threatening to do so.
6. The Company shall develop channels for reporting human rights violation and provide fairness and protection to those who give reports. The complainants or those who cooperate in reporting human rights violations shall be protected.
7. The Company shall investigate and follow up on the results of managing and solving human rights violations, in line with providing support and cooperation in mitigating the impacts caused by the Company as appropriate in case of human rights violations.
8. The Company shall continue to develop and implement the Human Rights Due Diligence Process to identify and assess the risks and impacts of human rights violation, define affected groups or individuals, plan and determine corrective and preventive measures, take corrective actions and prevent human rights violations, and follow up. There shall be a process for appropriate and effective mitigation in case of human rights violations.
9. The Company shall encourage its business partners to conduct business with transparency and fairness in accordance with the laws, principles, practices, and human rights standards.
10. The Company shall communicate, disseminate, educate, and provide any other support to all stakeholders throughout the business value chain on the respect of human rights to allow all sectors to operate their business with ethics and in accordance with human rights principles in this policy.
11. The Company shall create and maintain its organizational culture that adheres to the respect for human rights, while encouraging its directors, executives, and employees to comply with international human rights guidelines.

12. The Company shall review the human rights policy at least once a year to ensure its consistency and suitability with current business situations.

This Human Rights Policy was initially approved at the Board of Directors Meeting No. 2/2023 held on Mar 17, 2023. It was most recently reviewed and approved at the Board of Directors Meeting No.4/2025 held on July 17, 2025.

This announcement was made on July 17, 2025.



*Bodin Kasemset*

(Dr. Bodin Kasemset)

Chief Executive Officer