

SIC-BC-PLC-020

Policy on Human Rights

Silicon Craft Technology Public Company Limited

Silicon Craft Technology Public Company Limited (the “Company”) is engaged in the design, development, and sale of RFID microchips and related technologies. The Company is committed to conducting its business with integrity while upholding its responsibilities toward society and all stakeholder groups. The Company recognizes the value and equality of all individuals and is committed to supporting and respecting human rights as prescribed by applicable laws, rules, regulations, and nationally and internationally recognized human rights standards, including the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Responsible Business Alliance (RBA) Code of Conduct, the Company’s Human Resources Management Policy, and the applicable laws of Thailand.

Scope

This Policy applies to all of the Company's operations, including the conduct of its employees, customers, and business partners, all of whom are expected to respect human rights in accordance with the laws and regulations protecting human rights under both Thai and international standards. The Company expects all relevant stakeholders to uphold and respect these human rights principles. Accordingly, the Company has established the following guidelines.

Guidelines

1. The Company shall respect human rights, promote mutual respect, and treat all individuals with dignity and equality without discrimination on the basis of ethnicity, skin color, age, gender, sexual orientation, gender identity or gender expression, race or national origin, disability, pregnancy, religion, or any other status.
2. The Company shall conduct its business with due consideration of both the direct and indirect impacts on the human rights of all stakeholder groups. The Company shall exercise due care in performing its duties to prevent the risk of human rights violations arising from its business operations and shall monitor compliance with human rights principles throughout the Company.
3. The Company shall support and promote the protection of human rights and shall neither ignore nor tolerate any acts that may constitute human rights violations in connection with the Company's business operations.
4. The Company shall prohibit all forms of forced labor and bonded labor (including debt bondage), whether voluntary or involuntary, and shall not compel any person to work or provide services through threats, coercion, intimidation, abduction, or deception.



5. The Company shall establish and maintain measures to promote humane treatment. The Company shall not engage in or tolerate violence or inhumane treatment, including gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public humiliation, verbal abuse, or threats to commit any such acts.
6. The Company shall establish and continuously improve channels for reporting human rights violations related to the Company and shall ensure fairness and protection for individuals who report such violations. The Company shall protect whistleblowers and any persons who cooperate in reporting human rights violations.
7. The Company shall investigate and monitor the management and resolution of human rights violations and shall provide appropriate support and cooperate in remedying impacts arising from the Company's operations where human rights violations have occurred.
8. The Company shall continuously develop and implement a Human Rights Due Diligence Process to identify human rights issues, assess the risks and impacts of human rights violations, identify affected groups or individuals, establish corrective and preventive measures, implement such measures, and monitor their effectiveness. The Company shall also establish appropriate and effective mitigation processes in the event that human rights violations occur.
9. The Company shall encourage its business partners to conduct business with transparency and fairness and to operate in compliance with applicable laws, principles, practices, and human rights standards.
10. The Company shall communicate, disseminate information, provide knowledge, and offer appropriate support to all stakeholder groups throughout the business value chain regarding respect for human rights, so that all parties may participate in conducting business ethically and in accordance with the human rights principles set forth in this Policy.
11. The Company shall foster and maintain an organizational culture that is committed to respecting human rights and shall encourage its directors, executives, and employees to adhere to internationally recognized human rights principles.
12. The Company shall review this Policy on Human Rights at least once a year to ensure that it remains appropriate and consistent with the Company's current business operations.



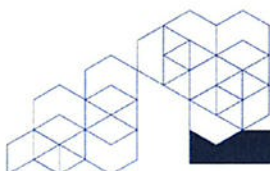
Initial Approval	Approved by the Board of Directors at Meeting No. 2/2023 held on 17 March 2023.
Latest Approval/Review	Approved/reviewed by the Board of Directors at Meeting No. 4/2026 held on 25 June 2026.

Announced on 25 June 2026.



(Dr. Bodin Kasemset)

Chief Executive Officer



Approval and Revision History		
SIC-BC-PLC-020: Policy on Human Rights		
Revision	Board Resolution	Details
Initial Approval	BOD 2/2023: 17 March 2023	Approved Policy on Human Rights
Revision No. 1	BOD 4/2024: 18 July 2024	Annual review with no material changes.
Revision No. 2	BOD 4/2025: 17 July 2025	Annual review with no material changes.
Revision No. 3	BOD 4/2569: 25 June 2026	Annual review with no material changes.

