



Human Rights Policy

Effective from 14 November 2025



Human Rights Policy

Objective

Precise Corporation Public Company Limited and its subsidiaries (“the Company”) are committed to promoting and respecting the fundamental human rights of all individuals affected by our operations. This commitment aligns with international standards and Thai laws, including but not limited to the *Universal Declaration of Human Rights (UDHR)*, the *United Nations Guiding Principles on Business and Human Rights (UNGPs)*, and the *International Labour Organization Declaration on Fundamental Principles and Rights at Work (ILO)*. The Company upholds responsibility toward society and all stakeholders in accordance with good corporate governance principles.

To ensure respect for human rights within the Company and prevent human rights violations against employees or service recipients, the Board of Directors has established this Human Rights Policy to ensure that all Company operations are free from human rights violations across all activities.

Scope

This policy applies to all directors, executives, employees, interns, and temporary contract workers (collectively referred to as “employees”). It also covers operational processes carried out by representatives and other business intermediaries authorized to act on behalf of the Company, as well as individuals involved in the business throughout the Business Value Chain—such as suppliers, contractors, business partners, and joint venture partners.

The Company encourages key stakeholders across the Business Value Chain to adhere to human rights standards consistent with the UDHR as part of the Company’s code of conduct.

Policy and Guidelines

1) Respect for Human Rights

The Company respects the human rights of all individuals, including employees, communities, and other stakeholders connected to Company operations.

2) Non-Discrimination and Equality

The Company promotes equal treatment of stakeholders and vulnerable groups without discrimination based on race, nationality, origin, skin color, gender, age, religion, disability, education, social status, culture, customs, or any other characteristic.

3) Safe and Healthy Workplace

The Company treats employees with humanity—free from violence, sexual harassment, physical or psychological intimidation, or verbal abuse. The Company places great importance on the safety and well-being of employees and strives to maintain high standards of occupational health, safety, and a favorable working environment.

4) Fair Labor Practices

The Company supports fair labor practices, including reasonable wages and working hours. The Company strictly prohibits illegal forced migrant labor, child labor, human trafficking, violations of personal data rights, or any other actions that constitute human rights violations.

5) Responsibility Across the Business Value Chain

The Company expects and encourages individuals involved in business such as suppliers, contractors, and business partners to operate with integrity and treat all individuals in accordance with human rights principles. The Company also promotes regular training and refresher programs on human rights, non-discrimination, and workplace harassment for employees and related parties.

6) Enhancement of Human Rights Operational Processes

The Company shall undertake the following actions:

- Conduct assessments of Company operations, internally and externally, across all areas of the Business Value Chain to identify human rights risk issues (Human Rights Due Diligence Process).
- Develop corrective action plans for identified human rights violations, specify mitigation measures, and follow up on results (Mitigation Plan).
- Prevent potential human rights violations, whether direct or indirect.

Duties and Responsibilities

- 1) The Board of Directors has assigned the Corporate Governance and Sustainability Committee to oversee this policy, ensuring that all directors, executives, and employees adhere to and comply with it. The Committee shall review the policy annually and propose revisions to the Board for approval when necessary.
- 2) The Board of Directors has also assigned the Risk Management Committee to review human rights risk issues, identify affected groups or individuals, and plan corrective and preventive measures to address potential human rights violations arising from Company operations, based on submissions from the Risk and Compliance Management Working Group.

- 3) All executives are responsible for ensuring that their subordinates understand this policy and receive adequate and regular training.
- 4) All employees must strictly comply with this policy, exercise due care in performing their duties to prevent risks of human rights violations and monitor issues concerning human rights respect. Employees must not ignore or overlook actions that may constitute human rights violations. If in doubt, they should consult their supervisor.

Reporting Human Rights Violations

If an employee suspects or has evidence that any employee or individual acting on behalf of the Company has been involved in a human rights violation related to the Company, they must immediately report the matter to their supervisor or through the channels specified in the *Whistleblowing Policy*. All complaints received will be reviewed, and the identity of the whistleblower will be kept confidential. If the allegation is substantiated, corrective measures, disciplinary action, termination of employment, or legal action will be taken as appropriate.

Violation of the Policy

- 1) The Company will impose disciplinary penalties on employees who fail to comply with this policy, including supervisors who ignore misconduct or fail to take appropriate corrective action despite being aware of such misconduct. Penalties may include termination of employment. Ignorance of this policy or applicable laws cannot be used as an excuse for non-compliance.
- 2) Representatives, business intermediaries, suppliers, contractors, business partners, and joint venture partners who violate this policy, fail to report violations, or provide inaccurate information during an investigation may be subject to contract termination.