

# Human Rights Statement

## Principle and Rational

As stated in its Human Rights Policy, Thai Beverage Public Company Limited and its subsidiaries (“ThaiBev”) operate its business in accordance with the principles of good corporate governance with fairness and adhere to the “Business Ethics of Thai Beverage Group” as well as take responsibility for the society and all stakeholders. ThaiBev respects each and every individual’s personal dignity, and rights of its employees, customers and consumers, suppliers and contractors, communities and other rights holders, as well as vulnerable groups including women, pregnant women, children, elderly, LGBTQI+, migrant workers, third-party employees, people with disability, indigenous people and local communities, at risk of human rights violations by ThaiBev’s business activities.

The Executive Committee approves the setting of this Statement to specify the commitment of ThaiBev to support and respect human rights of all rights holders, as outlined in ThaiBev Human Rights Policy.

## Scope of this Statement

This Statement applies to all ThaiBev's Directors, Executives and Employees as well as Suppliers and Business Partners.

ThaiBev acknowledges that ThaiBev can potentially have an impact on human rights: either directly through their own operations or through business relations. Thus, ThaiBev expects that its own operations, its Suppliers, and its Business Partners will comply with the human rights commitments as outlined in the Human Rights Policy and this Statement as well as related policies including Non-discrimination and Anti-harassments Policy, Business Ethics of Thai Beverage Group, and Whistleblowing Policy.

## Commitments

ThaiBev is committed to operating with business ethics and integrity including respecting international human rights and labor practices. This Statement aligned with international human rights principles and international labor standards including the Universal Declaration of Human Rights (“UDHR”), the United Nations Guiding Principles on Business and Human Rights (“UNGPs”), the International Bill of Human Rights and The International Labor Organization Declaration on Fundamental Principles and Rights at Work (“ILO”).

Furthermore, ThaiBev ensures compliance with the laws and regulations in all the markets where it operates. In instances where local laws are not as rigorous as ThaiBev’s policies and internationally recognized human rights and labor practices, ThaiBev adheres to the more stringent policies and standards.

ThaiBev prohibits and have zero tolerance:

- All forms of illegal labor including human trafficking activities, use and support of child and forced labor.
- Discriminatory actions and harassment (i.e., sexual, and non-sexual harassment)

ThaiBev respects and promotes:

- The right to equal remuneration
- The right to fair working conditions and workplace health and safety
- The right to freedom of expression, the freedom of association, and the right to collective bargaining
- The right to digital security and the right to privacy
- The right of access to water and sanitation and an adequate standard of living
- The right of access to culture
- The use of security force that respect human rights practices
- The rights of vulnerable groups, including the rights of women and girls, the rights of indigenous peoples, and the rights of refugees and migrants
- The implementation of the principle of free, prior and informed consent

All mentioned aspects shall comply with laws and regulations and strive for higher standards.

### **Diversity, Equity and Inclusion Statement**

Additionally, ThaiBev respects and promotes diversity, equity, and inclusion (DE&I) within ThaiBev, its value chain, and in the communities where it operates. ThaiBev's values align with its dedication to fostering an inclusive culture where diversity is embraced. ThaiBev strives for its workforce to reflect the diversity present in the communities where it operates, while respecting the customs and cultures of those communities.

ThaiBev has committed to incorporating a diversity, equity, and inclusion into its business operations, documents, practices, policies and management guidelines. Its goal is to ensure that its diverse workforce is able to work with their own uniqueness and identity and have equal opportunities to gain access to all development tools necessary to grow in their own career path.

As part of the commitment to diversity, equity, and inclusion, ThaiBev is firmly prohibit discrimination based on race, colour, religion, sex, sexual orientation, gender identity, age, national origin, disability, or any other differences protected by the laws of the communities where it operates. To uphold its commitment to diversity, equal opportunity employment, and an inclusive culture, ThaiBev embrace the following principles:

- Recruiting, hiring, developing, and promoting Employees based on equal opportunity principles.
- Providing and maintaining an inclusive workplace without discrimination and harassment
- Cultivating an inclusive workplace that offers access to opportunities for all Employees.
- Treating one another with respect and dignity at all times.

By adhering to these principles, ThaiBev can strengthen employee engagement, retention, and overall organizational performance. A diverse and inclusive workforce brings forth a wide range of perspectives, promotes creativity, and enhances decision-making processes, ultimately contributing to the continued success of ThaiBev.