Approved by:
Resolution of the Board of Directors Meeting No. 8
Dated 12 November 2025 (Agenda 7)

# Human Rights Policy
## Sermsang Power Corporation Public Limited Company

Sermsang Power Corporation Public Limited Company and its affiliates have ideals in conducting business with integrity by adhering to social responsibility and all groups of stakeholders in accordance with corporate governance principles. For the protection of human rights, Sermsang Power Corporation Public Limited Company has strictly complied with the laws and international principles, especially supporting and practicing Universal Declaration of Human Rights: UDHR, United Nations Global Compact: UNGC, United Nations Guiding Principles on Business and Human Rights: UNGP, as well as The International Labor Organization's Declaration on Fundamental Principles and Rights at Work: ILO.

To ensure that the business operations of Sermsang Power Corporation Public Limited Company are free from human rights violations, the Board of Directors deems appropriate to establish policies and guidelines on human rights to prevent the violations in all business activities (Direct Activity), including Business Partner in Business Value Chain and Joint Venture.

### Scope of Action

This Human Rights Policy covers business activities of Sermsang Power Corporation Public Limited Company, as well as investments in related businesses (mergers, acquisitions, and joint ventures). Furthermore, it provides support to partners and associates – organizations, vendor groups, material and service suppliers, as well as stakeholders – to be informed as the principle of operations with the same understanding.

### Definition

"Sermsang Power Corporation Public Limited Company" means Sermsang Power Corporation Public Limited Company and other companies under the Sermsang Power Corporation Public Limited Company group.

"Human Rights" means the inherent rights of all human beings, regardless of their differences in physical aspect, mentality, ethnicity, nationality, national origin, race, religion, sex, language, age, color, education, social status, culture, customs or any other matter under the laws of each country and under the treaty to which each country is obligated. This includes the right of life and freedom from slavery and torture, freedom of opinion expression and grouping, the right for work, education, etc. All human beings have these rights on an equal basis with non-discrimination.

## Human Rights Policy

The Board of Directors, executives and employees of Sermsang Power Corporation Public Limited Company at all levels must realize the importance and respect for human rights in all aspects of every individual, as well as society and community according to the laws of each country and the treaty to which each country is obligations, including

1. Treat everyone in accordance with the principles of human rights equally without discrimination.

2. Avoid human rights violations.

3. Promote human rights.

4. Communicating, disseminating, educating, understanding, setting guidelines, monitoring and providing other support to business partner in the Business Value Chain, suppliers, contractors, and joint ventures so that they can participate in business operations with virtue and respect for human rights and treat everyone in accordance with the principles of human rights in line with this policy.

## Guidelines

1. Respect for human rights, treat each other with respect and treat equally without discrimination physical aspect, mentality, ethnicity, nationality, national origin, race, religion, sex, language, age, color, education, social status, culture, customs or any other matter.

2. Exercise caution in performing duties to prevent the risk of human rights violations in business operations and oversee human rights respect.

3. Support and promote actions to protect human rights.

4. Communicating, disseminating, educating, understanding, setting guidelines, monitoring and providing other support to business partners in the Business Value Chain, suppliers, contractors, and joint ventures so that they can participate in business operations with virtue and respect for human rights and treat everyone in accordance with the principles of human rights in line with this policy.

5. Oversee human rights respect with full awareness once an act of violations related to Sermsang Power Corporation Public Limited Company is witnessed. It must be reported to supervisors or responsible persons, and give cooperation in the investigation of various facts. In case of any questions or concerns, consult with the supervisor or the person responsible through the various channels specified.

6. Sermsang Power Corporation Public Limited Company will provide fairness and protection to persons who report human rights violations related to Sermsang Power Corporation Public Limited Company by applying measures to protect complainants or those who cooperate in reporting human rights violations, as defined by Sermsang Power Corporation Public Limited Company in the Anti-Corruption Policy and Guidelines.

7. Sermsang Power Corporation Public Limited Company will continually develop and implement the Due Diligence Process in order to identify issues and assess risks and impacts of human rights violations, determine the groups or persons affected, plan and provide solutions to prevent human rights violations, and follow up the case. Appropriate mitigation procedures are also provided in the event of human rights violations.

8. Sermsang Power Corporation Public Limited Company is committed to creating and maintaining an organizational culture that adheres to human rights in accordance with human rights policy.

9. A person who commits a human rights violation is considered in breach of the Code of Conduct of Sermsang Power Corporation Public Limited Company Group and will be subject to disciplinary action in accordance with the regulations set by Sermsang Power Corporation Public Limited Company Group. In addition, legal punishment will be imposed in case of illegal acts found.

(Mr. Varut Tummavaranukub)

Chief Executive Officer

Sermsang Power Corporation PLC.

Record of Revision History – Resolution of the Board of Directors Meeting No. 3, February 27, 2025 (Agenda 9)