
**Treatment of respect
for Human Rights Policy
v2024-1
—22/Feb/2024 —**

Introduction

Namyong Terminal Public Company Limited and its subsidiaries (the “**Company**”) respect human rights, whereby, the Company is committed to prevent and mitigate the impact of the violation of human rights which occurs or being a cause from business operation of the Company, and to support human rights as set out in the Universal Declaration of Human Rights and two collective agreements, namely, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social, and Cultural Rights. The Company will abstain from violation of human rights and the involvement in the violation of human rights by others, and will comply with the laws of other countries in which the Company may conduct its business in the future.

Policies and Treatments

The Company has established norms for equal opportunities and has opposed the discrimination and harassment by emphasizing on the supervision of workplace to be free from the discrimination or harassment based on race, gender, color, national or social origin, religion, age, disability, sexual orientation, political opinion, or any other status protected under the law, as well as to encourage its suppliers and business allies to join the policy that opposes against child labor under the age of 15 or person under the age of 18 from engaging in dangerous works or works that are detrimental to body, mental health or good moral and the use of illegal foreign labor under the following principles:

Employee

1. Discrimination, Bullying, and Harassment

The Company is committed to protect its employees and workers from all forms of discrimination, bullying and harassment (including both sexual and non-sexual harassment) which arise from the differences in ideology, race, color, religion, gender, sexual orientation, domicile, ethnicity, family situation, social origin, cultural background, age, disability, economic and social status, or any other status which is recognized as human rights. The Company will implement reasonable and comprehensive practices in its business operations and work.

2. Equal Treatment on Employees

The Company will treat all employees and workers with fairness and provide appropriate and fair employment conditions without discrimination, promote acceptance of diversity within the organization and prioritize occupational safety as well as to conduct feedback hearing to improve employment conditions and working environment to be in a good condition at all times, and comply with agreements with employees and workers in accordance with the terms and conditions of employment as well as local laws and practices, and has efficient storage of personal data of employees and workers and secured data collection system which is in compliance with the standard.

3. Freedom to Participate in Negotiation

The Company respects the rights of employees to participate (or not to participate) in negotiation without fear of retaliation, interference, and menace providing that such

negotiation does not violate local laws. The Company will not interfere constructive negotiations on matters related to the working environment and conditions.

Customers

The Company places importance on health and safety of the lives and property of customers, conducts business activities with responsibility and fairness without discrimination, and is free from all forms of threatening and menacing, as well as respects customers' privacy rights through efficient personal data collection and a standardized data security system, and provide systematic channels to manage customer's complaints and service suggestions with appropriate complaint management processes.

Suppliers, Business Allies, Competitors, and Creditors

The Company ensures fair procurement practices and treats its supplier, business allies, competitors, and creditors appropriately without discrimination. The Company aims to work with its suppliers in accordance with the Supplier Code of Conduct to promote and support its operation in aspect of human rights.

Shareholders, investors, society, community, and environment.

The Company collects the personal data of shareholders and investors in an efficient manner and within the standardized data security system, discloses complete and equal information, operates business with responsibility towards the community and environment by respecting the rights of society and communities, limits impacts on society, community, and environment as least as possible, and complies with the relevant laws and regulations in aspect of environment as well as seeks ways to prevent environmental impacts arising from its business operations.

Report on Violations and Disciplinary Actions

Report on Violations

The Company encourages stakeholders to report human rights violations in any form for the Company's awareness through whistleblowing channels. The Company will take necessary actions according to appropriate remediation procedures to assist stakeholders.

- Company's website
www.namyongterminal.com Topic "Complaint channels" and
www.namyongterminal.com Topic "Contact the Chairman of the Board"
- Contact the Company's secretary
Email csnyt@namyongterminal.com
Via post mail Company's secretary
Namyong Terminal Public Limited Company
No.1168/52 (Lumpini Tower, 19th Floor) Rama IV Road,
Tungmahamek sub-district, Sathorn district, Bangkok 10120

Disciplinary Actions

Any person involved in violations of this Human Rights Policy, including but not limited to illegal child labor, slavery, bias, discrimination, bullying, and threatening, such person shall be liable to penalties in accordance with local laws and regulations, whereby, the Company will take remedial action to such person as appropriate and as permitted by law. This punishment includes termination of employment or termination of related business relationships.

Conclusion

Treatment of respect for Human Rights Policy's Validity

The treatment of respect for Human Rights Policy shall come into effect from 22 February 2024 and onwards until the new the treatment of respect for human rights policy is considered and approved by the Company's board of directors.