

## Human Rights Policy

Sermsang Power Corporation Public Company Limited (SSP) has developed a policy to cover the work and for the understanding of company personnel.

### 1. Human rights on employee treatment

The Company and its employees shall treat each other with politeness and respect. Regardless of their position, employees must be treated equally. Every person has the full opportunity to learn and develop their potential and has the freedom to offer opinions as far as it does not violate the freedoms of others under the provisions of the law.

### 2. Human rights on labor and children

The Company does not support, act, or involve in any action that violates human rights principles and human dignity. Additionally, SSP does not support child labor under the legal working age, either direct employment by the Company or within the company's supply chain, as well as human trafficking and forced child labor. SSP strives to respect the right to freedom of association, the right to organize and collective bargaining, equal remuneration payment, non-discrimination, migration, land tenure, etc. The Company also promotes the prevention of all forms of harassment, including sexual harassment and other types of harassment, as well as the prevention of human rights impacts (such as the right to association, the right to organize and collective bargaining, the right to access natural resources and the environment, the right not to enslave, slavery and forced labor, equality before the law, and the right to own property, etc.).

### 3. Human rights of partners

The Company provides equal opportunities to partners and contractors and shall not interfere in any business process, including treating all parties equally with no discrimination. Procurement, acquisition, or employment with partners shall comply with the Company's policies, which emphasize fair, transparent, and verifiable processes and criteria for selecting partners. Regarding the Company's anti-corruption policy, SSP also avoids doing business with partners who offer benefits in bad faith to take advantage of other partners.

#### 4. Human rights of customers

The Company shall carry on the business and maintain quality, value, and service standards. SSP also creates and delivers a good customer experience for maximum customer satisfaction. Therefore, directors, executives, and employees shall treat and serve customers with sincerity and honesty by providing useful and accurate information regarding customers' benefits, not overstating information that may cause customers to misunderstand with services, keeping customer confidentiality, and not misusing data for benefits of oneself or those involved.

The Company conducts Human Rights Due Diligence (HRDD) and periodically reviews the process as appropriate, as well as conducting monitoring, examining, and assessing human rights risks and preventive, corrective, and remedial measures. In addition, the Company has provided a whistleblowing channel and remedial methods, along with establishing a mechanism for reporting complaints and clear protection practices for whistleblowers. It includes whistleblowing channels via email or the Company's website [https://investor.sermsang.com/th#whistle\\_blowing](https://investor.sermsang.com/th#whistle_blowing), procedures when receiving complaints by specifying the responsible person and duration of the operation, and measures to protect whistleblowers to ensure their confidence and a sense of safety.