



CH.Karnchang Human Rights Due Diligence Program 2025-2026

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Summary



Summary



CH. Karnchang demonstrates a commitment to responsible human rights management through the implementation of a comprehensive Human Rights Due Diligence (HRDD) process aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs). Under this framework, human rights risk and impact assessments are conducted across the Company's operations and throughout its value chain. These assessments are designed to identify both actual and potential human rights risks, assess the severity and likelihood of impacts, and consider the perspectives of key stakeholders, including employees, suppliers, contractors, customers, and communities. Particular consideration is given to vulnerable groups, such as women, children, migrant workers, third party contracted labor, indigenous peoples, local communities, LGBTQI+ individuals, and persons with disabilities.

The scope of the assessment covers a range of human rights issues, including working conditions, living wages, health and safety, discrimination and harassment (including equal remuneration), the prevention of illegal labor, freedom of association and collective bargaining, data protection and privacy, security related practices, and community rights. The assessment outcomes are used to inform risk mitigation measures, management actions, and continuous improvement initiatives.

Key risk areas identified include occupational health and safety for employees, suppliers, and contractors, as well as employees' working conditions. These areas require additional mitigation, while other issues are continuously monitored to ensure compliance and ongoing improvement.

This report includes:

- Human Rights Due Diligence process and policy commitment
- Methodology and scope for assessing actual and potential impacts
- Human Rights Risk Assessment results and integration of findings
- Tracking, monitoring, communication of performance, and remediation of human rights impacts

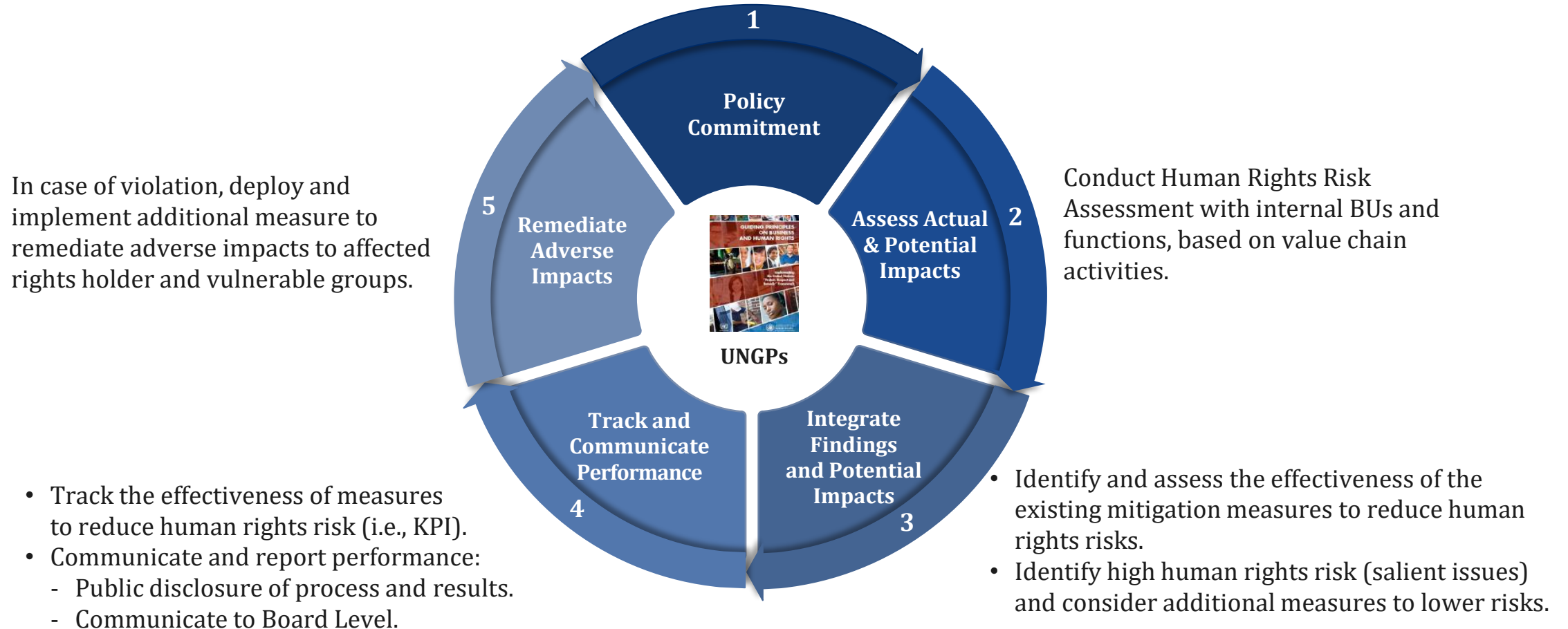
Human Rights Due Diligence Process



Human Rights Due Diligence Process



Development of Human Rights Policy in accordance with international standards.



Policy Commitment



Business Scope Covered

The Company's human rights policy applies to its own operations and extends across the value chain, including business partners, contractors, and suppliers, to promote responsible and transparent business practices.

Standard and Guideline Reference

Human rights practices are aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs), as well as other relevant international standards and guidelines, including the UDHR, UNGC, OECD, and the ILO core conventions, and applicable national laws and regulations.

Rights Holders Covered

The Company respects and upholds the human rights of all rights holders across its operations and value chain, including employees, workers, customers, business partners, suppliers, contractors, and affected communities. The Company promotes fair treatment, open communication, and stakeholder engagement to address stakeholder concerns.

Human Rights Issues Covered

The Company addresses key human rights issues, such as fair working conditions, occupational health and safety, non-discrimination, freedom of association, data privacy, and the prevention of illegal labor. Ongoing human rights due diligence and remediation mechanisms are in place to manage and address potential impacts.

Human Rights Risk Assessment





Assess Actual and Potential Impacts

The human rights assessment covers the following issues:



Employees

- Working conditions
- Living wage
- Occupational health and safety
- Discrimination and harassment (including equal remuneration)
- Freedom of association and right to collective bargaining
- Illegal forms of labor
- Data privacy
- Security forces



Suppliers/contractors

- Working conditions
- Occupational health and safety
- Discrimination and harassment
- Vendor discrimination
- Illegal forms of labour
- Data privacy
- Security forces



Customers

- Health and safety
- Data privacy
- Security forces



Communities

- Health and safety
- Standard of living
- Security forces

Vulnerable groups, such as women, children, migrant workers, third-party contracted labor, indigenous peoples, local communities, LGBTQI+ individuals, and persons with disabilities.

Assess Actual and Potential Impacts



Human Rights Issues Identification

Identify and review relevant human rights issues across the own operations and its value chain, considering impacts on rights holders. Determine affected groups, including employees, suppliers, customers, communities, and vulnerable groups.

Inherent Risk Rating

Assess the inherent risks associated with the identified human rights issues, referring to the level of risk that exists without any controls or mitigation measures.

Residual Risk Rating

Assess the residual risks associated with the identified human rights issues, meaning the risks that remain after company's existing controls and measures have been applied.

Risk Prioritization (Human Rights Salient Issues)

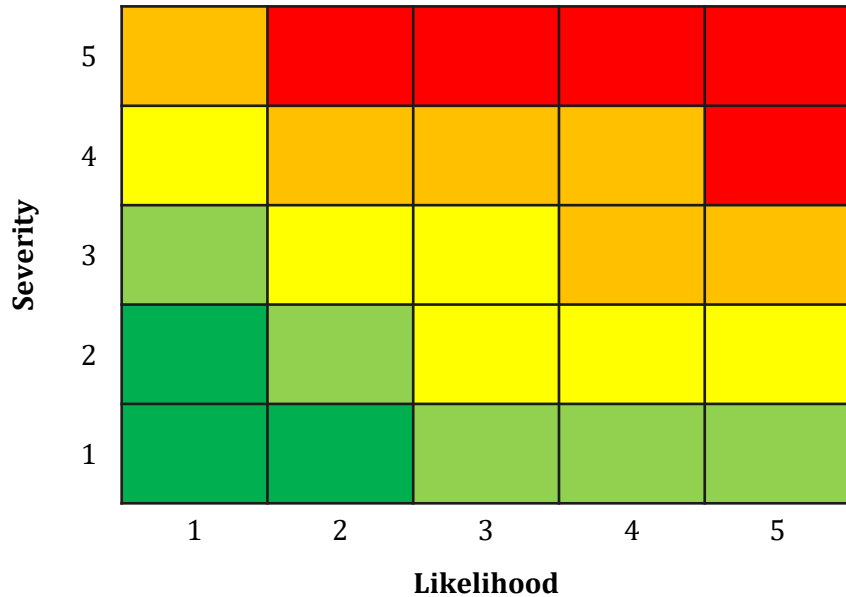
Prioritize human rights salient issues, referring to identified human rights issues with high and very high residual risk

Assess Actual and Potential Impacts



Risk Assessment Methodology

Human Rights Risk Matrix



- Very High
- High
- Medium
- Low
- Very Low

The human rights issues ranked at **“Very high” or “high”** are considered salient human rights issues which require the implementation of additional measures to reduce the severity and/or likelihood of these risks.

Severity

Severity of the impact relies 3 components:

- **Scale** (seriousness of impact)
- **Scope** (how many people are or will be affected)
- **Remediability** (difficulty to restore the people impacted to a situation before impact)

In the event of an incident, these 3 components should be assessed based on the actual circumstances, taking into account existing measures that have been managed or addressed, but not considering any additional measures that have not yet been managed from the incident. This is to reflect the actual severity of the situation.

Likelihood

Likelihood is the probability or frequency of the negative impacts depending on the context or condition of risks or impacts.

Likelihood level is considered from 2 perspectives:

1. For events that **have occurred** in the past: The likelihood is assessed based on the frequency of those events, along with the consideration of additional measures to evaluate the frequency of future occurrences.
2. For events that **have not occurred** in the past: The likelihood is assessed based on the forecasted probability of the issue, combined with an evaluation of existing measures to estimate the likelihood of future occurrences.



Human Rights Risk Assessment Result

The company prioritized human rights issues with very high and high risks of severe negative impacts based on a comprehensive assessment of its operations and value chain. The results are as follows:

Employee Working Conditions

Risks related to workplace environment and air quality due to external factors beyond the operational area.

Employee Occupational Health and Safety

Risks related to traffic safety during work related activities within operational areas, which may result in serious injuries or fatalities if not properly managed.

Supplier/Contractor Occupational Health and Safety

Risks related to ground stability and excavation work during construction activities, which can lead to collapse or subsidence hazards affecting subcontractors.

Integrating Findings and Taking Action



Integrate Findings and Potential Impacts



Working Conditions

Right Holders

- Employees

Business at Risks

- Infrastructure Investment

Human Rights Risks

- Risks related to workplace environment and air quality due to external factors beyond the operational area.

Relevant human rights issues may impact employee rights, including:

- Right to health
- Right to enjoy just and favorable conditions of work
- Right to an adequate standard of living

Mitigation Measures

- Human rights policy
- Business code of conduct
- Operations guidelines for managing complaints and providing remedies Related to Human Rights
- Human resources policy that communicates key principles covering human rights, labor, and occupational health and safety

Additional Mitigation Measures

- Installation of air purifiers within the power plant, including offices and employee residences on-site
- Installation of air quality monitoring devices at various locations, such as offices, to track PM2.5 levels
- Provision of N95 masks to power plant employees
- Promote public awareness on dust prevention to increase understanding of its impacts
- Implementation of a regular maintenance plan, including replacement of air filters

Integrate Findings and Potential Impacts



Occupational Health and Safety

Right Holders

- Employees
- Suppliers/Contractors

Business at Risks

- Construction Business

Human Rights Risks

- Risks related to traffic safety during work activities within operational areas and risks associated with ground stability and excavation work during construction activities can result in serious injuries or fatalities, impacting workers and contractors.

Relevant human rights issues may impact employee rights, including:

- Right to life
- Right to health
- Right to enjoy just and favorable conditions of work
- Right to an adequate standard of living

Mitigation Measures

- Human rights policy and business code of conduct
- Compliance with labor laws and safety standards (e.g., Thai Labor Standard TLS 8001-2553)
- Management of employee and contractor occupational health and safety
- Assessment and management of workplace safety and health risks
- Safety training, such as use of protective equipment, first aid, and CPR
- Site inspections and pre-work safety meetings
- Preventive measures, including personal protective equipment, speed control, and dust suppression systems
- Emergency planning and management, including measures to prevent recurrence
- Life and accident insurance and medical benefits
- Grievances mechanism and remediation
- Channels for reporting human rights violations

Remediation

- Compensation to employees or to the family of a fatality, provided in accordance with applicable labor laws.
- Financial assistance to the family of a fatality, provided in accordance with company regulations.

Additional Mitigation Measures

- Review and provide training on safe work practices
- Provide additional protective equipment and strictly monitor its usage
- Ensure strict supervision and effective implementation of safety measures
- Install safety cage appropriate to the assessed level of safety risk.



Track and Communicate Performance

CH. Karnchang regularly reviews its human rights due diligence to ensure it remains an active and effective process for identifying, preventing, and addressing potential human rights impacts across its operations. The company continuously monitors and assesses the effectiveness of existing mitigation measures and makes improvements as needed. This includes strengthening stakeholder engagement approaches to proactively address issues that may impact affected rights holders, enhancing social and environmental management systems to better integrate human rights considerations, refining management plans to reduce and control potential impacts, and taking corrective actions whenever issues are identified.

To further support transparency and accountability, CH. Karnchang discloses information on its human rights performance annually through its sustainability report and company website. Such disclosures enable stakeholders to understand the company's efforts in respecting and safeguarding human rights and reflect CH. Karnchang's commitment to continuous improvement and responsible business practices.

Reporting Human Rights Violations and Communication Channels

- **Audit Committee**
audit_committee@ckplc.com
- **Company Secretary**
company_secretary@ckplc.com
- **Executive Vice President : Human Resource and General Administration**
ck.whistleblowing@gmail.com
- **CH. Karnchang Public Company Limited (Head Office)**
587 Viriyathavorn Building, Sutthisarnvinijchai Rd.,
Ratchadaphisek Subdistrict, Dindaeng District, Bangkok
10400, Thailand
- **Telephone**
0-2277-0460
- **Fax**
0-2275-3659

Remediate Adverse Impacts



CH. Karnchang conducts human rights risk and impact assessment as part of its Human Rights Due Diligence (HRDD) framework. When actual or potential human rights impacts are identified, the company evaluates the severity of such impacts and takes appropriate measures to prevent and mitigate them. Should adverse impacts occur, CH. Karnchang has mechanisms in place to provide fair, transparent, and accessible remedies to affected rights holders. These remedies may include compensation in accordance with applicable laws, financial and non-financial assistance for affected rights holders, and support or compensation as per contractual obligations, delivered in a manner that is proportionate and equitable.

In line with the UN Guiding Principles on Business and Human Rights (UNGPs), the company ensures that affected rights holders can access these remedies, and corrective actions will be taken to address harm and prevent recurrence.

During the reporting period, CH. Karnchang did not encounter any confirmed human rights violation cases. Nonetheless, the company remains prepared and continues to enhance its remediation mechanisms so that appropriate remedies can be provided effectively should any cases arise in the future.