

# Human Rights Due Diligence: HRDD

2025

## 1. Policy and Principles

AMATA Corporation Public Company Limited and its subsidiaries (the Company) respect the human rights of all stakeholders and are committed to treating all stakeholders throughout the value chain fairly and appropriately in accordance with international human rights principles. The Company complies with both domestic and international laws applicable to its business operations and has established its framework in alignment with the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Due Diligence Guidance for Responsible Business Conduct. The full policy and guidelines can be accessed at [www.amata.com](http://www.amata.com).

Neglecting human rights impacts may lead to loss of stakeholder trust or even social opposition, which could impact long-term business operations and performance. Therefore, the Company prioritizes comprehensive human rights governance and collaborates with all sectors to promote fair and sustainable development framework for all parties. The Company has established an operational process to monitor and assess the status of human rights through a Human Rights Due Diligence (HRDD) process:



## **2. Human Rights Risks and Impact Assessment**

The Company conducts a human rights risk assessment every two years and reviews the identified risk issues on an annual basis. By integrating human rights risk identification and assessment into various risk assessment processes across departments, this integration covers both current operations and newly developed projects. These processes include Environmental Impact Assessment (EIA) in project development, identifying and evaluating environmental aspects and impacts, as well as risk assessment on occupational health and safety according to ISO standards, as well as other risk management processes relevant to the nature of each business activity.

In 2025, the Company did not conduct a full comprehensive materiality assessment. However, the Company reviewed the materiality of the material sustainability topics identified in 2024 by considering both impact materiality and financial materiality, together with information and risk context relevant to the Company's business operations during the year. This was carried out in parallel with a human rights risk assessment across the value chain, covering all of the Company's operational areas and all business activities throughout the value chain, representing 100% of activities, including those directly conducted by the Company and those linked to its involvement or business relationships in the supply chain.

This risk assessment covered issues that may cause adverse impacts on the human rights of different stakeholder groups connected to the Company's business operations. The assessment was aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Due Diligence Guidance for Responsible Business Conduct, in order to support the systematic prevention, mitigation, and management of human rights risks and impacts.

### **2.1 Scope of Risk Assessment**

The Company has determined human rights risk assessments to cover all operational areas and business activities within the value chain, ensuring 100% coverage. This includes activities directly operated by the Company as well as those involving business partnerships or supply chain relationships.

### **2.2 Identification of Human Rights Risks**

The Company identifies actual and potential human rights issues related to business activities and business relationships throughout the value chain. A variety of data collection methods are used to analyze and determine relevant human rights risks, including those that have already occurred or may arise in the future. The assessment considers the rights of all stakeholders, including employees, customers, business partners, contractors, local communities which include children, vulnerable groups, the elderly, persons with disabilities, and migrant workers.

	Areas assessed for human rights risk	Proportion of areas identified as having human rights risks	Proportion of risk-identified areas with human rights mitigation and prevention measures in place
All activities within the Company's operational areas	100%	100%	100%
Activities carried out by direct business partners (Tier-1 suppliers)	100%	100%	100%

### Key Human Rights Risk Topics

The Company has identified a total of 14 human rights risk topics related to its operations throughout the supply chain. A human rights risk assessment has been conducted using criteria to evaluate the severity of impacts on stakeholders. The assessment considers the scale of the impact, the scope or number of impacted individuals, and the irremediable character, which refers to the ability to mitigate the impact. Additionally, the likelihood of occurrence is also taken into account to determine the overall risk level.

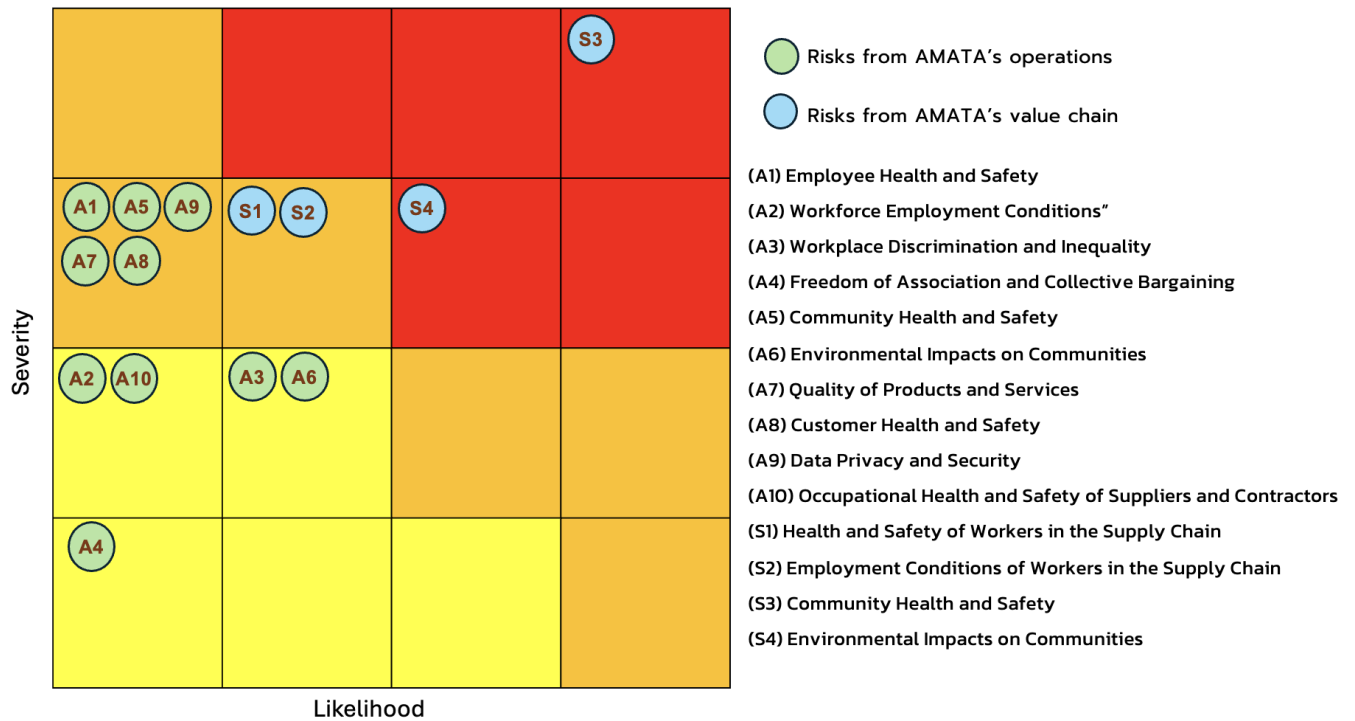
Scope	Key Human Rights Risk Topics	Impacted Stakeholders
Activities in AMATA's Operation	<b>Labor Rights</b> <ul style="list-style-type: none"> <li>- Employee Health and Safety (A1)</li> <li>- Workforce Employment Conditions (A2)</li> <li>- Workplace Discrimination and Inequality (A3)</li> <li>- Freedom of Association and Collective Bargaining (A4)</li> </ul>	Employees
	<b>Community Rights</b> <ul style="list-style-type: none"> <li>- Community Health and Safety (A5)</li> <li>- Environmental Impact on Communities (A6)</li> </ul>	Communities
	<b>Customer/Consumer Rights</b> <ul style="list-style-type: none"> <li>- Quality of Products and Services (A7)</li> <li>- Customer Health and Safety (A8)</li> </ul>	Customers
	<b>Data Privacy Rights</b> <ul style="list-style-type: none"> <li>- Data Privacy and Security (A9)</li> </ul>	Employees, Customers, Shareholders, Business Partners
	<b>Rights of Business Partners and Contractors</b>	Business Partners and Contractors

Scope	Key Human Rights Risk Topics	Impacted Stakeholders
	- Occupational Health and Safety of Suppliers and Contractors (A10)	
Activities in supply chain done by AMATA's suppliers, contractors, and customers	<b>Labor Rights</b> - Health and Safety of Workers in the Supply Chain (S1) - Employment Conditions of Workers in the Supply Chain (S2)	Workers of Business Partners and Contractors
	<b>Community Rights</b> - Community Health and Safety (S3) - Environmental Impact on Communities (S4)	Communities

**2.3 Risk Level Assessment**

The Company assesses risks by considering two dimensions: the severity of impact (Severity), which is evaluated based on scale, scope, and irremediability, and the likelihood of occurrence (Likelihood). The prioritization of risks is presented in a 4x4 Human Rights Risk Matrix, categorized into three levels: high risk, moderate risk, and low risk.

	<b>High-risk</b> - Human rights risks that are critical and require immediate resolution with additional preventive or mitigating measures.
	<b>Moderate-risk</b> – Human rights risks that currently have management measures in place, which partially mitigate impacts but still require more effective interventions.
	<b>Low-risk</b> – Human rights risks that are sufficiently controlled or mitigated by existing preventive measures but require continuous monitoring for potential changes.



## 2.4 Risk Management

Scope	Key Human Rights Risk Topics	Impacted Stakeholders	Company's actions for correction, prevention, and remedy
Activities in AMATA's Operation	<b>Labor Rights</b> - Employee Health and Safety (A1)	Employees	- Ensure workplace safety and hygiene in accordance with the company's Safety, Occupational Health, and Environmental Policy.
	- Workforce Employment Conditions (A2)		- Treat employees with respect for human rights and labor rights principles in accordance with the labor laws of the country where the Company operates, as well as international human rights principles. This includes ensuring treatment for all employees with equity, equality, and non-discrimination in all aspects.
	- Workplace Discrimination and Inequality (A3)		

Scope	Key Human Rights Risk Topics	Impacted Stakeholders	Company's actions for correction, prevention, and remedy
	<ul style="list-style-type: none"> <li>- Freedom of Association and Collective Bargaining (A4)</li> </ul>		<ul style="list-style-type: none"> <li>- Establish a Welfare Committee with employee representatives.</li> <li>- Provide effective complaint channels and grievance handling processes, as well as appropriate remedies.</li> </ul>
	<p><b>Community Rights</b></p> <ul style="list-style-type: none"> <li>- Community Health and Safety (A5)</li> <li>- Environmental Impact on Communities (A6)</li> </ul>	Communities	<ul style="list-style-type: none"> <li>- Welcome opinions and monitoring the impact of the Company's operations on surrounding communities.</li> <li>- Implement projects and activities to prevent and mitigate impacts from the Company's operations on the environment, the health and safety of people, and property in the community.</li> <li>- Empower community members to express their opinions or file complaints through various channels and encouraging their involvement in committees to collectively oversee the well-being and environmental concerns of the community.</li> <li>- Strictly comply with environmental and safety laws and regulations and preparing effective emergency and crisis management plans.</li> <li>- Establish appropriate remedies in cases where the Company is responsible for human rights violations in communities.</li> </ul>
	<p><b>Customer/Consumer Rights</b></p> <ul style="list-style-type: none"> <li>- Quality of Products and Services (A7)</li> </ul>	Customer	<ul style="list-style-type: none"> <li>- Deliver safe products and services with quality standards and traceability.</li> <li>- Provide customer complaint channels and a complaint management procedure.</li> </ul>

Scope	Key Human Rights Risk Topics	Impacted Stakeholders	Company's actions for correction, prevention, and remedy
	<ul style="list-style-type: none"> <li>- Customer Health and Safety (A8)</li> </ul>		<ul style="list-style-type: none"> <li>- Strictly comply with safety laws and regulations.</li> <li>- Develop effective emergency response and crisis management plans in industrial estates to mitigate impacts on customers.</li> </ul>
	<p><b>Data Privacy Rights</b></p> <ul style="list-style-type: none"> <li>- Data Privacy and Security (A9)</li> </ul>	Employees, Customers, Shareholders, Business Partners	<ul style="list-style-type: none"> <li>- Establish a Personal Data Protection Policy as a standard framework for data management and best practices.</li> <li>- Implement a control process for managing personal data and business confidentiality in compliance with laws and the Company's policies.</li> <li>- Announce and enforce a Data Classification Policy with guidelines to prevent data breaches, unauthorized access, use, disclosure, or modification.</li> <li>- Conduct employee training to raise awareness of data protection and ensure regular monitoring and audits.</li> </ul>
	<p><b>Supplier and Contractor Rights</b></p> <ul style="list-style-type: none"> <li>- Occupational Health and Safety of Suppliers and Contractors (A10)</li> </ul>	Suppliers and Contractors	<ul style="list-style-type: none"> <li>- Treat suppliers and contractors with equity, fairness, transparency, and non-discrimination.</li> <li>- Ensure a safe and secure working environment for all business operations.</li> <li>- Require suppliers and contractors to strictly comply with safety laws and regulations.</li> <li>- Provide effective complaint channels and a complaint-handling process, ensuring appropriate remediation measures.</li> </ul>
<b>Activities in supply chain done by</b>	<b>Labor Rights</b>	Employess of Suppliers and Contractors	<ul style="list-style-type: none"> <li>- Announce the Amata's Supplier Code of Conduct, requiring suppliers and contractors to acknowledge and comply with the</li> </ul>

Scope	Key Human Rights Risk Topics	Impacted Stakeholders	Company's actions for correction, prevention, and remedy
<p><b>AMATA's suppliers, contractors, and customers</b></p>	<ul style="list-style-type: none"> <li>- Health and Safety of Workers in the Supply Chain (S1)</li> <li>- Employment Conditions of Workers in the Supply Chain (S2)</li> </ul>		<p>Company's principles on environmental management and labor practices.</p> <ul style="list-style-type: none"> <li>- Conduct risk assessments on labor practices and workplace safety for critical and new suppliers before contracting.</li> <li>- Monitor and audit suppliers and contractors on labor and environmental compliance to prevent human rights violations affecting stakeholders.</li> <li>- Require suppliers and contractors to implement preventive measures and take responsibility for any human rights violations that may occur.</li> </ul>
	<p><b>Community Rights</b></p> <ul style="list-style-type: none"> <li>- Community Health and Safety (S3)</li> <li>- Environmental Impact on Communities (S4)</li> </ul>	<p>Communities</p>	<ul style="list-style-type: none"> <li>- Survey and gather feedback from the community regarding the impacts of operations by suppliers, contractors, and industrial estate customers on surrounding communities.</li> <li>- Provide effective grievance channels and a systematic complaint-handling process.</li> <li>- Require suppliers and contractors to implement preventive measures and take responsibility for any human rights violations that may occur.</li> <li>- Monitor and audit suppliers and contractors for labor and environmental compliance to prevent human rights violations affecting stakeholders.</li> <li>- Supervise and inspect customers to ensure compliance with relevant regulations and coordinate solutions for any negative impacts caused by their operations.</li> </ul>

Scope	Key Human Rights Risk Topics	Impacted Stakeholders	Company's actions for correction, prevention, and remedy
			- Ensure suppliers and contractors implement appropriate remediation measures in cases where their actions result in human rights violations affecting the community.

**3. Performance Monitoring and Reporting**

To monitor the implementation of measures to prevent human rights violations, the Company has established a 'Whistleblowing Policy' and provided various communication channels for employees and stakeholders to report any signs or complaints of human rights violations. The Company has set up a process to review and handle these complaints prudently, fairly, and transparently. Employees found to violate human rights are considered unethical and are subject to disciplinary action according to established regulations. Legal penalties may also be imposed if their actions are illegal.

In the event of human rights violations, the responsible department is required to take immediate action to mitigate the impact and provide fair reparation for those affected.

Complaint Channels	Record and Assessment	Management and Resolution	Result Reporting
<ul style="list-style-type: none"> <li>● Via Online:               <ul style="list-style-type: none"> <li>- Line@: @AmataCityChonburi, @AmataCityRayong</li> <li>- Facebook Page: AMATACorp</li> <li>- Phone: 038-213-191</li> <li>- Email: whistleblowing@amata.com</li> </ul> </li> <li>● Via Offline:               <ul style="list-style-type: none"> <li>- Community Committee Meetings</li> <li>- Customer and Industrial Estate Business Operator Meetings</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● Complaints from all channels will be recorded in Complaint Management System</li> <li>● The system will automatically forward the complaints to relevant departments for management and resolution</li> </ul>	<ul style="list-style-type: none"> <li>● The relevant departments review complaints and assess the estimated resolution timeframe.</li> <li>● Corrective actions are implemented until the issue is fully resolved.</li> <li>● Remediation measures are provided to affected individuals as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>● Report complaint resolution outcomes to stakeholders.</li> <li>● Regularly summarize and report complaint resolutions to management.</li> <li>● Disclose complaint management information in the annual Sustainability Report.</li> </ul>

<p>- P.O. Box 7, Monterey Tower Post Office, Bang Kapi, Huai Khwang District, Bangkok 10323</p>		<ul style="list-style-type: none"> <li>● Preventive measures are established to reduce risks and prevent recurrence, with regular monitoring and follow-up.</li> </ul>	
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**Complaint and Whistleblowing Management Process**

1. Conduct fact-screening and investigation in accordance with the Whistleblowing Policy by authorized personnel.
2. Review and take appropriate action in cases where violations are substantiated, with investigations led by the assigned senior management committee.
3. Provide appropriate remediation for impacted individuals and establish corrective measures to prevent recurrence.
4. Present summary reports to the Corporate Governance Committee in every meeting and report to the Board of Directors at least once a year, with findings disclosed in the Annual Sustainability Report.

**Performance Results of Human Rights Risk Management Measures**

In 2025, the Company received no complaints through its established grievance channels in relation to human rights violations, non-compliance with labour standards, or the use of child labour or forced labour, whether in its own operations or in the supply chain. The Company also received no complaints from communities or other stakeholders regarding health, safety, or environmental impacts arising from the Company’s operations or from the operations of suppliers and contractors. Nevertheless, the Company continues to place importance on monitoring, overseeing, and continuously improving its grievance channels and mechanisms to ensure that all stakeholder groups can raise concerns in a convenient, transparent, and fair manner.

Regarding environmental complaints, the Company received a total of 24 complaints through various channels. There were 17 complaints between factories, 7 complaints between the community and factories. Regarding the complaint, the company collaborated with the Industrial Estate Authority of Thailand to inspect

the areas together with the company's environmental staff and community representatives to resolve and prevent recurrence. All 24 complaints have been fully resolved, which is 100% of the complaints.

The Company did not receive any significant environmental and social complaints from stakeholders that directly affected its operations, nor any significant complaints regarding violations of environmental laws resulting in fines. As for the environmental complaints between factories and between the community and factories, they were related to issues concerning odors and concerns about wastewater. The Company has facilitated efforts to address the impacts caused by the factories in the industrial estate and provided assistance to the factories in improving their operations to reduce odor problems. Additionally, the company has inspected the wastewater systems of the factories to ensure the surrounding communities' confidence.