



Human Rights Policy

Millennium Group Corporation (Asia) Public Company Limited

Human Rights Policy

Millennium Group Corporation (Asia) Public Company Limited ("the Company") conducts its business in accordance with principles of corporate governance, business ethics, and fairness. The Company is responsible for all stakeholders and values human dignity, rights, freedoms, and equality. It promotes a culture of mutual respect, inclusion, and integrity, ensuring that human rights are central to the Company's mission. This commitment extends to all individuals within the organization and across its entire value chain. The Company is dedicated to treating all personnel and stakeholders equally, providing protection, respect, and appropriate remediation of potential human rights impacts. The Company's Human Rights Policy is guided by international human rights standards, including the Universal Declaration of Human Rights (UDHR), the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

The Company supports and promotes human rights, ensuring equal treatment and non-discrimination. It aims to foster knowledge and awareness, establish guidelines, and monitor compliance among employees within the workplace and throughout the Company's value chain. This commitment applies to all employees at every level, business partners, suppliers, service providers, contractors, customers, communities, society, and the environment.

The Company shall continue to develop and implement a comprehensive Human Rights Due Diligence (HRDD) process, encompassing the determination of assessment boundaries, the identification of actual and potential human rights risks, the establishment of whistleblowing and grievance mechanisms relating to human rights, and a thorough risk assessment across the entire value chain. This includes the formulation of preventive measures to mitigate potential risks, the implementation of impact mitigation strategies, and the development of remediation processes to restore any adverse human rights impacts arising from the Company's operations.

Scope of Human Rights Policy

The Human Rights Policy covers the Company's operations, including both direct activities undertaken by the Company and indirect activities conducted through its subsidiaries and joint ventures under the Company's management control. The Company also encourages business partners and relevant stakeholders throughout the value chain such as suppliers, customers, primary contractors, subcontractors, and joint venture partners to adhere to and align with this policy.

Human Rights guideline as follows:

Employees, Business Partners, Suppliers, Service Providers, and Contractors

1. The Company places high importance on labor rights, both internally and externally, including the rights of migrant workers and workers throughout the Company's value chain. These practices are aligned with applicable national laws and are reflected in the Company's Business Code of Conduct and Supplier Code of Conduct. In addition, the Company has established policies and practices related to human rights, including environmental policies, occupational health and safety policies, and whistleblowing policies.
2. The Company emphasizes equal respect for human rights throughout the value chain, without discrimination based on race, nationality, ethnicity, gender, sexual orientation, language, age, skin color, physical differences, disability, religion, culture, beliefs, political opinions, education, and social status.

3. The Company promotes human rights both within and beyond the organization and throughout the value chain, covering all employees, business partners, suppliers, service providers, contractors, customers, communities, society, and the environment.
4. The Company adheres to the Children's Rights and Business Principles, strictly prohibiting the employment of underage labor in violation of applicable laws and rejecting all forms of forced labor. The Company ensures legal compliance and implements preventative measures against child and forced labor throughout its own operations and supply chain.
5. The Company is committed to occupational health and safety and maintaining a safe working environment. Measures are in place to prevent accidents affecting employees, contractors, and all workers involved across the value chain.
6. The Company values fair and equitable compensation that reflects employees' performance and potential without discrimination. This includes equal access to training, career development, and fair promotion processes.
7. The Company supports the right to freedom of association and collective bargaining. A Welfare Committee is established to engage in dialogue, provide consultation, and make recommendations on employee welfare matters.
8. The Company has established grievance mechanisms for all stakeholders, covering labor rights, human rights, community rights, the Business Code of Conduct, and the Supplier Code of Conduct.
9. The Company promotes employment opportunities for underrepresented groups—including persons with disabilities, the elderly, former inmates, and others—aiming to create jobs and stable income in support of the Sustainable Development Goals (SDGs).

Customers

10. The Company conducts its business with a strong commitment to responsible production and service delivery, ensuring accountability for the quality and safety of its products and services provided to customers.
11. The Company engages in communication, dissemination of information, education, and collaboration with customers in conducting its business in accordance with the Business Code of Conduct and Supplier Code of Conduct. The Company respects human rights and treats all customers equally and fairly.
12. The Company has established accessible channels for whistleblowing and complaint submission, and actively listens to customer feedback and concerns.

Business Competitors

13. The Company conducts its business with a focus on fair and transparent competition, prioritizing ethical considerations.
14. The Company shall not engage in any conduct or enter into any agreement with competitors or other market participants that may result in increasing, reducing, limiting, or dividing the share of commercial competition.
15. The Company does not seek to obtain competitors' confidential information through dishonest, inappropriate, or unlawful means..
16. The Company shall not unjustly accuse or defame its competitors through exaggerated or false information.

17. The Company shall not misuse its market power to engage in unfair competition or undertake any action that may distort or interfere with free and fair market competition.

Community, Society, and Environment

18. The Company conducts its business with a strong sense of responsibility toward the community and the environment. It respects the rights of society and local communities, promotes improved standards of living, health, and safety within those communities, and ensures environmental stewardship and energy conservation. The Company strives to minimize any negative impacts on society, communities, and the environment arising from its operations.

19. The Company has established grievance mechanisms that enable members of society and external communities to report concerns or submit complaints.

Public Disclosure

The Company's human rights performance and related activities are disclosed as part of its Sustainability Development Reporting through the Annual Disclosure Form / Annual Report (Form 56-1 One Report), on the Company's official website, or via other appropriate communication channels.

Whistleblowing and Complaint Channels

In case business partners and various stakeholders have any doubts or observe actions that are suspected of violating or failing to comply with laws, regulations, rules, business ethics, or the Company's policies, they can report whistleblowing or complaints along with detailed evidence through the channels specified by the Company.

■ **Internal Audit Department**

Head of Internal Audit Department

Telephone: 02-9352000 To: Internal Audit Department

Email: whistle.blower.mgc@mgc-asia.com

■ **Human Resources and Organizational Development Department**

Director of Human Resources and Organizational Development

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Internal Audit Department / Human Resources and Organizational Development Department
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Human Rights Policy was approved by the Board of Directors at its Meeting No. 3/2025 held on 13 May 2025 and has been effective from 13 May 2025 onwards.

- Sign -

(Mr. Pachara Yutidhammadamrong)
Chairman of the Board of Directors