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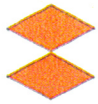
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Human Rights Policy

Established on: Sep 16, 2025

Thai Meira Co., Ltd. supports international standards for human rights including the Universal Declaration of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work and its Follow-Up, and the United Nations Global Compact. Based on the United Nations Guiding Principles on Business and Human Rights, this Policy has been established to ensure that, as a corporate group that conducts business globally, Thai Meira Co., Ltd. and their officers and employees shall respect internationally recognized human rights and comply thoroughly with international human rights obligations and related laws and regulations of the countries where they do business.

Human rights of Thai Meira Co., Ltd.	Context
1) Scope of Application	<p>This Policy shall apply to Thai Meira Co., Ltd. as well as their officers (including persons equivalent thereto) and employees (including employees engaged for a specified period such as fixed-term contract, part-time or temporary employees) (hereafter, collectively, “officers and employees”).</p> <p>In addition, we encourage all parties involved in the Thai Meira Co., Ltd. value chain (its upstream and / or downstream value chain) to support this Policy and to work together with us to promote and respect human rights. Furthermore, we are committed to promote and respect human rights of our customers including consumers and end users.</p>
2) Responsibility to Respect Human Rights	<p>Thai Meira Co., Ltd. shall not infringe upon the human rights of others and shall remedy any adverse human rights impacts of our business activities. Even if Thai Meira Co., Ltd. is not directly involved, in the event that its upstream and/or downstream value chain are linked to an adverse impact on human rights, Thai Meira Co., Ltd. shall use our leverage to mitigate or eliminate the impact.</p>

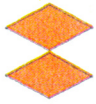
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3) Human Rights Due Diligence	In order to best fulfill our obligation to respect human rights, Thai Meira Co., Ltd. Shall set forth and continuously implement a process for human rights due diligence. By human rights due diligence, we mean actions taken to proactively identify, prevent or mitigate any adverse human rights impacts that Thai Meira Co., Ltd. may have on society.
4) Corrective Measures and Remedy	If it becomes clear that Thai Meira Co., Ltd. has caused or contributed to an adverse impact on human rights, we will seek to remedy the situation through the appropriate means.
5) Transparency, Education and Training	Thai Meira Co., Ltd. shall publish reports on the progress of our efforts to respect human rights pursuant to this Policy on Thai Meira Co., Ltd. website and elsewhere. In addition, Thai Meira Co., Ltd. shall conduct education and training programs for officers and employees to ensure effective compliance with this Policy.
6) Dialogue and Consultation with Stakeholders	In addressing actual or potential impacts on human rights, Thai Meira Co., Ltd. shall establish opportunities for dialogue with relevant stakeholders and consult with them in good faith.
7) Key Human Rights Issues	<p>Thai Meira Co., Ltd. shall adopt and effectively implement the addendum “Thai Meira Co., Ltd. Human Rights Issues”, having established a process for human rights due diligence pursuant to this Policy.</p> <p>The key issues shall be revised as needed based on societal changes, business trends and other factors.</p>

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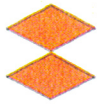
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Thai Meira Co., Ltd. Priority Human Rights Issues

Issues	Guidelines
1) Elimination of discrimination	Thai Meira Co., Ltd. does not engage in discrimination, harassment, or any other affronts to the dignity of individuals on grounds of race, ethnicity, national extraction, religion, creed, sex, age, disability, sexual orientation and gender identity (SOGI), or other identifying characteristics.
2) Prohibition of child labor and forced labor	Thai Meira Co., Ltd. does not accept any form of child labor age below 15 years old, forced labor, bonded labor, or trafficking.
3) Respect for fundamental labor rights	Thai Meira Co., Ltd. respects fundamental labor rights including freedom of association, workers' right to organize and collective bargaining rights.
4) Adequate provision of wages and reasonable working hours	Thai Meira Co., Ltd. provides all employees with adequate wages and reasonable working hours.
5) Ensuring a safe working environment and promoting health and wellness	Thai Meira Co., Ltd. provides a safe, hygienic, and comfortable working environment and endeavors to promote the health and wellness of all workers worldwide.
6) Support for work-life balance	Thai Meira Co., Ltd. understands the importance of work-life balance and endeavors to make this possible for workers across the globe.
7) Contribution to building a more diverse and inclusive society	Thai Meira Co., Ltd. strives to enhance diversity by respecting the diverse characteristics and perspectives of each individual so that workers all over the world can flourish regardless of factors such as race, nationality, or sex. The Group also works to support, empower, and protect the human rights, including in relation to SOGI, of members of vulnerable, marginalized, or under-represented groups - such as people with disabilities, migrant



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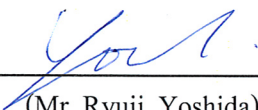
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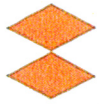
	workers, or indigenous peoples - through engagement and remediation.
8) Safeguarding personal information	Thai Meira Co., Ltd. adheres to the Act on the Protection of Personal Information and applicable laws and regulations, and we are committed to proper safeguarding of all personal information we handle.

Shared Policy on Human Rights Company communicates this policy to all employees and community that concern.

Announcement on September 16th, 2025


(Mr. Ryuji Yoshida)

President of Thai Meira Company Limited

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Appendix

Common Requirements

Category	No.	Compliance Requirements
Child Labor	1	Thai Meira Co., Ltd. does not employ workers under the age of 15.
	2	The age of newly hired workers is verified with official documents.
Forced Labor	3	Workers' freedom of action is secured in their workplaces.
	4	Workers' activities outside of working hours are not constantly monitored by surveillance cameras to restrict their activities.
	5	Thai Meira Co., Ltd. does not force workers to make internal deposits as a condition of hiring or continued employment.
	6	Thai Meira Co., Ltd. does not accept or employ any form of human trafficking.
Safety workplace	7	Thai Meira Co., Ltd. provides reasonable working hours to all employees.
	8	Thai Meira Co., Ltd. provides a safe, healthy and comfortable working environment.
Discrimination	9	Thai Meira Co., Ltd. does not discriminate, harass or violate the dignity of any person on the basis of race, ethnicity, nationality, religion, creed, gender, age, disability, sexual orientation and gender identity (SOGI) or any other characteristic.
	10	Thai Meira Co., Ltd. prohibits any acts or behaviors that affect the morale or dignity of employees, such as sexual harassment or power harassment.