



Lam Soon (Thailand) Public Company Limited

Labor and Social Responsibilities Policy

Lam Soon (Thailand) Public Company Limited is committed to improve labor standard of the company, including employee's quality of life to have a good working environment, safe, harmless to health and is treated fairly according to human rights principles. The company therefore has established policies of labor and social responsibility as follows:

The company is committed to provide protection and rights respect to employees to meet Thai labor standards requirements and other relevant regulations as well as continually improve labor operations.

This policy will be implemented for its effectiveness and continuously has been reviewed the appropriateness.

A handwritten signature in blue ink, appearing to read 'Anchalee Suebchantasiri', positioned above a dashed horizontal line.

Miss Anchalee Suebchantasiri

Managing Director

8 December 2021