

Social Responsibility and Human Rights Policy

LDC Dental Public Company Limited

The Company recognizes the importance of conducting its business in a manner that ensures stable and sustainable growth, grounded in good corporate governance and the creation of shared value between the organization and society. Under the guiding principle of *"Healthy Teeth for a Better Life and a Better Society,"* the Company has established policies and initiated various programs that place strong emphasis on oral and dental health care, as well as on enhancing the quality of life of the public, communities, society, and the environment.

The Company firmly believes that social responsibility is a key driver of sustainable and long-term business growth. This belief is reflected in one of the Company's core missions: *"Creating business value alongside social value."* Accordingly, the Company adopts the eight principles of corporate social responsibility in accordance with the standards of the Stock Exchange of Thailand as fundamental operational guidelines.

Social and Community Responsibility Policy

In order to fulfill its mission of *"Creating business value alongside social value,"* the Company has established the following approaches:

- **Promoting Community Well-being:** The Company strives to be a "good neighbor" by continuously implementing initiatives such as community outreach programs and activities for independent senior groups, with the objective of improving quality of life and promoting oral health and hygiene among the public.
- **Supporting Education and Professional Development:** The Company promotes learning through the provision of educational scholarships and the organization of Open House activities, aimed at inspiring youth and broadening their understanding of the dental profession.
- **Expanding Access to Opportunities in Remote Areas:** The Company initiates and implements proactive programs, such as the "Small Toothbrushes for Healthy Children" campaign, to provide oral health care equipment and raise awareness of dental hygiene among children in underserved and remote areas.
- **Strengthening Collaboration with Stakeholders:** The Company integrates cooperation with business partners, suppliers, and medical professionals to drive public benefit initiatives that deliver tangible and sustainable outcomes.

Human Rights Policy

The Company places great importance on human dignity, freedom, and equality as fundamental principles for organizational development. Its practices are guided by the following commitments:

- **Equal Treatment of Individuals:** The Company upholds the principle of equality and non-discrimination on the basis of race, religion, gender, social status, or disability. It is committed to promoting gender equality and supporting disadvantaged groups in employment, remuneration, and personnel development.
- **Opposition to Human Rights Violations:** The Company maintains a policy of non-involvement, non-support, and non-engagement in business transactions with individuals or organizations that engage in any form of human rights violations.
- **Creating Opportunities:** The Company encourages the employment of disadvantaged groups and persons with disabilities to promote sustainable livelihoods and income security in line with sustainable development principles.
- **Labor Protection and Welfare:** The Company strictly prohibits child labor and ensures a safe working environment that is free from sexual harassment, both for employees and for external parties who engage with the Company.
- **Respect for Diverse Opinions:** The Company promotes an organizational culture that respects freedom of thought and expression, recognizing that diversity of perspectives contributes to innovation and operational effectiveness.

Responsibility Toward Customers and Society

- **Responsible Services:** The Company is committed to delivering high-quality, safe dental services that comply with professional ethical standards, thereby ensuring the well-being and oral health of its customers.
- **Community Development:** The Company proactively undertakes initiatives to enhance quality of life and oral health in remote areas through health promotion programs and continuous support for various foundations.

The Management reports the performance and outcomes of social and human rights initiatives to the Board of Directors on an annual basis. This process enables regular review and improvement of practices to ensure alignment with changing circumstances, while reinforcing the Company's commitment to sustainable growth alongside Thai society.