



2025 Human Rights Risk Self-Assessment (HRRA)

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Human Rights Assessment: Overview

- IRPC conducted its Human Rights Risk Assessment (HRRRA) in 2023, covering the 2022–2023 assessment period, to review, identify, and assess human rights risks across IRPC’s own operations and related activities, joint ventures (JVs), and throughout the value chain. Since then, IRPC has reviewed and updated the HRRRA annually to ensure that identified risks remain up to date and reflect changes in its business activities and operating context. The current HRRRA reflects the 2025 assessment results.
- By reviewing, identifying and updating the risks associated with own operations’ value chain activities and the operational sites, and JV at risks of human rights issues, IRPC will be able to develop, implement, re-assess and monitor the mitigation measures to minimize risks from occurring in the future. This also ensure that IRPC’s relevant stakeholders, affected rights holders and vulnerable groups are not negatively impacted as a results of the Company’s business activities.
- The actual cases of human rights violation which caused negative impacts to relevant stakeholders, affected rights holders and vulnerable groups, can also be properly remediate.
- Human Rights Risk Assessment (HRRRA) was carried out by relevant internal functions to ensure human rights risk performance in IRPC operations and joint venture (JV) throughout the value chain are able to control risks effectively.

The HRRRA process, as follows:



Human Rights Due Diligence 2025

Year 2023

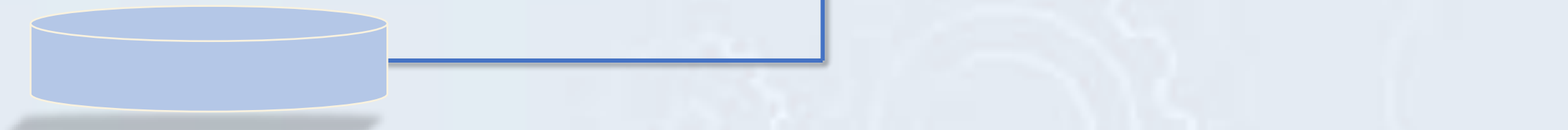
- IRPC conducted Human Rights Risk Assessment (HRRRA) in 2023, covering the 2022–2023 assessment cycle, to review and update human rights risks that may arise from IRPC's operations, joint ventures (JVs), and activities throughout the value chain.

Year 2024

- Applying Human Rights Digital Platforms. Implemented digital platforms to manage, monitor, and report on human rights issues systematically.
- ESG Platform Integration. Integrated human rights data into IRPC's ESG platform to ensure consistency in sustainability performance tracking and to meet stakeholder expectations in all ESG dimensions.

Year 2025

- IRPC continued its annual HRRRA review and update, with the latest results reflecting the 2025 assessment.



Scope of Human Rights Impact Assessment



Employees

- Working Conditions
- Health and Safety
- Freedom of Association and Right to Collective Bargaining
- Discrimination/ Harassment
- Illegal Forms of Labor (e.g. child labor, forced labor, trafficking, migrant worker)



Suppliers

- Working Conditions
- Health and Safety
- Discrimination of Suppliers



Communities

- Health and Safety
- Livelihood and Standard of Living
- Security Forces
- Forced Resettlement



Customers

- Health and Safety
- Data Privacy

Scope of Risks Identification

- **IRPC own operation :**
operational sites in industrial park, depots, and Bangkok office
- **IRPC Value Chain:**
related activities, for example, sourcing, logistics, CRM
- **IRPC's new business relations:**
mergers, acquisitions, joint ventures and new business opportunities (start up project) that include Human Rights Risk identification during due diligence process in pre-transaction, contract negotiation, and post-acquisition



Vulnerable Groups

Results of 2025 Human Rights Risk Assessment

Since 2018, IRPC has conducted comprehensive human rights risk assessments across the IRPC Group, including in-depth evaluations throughout its business units and value chain. In 2023, this commitment extended to regular public consultations and human rights assessments for all new investment projects. The Human Rights Risk Assessment (HRRRA) process is led by relevant internal functions to monitor and manage human rights risks within IRPC operations and joint ventures.

The assessment covers identification of key issues, potential impacts on rights holders—particularly vulnerable groups—and evaluates the likelihood of such impacts across national and operational contexts, including different employee levels. Stakeholders assessed include IRPC employees, communities, subsidiaries, joint ventures, suppliers, contractors, customers, women, children, indigenous and migrant populations, third-party labor, local residents, consumers, persons with disabilities, LGBTQI+ individuals, pregnant women, and the elderly.



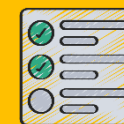
Human rights risk ratings are assessed on two factors which are **Impact** and **Likelihood**.



**100 % of IRPC's
Operation have been
assessed for Human
Rights Risk**



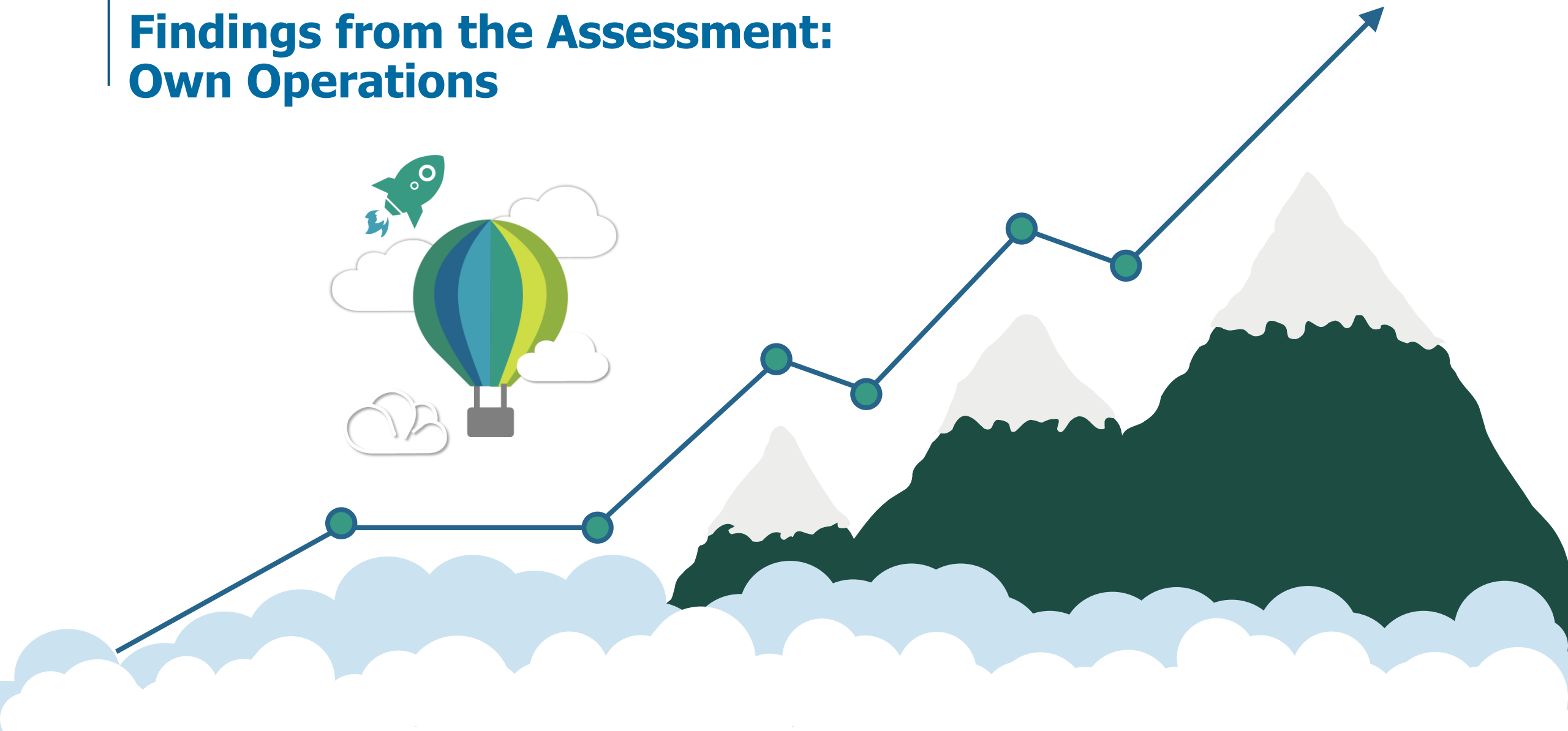
**100 % of Newly invest
projects have been
assessed for Human
Right risk and gone
through public hearing
processes**



**100 % of business, either
IRPC has and has no
operational control
(include business
partner, IRPC holds more
than 10% share) have
been assessed for Human
Right risk**

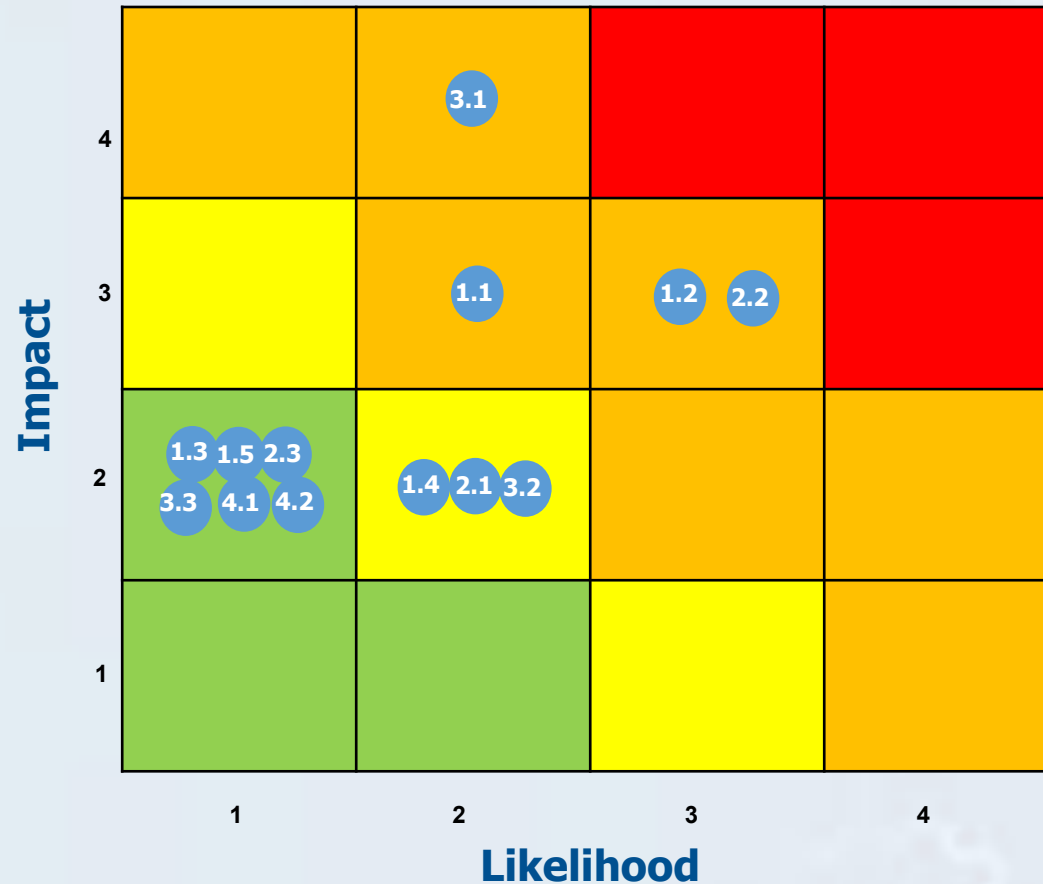
In the overall risk assessment process, IRPC outlines the assessment framework, key issues of human rights risk, success indicators, and measures or action taken. All of which are used to monitor and evaluate the effectiveness of IRPC's human rights initiatives under the framework

Findings from the Assessment: Own Operations



IRPC Human Rights Risk Matrix

Own Operations (including JVs where IRPC has management control)

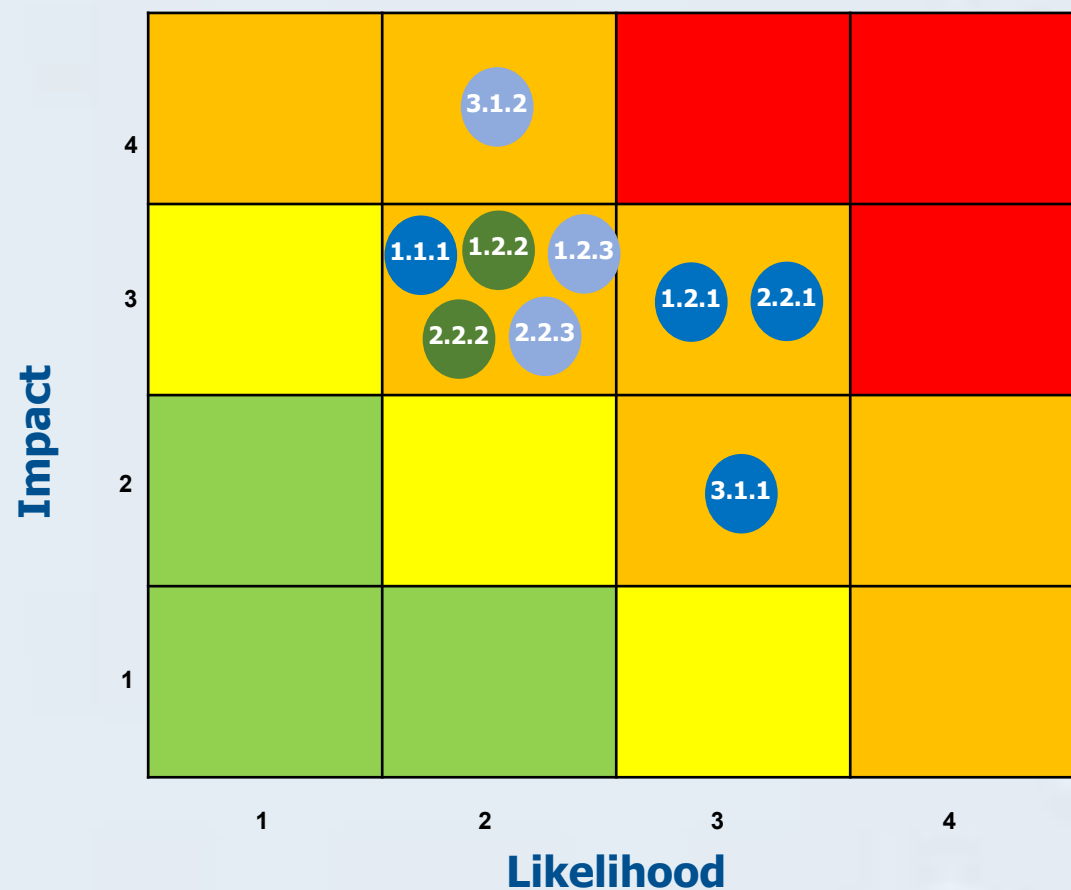


#	Human Rights Issues <i>(all human rights issues assessed)</i>
1. Labour Rights	
1.1	Employee – Working condition
1.2	Employee – Health and safety
1.3	Employee – Freedom of association, assembly and collective bargaining
1.4	Employee – Discrimination and harassment
1.5	Employee – Illegal forms of labor
2. Supplier Rights	
2.1	Supplier – Working condition
2.2	Supplier – Health and safety
2.3	Supplier – Discrimination
3. Community Rights	
3.1	Community – Health and safety
3.2	Community – Livelihood and standard of living
3.3	Community – Forced resettlement and land acquisition
3.4	Community – Security management *
4. Customer Rights	
4.1	Customer – Health and safety
4.2	Customer – Data privacy

Remarks: * Since IRPC (Own Operations) has no plans to expand its operational areas in the next 5 years, however, if the plan changes, the issue of forced resettlement and land acquisition will be taken into account in assessing human rights risks.

IRPC Human Rights Risk Matrix: Salient Issues

Own Operations (including JVs where IRPC has management control)



#	Human Rights Issues (<i>Salient Issues</i>)
1. Labour Rights	
1.1	Working condition that may occur in the operating area of 1.1.1 IRPC Plc.
1.2	Health and safety that may occur in the operating area of 1.2.1 IRPC Plc. 1.2.2 IRPC Oil Co., Ltd. 1.2.3 Rakpasak Co., Ltd.
2. Supplier Rights	
2.2	Health and safety that may occur in the operating area of 2.2.1 IRPC Plc. 2.2.2 IRPC Oil Co., Ltd. 2.2.3 Rakpasak Co., Ltd.
3. Community Rights	
3.1	Health and safety that may occur from the operating area of 3.1.1 IRPC Plc. 3.1.2 Rakpasak Co., Ltd.

Remarks:

- IRPC Plc.
- IRPC Oil Co., Ltd.
- Rakpasak Co., Ltd.

Results of 2025 Human Rights Risk Assessment

Own Operations (including JVs where IRPC has management control)

Human Rights Risk Assessment	Human Rights Issues (Salient Issues)	Number and % of total assessed sites where risks have been identified	Number and % of risks with mitigation and/or remediation process implemented	Mitigation plans for risk areas
• IRPC Plc. (2 sites) • IRPC Oil Co., Ltd. (7 sites) • IRPC Technology Co.,Ltd. (1 site) • Rakpasak Co., Ltd. (2 site)	• Working Condition (employee) • Health and Safety (employee, supplier and community)	11 sites out of 12 sites, accounted for 91.7%	11 sites, total of 100 % Remarks: However, IRPC has mitigation measures to prevent and remediate human rights impact in all 12 operating areas.	• IRPC Way of Conduct • Human Rights Impact Assessment Guideline, Human Rights Management Systems, Human Rights Awareness training • QSSHE Policy for IRPC and its subsidiaries • Process Safety Management • Emergency Response Plan • Social Responsibility Policy • Complaint Management Procedure & Manual • IRPC Whistleblowing Channels and Management Procedure • Anonymous reporting through whistleblower channels • Goal Zero - One Day Safety at Work Project • Safety Walk & Talk Project • Incident Management System: idMS

Working Condition

Employee

Operational sites with salient issue: IRPC, Rakpasak

- **Own Employees** (i.e. men, women, LGBTQI+, people with disability, pregnant women)

Actual Case(s)

- Employees are at risks of working overtime during unplanned or planned turn-around and shut-down.
- There are cases of employees working overtime (exceed limits by laws) resulting from factors such as employee leaving for vacation and putting workload on other employees, or certain employees may want to work OT for extra income.

Description

Human rights (i.e. right to enjoy just and favorable conditions of work) may be violated by poor working conditions. Employees may occasionally experience poor working conditions, such as long working hours/ overtime works, lack of leisure time and lack of days off, and lack of compensation for OT. This also includes poor working environment like poor ventilation, and poor lighting infrastructure etc. For vulnerable groups, this may also include not having proper working environment, facilities and accessibility for people with disability or pregnant women.

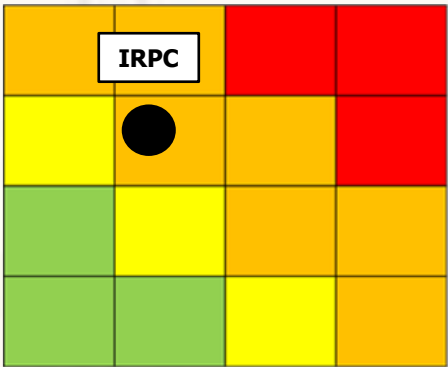
Mitigation Actions

- Employee Benefits
- Employee Development Program, and Employee Engagement Survey
- Welfare Committee
- IRPC Way of Conduct
- Working-Smart-from-Home (WFH) Policy, and Flexible working hours
- Human Rights Impact Assessment Guideline, Human Rights Management Systems, Human Rights Awareness training
- Anonymous Reporting via Whistleblowing Channels

Additional Measures

- IRPC plans to establish a clear work plan and process in order to minimize employees working overtime
- IRPC will continue to increase the frequency and implementation on: building awareness and training for supervisors and manager level who are responsible for OT approval.
- IRPC may plan for each functions to increase the number of operators (i.e. as spare) in order to replace absent employees (e.g. on leaves, injured). However, it may not cover all BUs/functions
- Implementing the "iCare management" for communication with employees.
- IRPC Rayong operation will install a breast feeding room for employees that are pregnant women.
- Personnel management iConnect that connects all personnel systems in one place via Web/Mobile Application

Impact



Additional Measures are implemented/ in the process of implementing to lower risks to an acceptable level as well as minimizing risks from occurring in the future.



- **Impact = 3**
- **Likelihood = 2**
- **Risk Level = HIGH**

Health and Safety

Employee

Supplier

Description

Operational sites with salient issue: IRPC , IRPC Oil, Rakpasak

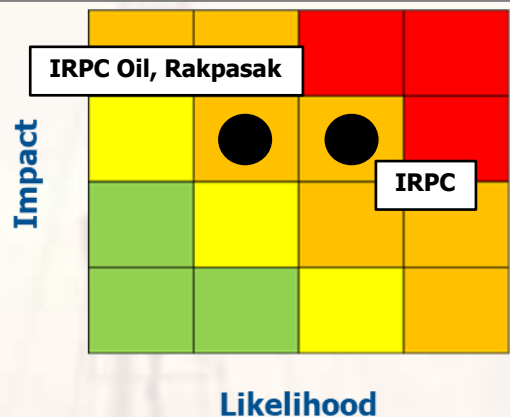
- **Own Employees** (i.e. men, women, LGBTQI+, people with disability, pregnant women)
- **Suppliers & Contractors in IRPC operations** (i.e. Suppliers: non-routine work, Outsource workers: routine works)

As health and safety situations from working in Petrochemical and Refinery activities can result in employees' injuries and/or death, human rights related to workers' health and safety (i.e. right to health, right to life) may be violated due to lack of proper OHS training in place.

Moreover, during COVID-19 situation, employees risk being infected by this pandemic if the company does not implement mitigation measures to cope with this unexpected circumstance and still constantly require employees to transport and work at operational areas, especially areas with high risk of COVID-19.

Actual Case(s)

- There are some cases related to health and safety accidents of employees and suppliers, occurring in IRPC operations (as demonstrated by the LTIFR)
- Due to the high turnover of employees from outsource company (supplier/ contractor), and the job being a routine operation; this leads to disruption in the implementation process of IRPC measures to outsource employees
- There was a past incident of ship vessels collision, though no employee was injured, it is a potential risk.



Likelihood

- **Impact = 3**
- **Likelihood = 2,3**
- **Risk Level = HIGH**

Mitigation Actions

- Fit-for-Duty criteria (during check-ins)
- One-day Safety-at-Work training
- Compliance Audit
- Complaint Management Procedure & Manual
- Process Safety
- QSSHE Policy for IRPC and its subsidiaries
- Occupational Health and Safety Committee
- Programs to enhance Safety Culture within organization
- Emergency Response Plan
- Maintenance practices
- Corporate KPIs on Occupational Health and Safety and deployed throughout organization (for executives, supervisors, employees)
- Supplier Sustainable Code of Conduct
- Procedure Manual
- Stop Work if Unsafe
- Health Performance Indicator Score: HPI
- Innovation and Operational Excellence (IOE) Strategic Framework
- Support vaccine to employees
- Working-Smart-from-Home (WFH) Policy
- Provide Rapid Antigen Test Kit (ATK)

Additional Measures

As IRPC's current measures for employee health and safety is effective (as demonstrated by the LTIFR in employees lower than Oil and Gas Industry benchmark). IRPC will continue to monitor and improve the measures to maintain best practices. Likewise, IRPC aims to strengthen the health and safety measures for suppliers through raising awareness, enhance management system and monitoring processes. This includes:

- Continue to train and re-train suppliers' employees or contractors/ sub-contractors related to safety.
- Enhance safety-related training to suppliers and contractors working in IRPC's operational areas.
- Integrate more human rights awareness into training for both employees and suppliers.
- Utilize iCare Management System for communication with employees.

Additional Measures are implemented/ in the process of implementing to lower risks to an acceptable level as well as minimizing risks from occurring in the future.

Health and Safety

Community

Operational sites with salient issue: IRPC, Rakpasak

- **Communities** (Local communities, Men, Women, Pregnant women, LGBTQI+, Elderly, Indigenous people, Children, People with disability)

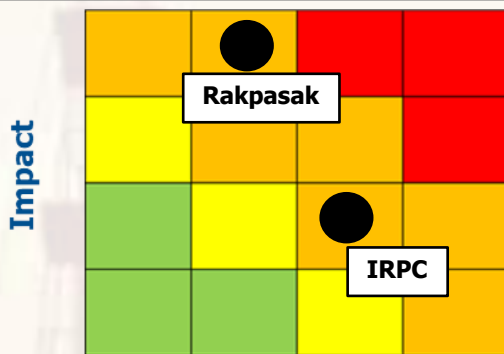
Description

As petrochemical and Refinery's activities might cause health and safety impacts on communities, such as leakage of dangerous chemical, plant explosion, human rights (i.e. right to health and right to life) may be violated.

Moreover, Marine transportation could cause health and safety impacts on communities, such as ship collision between the company's ship and local communities' ship. The affected local people could be injured or died. These could lead to the violation of human rights (i.e. right to health and right to life).

Actual Case(s)

- Fire hazard incident (occurred once in 2014) which can be controlled within the facility.
- Explosion incident (occurred 2 times in 2019 and 2020). The incident affected large area and approximately 2-3 people (within the school area, close-by) were injured and had received basic first aid. They did not need to be hospitalized.
- IRPC's ship collide with ferry (occurred once in 2016) leading to death of one person on the ferry (risk prevention measures are established afterwards). Despite court decide that the ferry is in the wrong, IRPC has taken remediation actions and visited injured people



Likelihood

- **Impact = 2,4**
- **Likelihood = 3,2**
- **Risk Level = HIGH**

Mitigation Actions

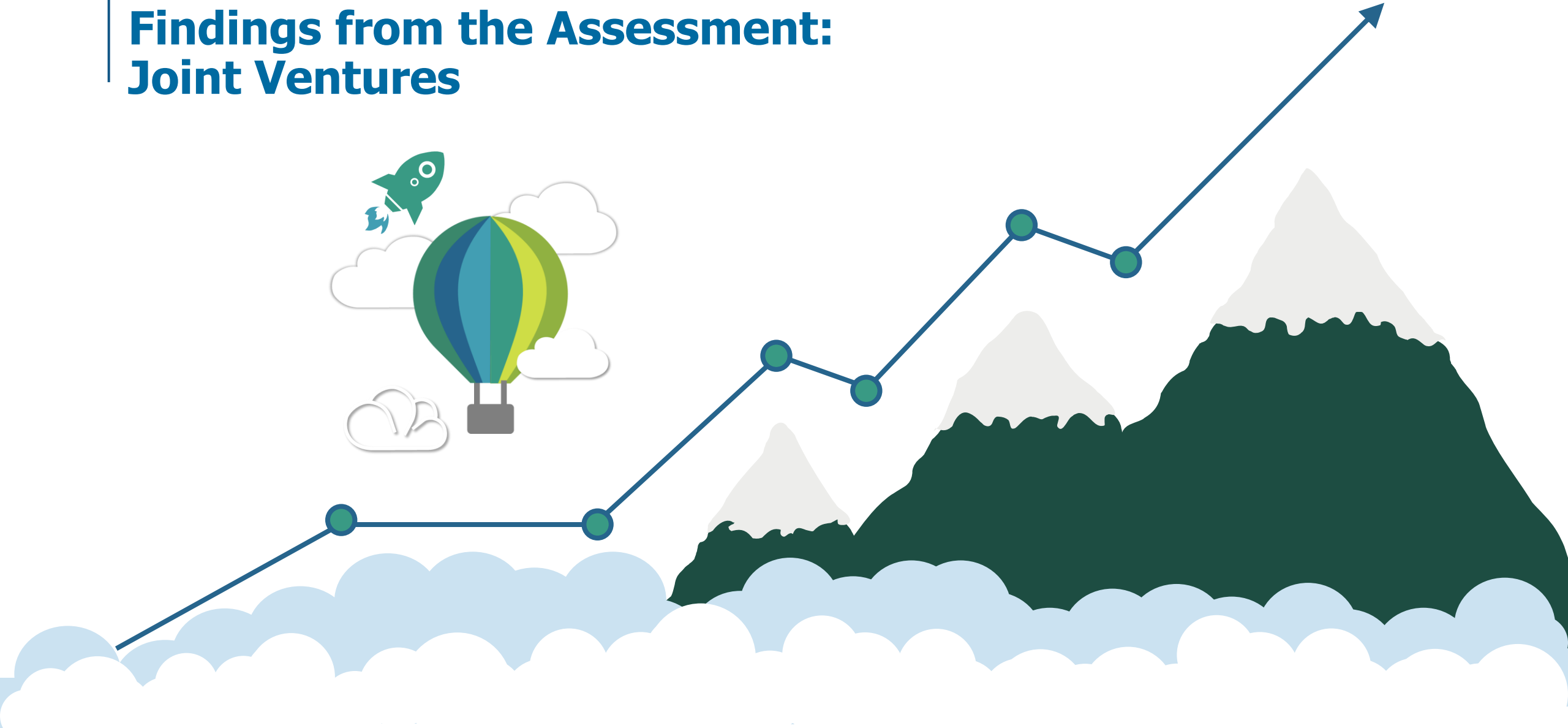
- EIA Monitoring Process
- Process Safety
- QSSHE Policy for IRPC and its subsidiaries
- Occupational Health and Safety Committee
- Programs to enhance Safety Culture within organization
- Compliance, Safety, Internal Audit
- Maintenance practices
- SSHE Culture Survey
- Disciplinary Actions/ Escalation Process
- Emergency Response Plan
- Public Participation Procedures
- Social Responsibility Policy, CSR Strategy
- Community Satisfaction Survey
- Complaint Management Procedure & Manual
- COVID-19 War Room Committee
- NSW system to inform when ship/tanker is entering or leaving area
- Compliance with MARPOL regulations (that are up to safety standards and reduce pollution), with double-hull tanker
- IRPC Whistleblowing Channels and Management Procedure
- Anonymous Reporting via Whistleblowing Channels
- Implement environmental management throughout the organization: ISO 14001 Environmental Management System and ISO 50001 Energy Management System

Additional Measures

- The Risk Assessment were based on the past cases/incidents regarding health and safety of communities. Since the incident had occurred, IRPC has implemented various measures to prevent the incidents from occurring in the future. It has proven to be effective and (as of 2022, no incidents have occurred again)
- Therefore, IRPC will continue to monitor the implemented measures as well as re-assessing existing measures to ensure that it is still effective and most-updated with current standards, and regulations.
- There are also additional measures in the company's navigation, for example, complying with Eastport working standards, having The International Safety Management (ISM) Code, having a standard inspection in. There is a meeting with PTTShip every 6 months. In matters of ship transportation, Tanker Management and Self Assessment (TMSA) and gas detection equipment are applied to prevent explosions.

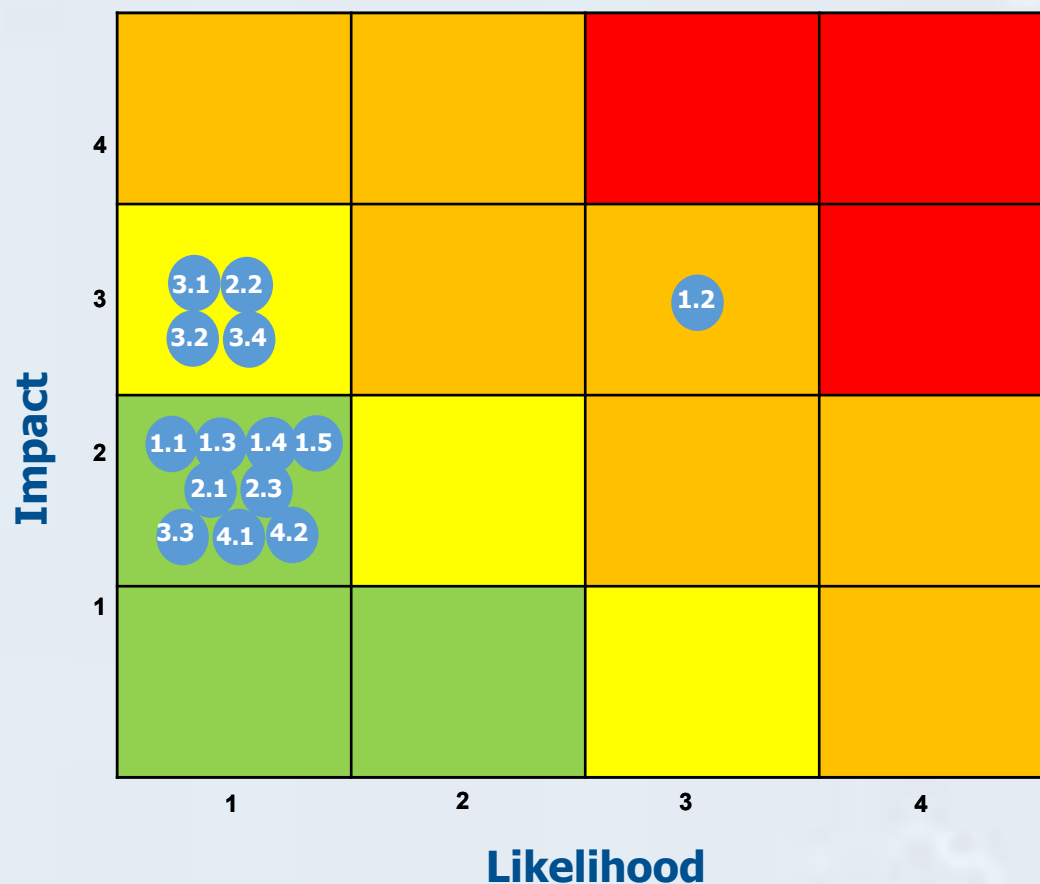
Additional Measures are implemented/ in the process of implementing to lower risks to an acceptable level as well as minimizing risks from occurring in the future.

Findings from the Assessment: Joint Ventures



IRPC Human Rights Risk Matrix

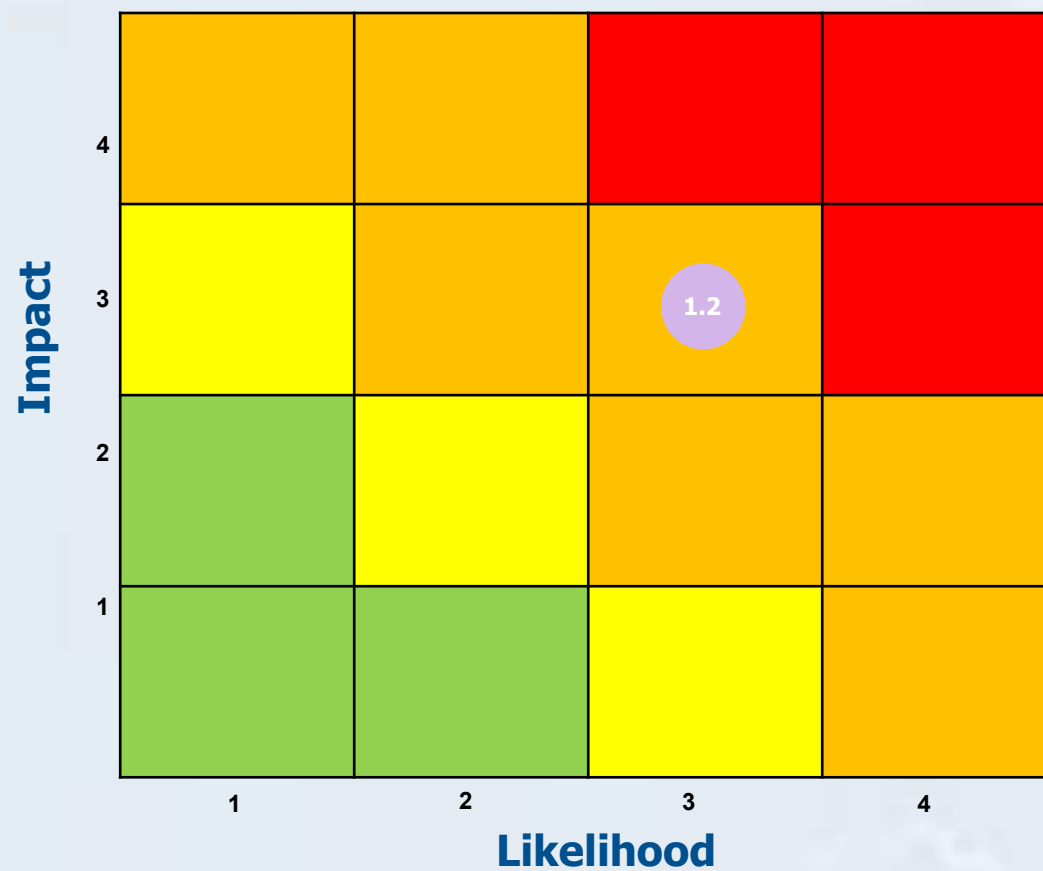
Joint Ventures (JV) with no management control (incl. stakes above 10%)



#	Human Rights Issues (all human rights issues assessed)
1. Labour Rights	
1.1	Employee – Working condition
1.2	Employee – Health and safety
1.3	Employee – Freedom of association, assembly and collective bargaining
1.4	Employee – Discrimination and harassment
1.5	Employee – Illegal forms of labor
2. Supplier Rights	
2.1	Supplier – Working condition
2.2	Supplier – Health and safety
2.3	Supplier – Discrimination
3. Community Rights	
3.1	Community – Health and safety
3.2	Community – Livelihood and standard of living
3.3	Community – Forced resettlement and land acquisition
3.4	Community – Security Management
4. Customer Rights	
4.1	Customer – Health and safety
4.2	Customer – Data privacy

IRPC Human Rights Risk Matrix: Salient Issues

Joint Ventures (JV) with no management control (incl. stakes above 10%)



#	Human Rights Issues <i>(all human rights issues assessed)</i>
1. Labour Rights	
1.2	Health and safety that may occur in IRPC Polyol Co., Ltd

Remarks:  IRPC Polyol Co., Ltd

Results of 2025 Human Rights Risk Assessment

Joint Ventures (JV) with no management control (incl. stakes above 10%)

Human Rights Risk Assessment	Human Rights Issues (Salient Issues)	Number and % of total assessed sites where risks have been identified	Number and % of risks with mitigation and/or remediation process implemented	Mitigation plans for risk areas/ Recommendations
• IRPC Clean Power Co., Ltd. • IRPC Polyol Co., Ltd • Mytex Polymers (Thailand) Co., Ltd • Vajira Lab for Society Co., Ltd • WHA Industrial Estate Rayong	• Health and safety (employee)	1 joint ventures out of 5 joint ventures, accounted for 20.00%	1 joint ventures, total of 100% Remarks: However, IRPC has mitigation measures to prevent and remediate human rights impact in all 5 joint ventures.	Mitigation Actions • Deploy IRPC policies to Joint Ventures in the form of "directive governance" • A Procedure to assess human rights issues in businesses before making an investment decision is available; through Board of Directors • Way of Conduct at the policy level, indicating policy deployment guidelines over Joint Ventures. • Obligate to provide solutions to incidents with their Joint Ventures coordinately, according to the reporting mechanism to inform IRPC through committee's representative Recommendations • Communicate the WOC on human rights issues to Joint Ventures • Establish governance measures and criteria for Joint Ventures to implement the human rights policy • Establish a monitoring process with a systematic record and a focal point, besides the pre-decision-making process on investment • Add a periodic review process to recommended monitoring process to indicate additional measures; which human rights issues shall be raised from an existing report, such as Health and Safety report