

Human Rights Due Diligence Report

Frasers Property (Thailand) Public Company Limited

Policy Commitment



FPT is firmly committed to respecting human rights of all stakeholders, mitigating human rights risks, and preventing and addressing adverse human rights impacts arising from its business activities and across its value chain.

Furthermore, FPT conducts its operations in alignment with internationally human rights bills, principles and standards, including the United Nations Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Human Rights Risk and Impact Assessment



FPT assessed both the potential (risk) and actual human rights impacts of its business activities (own operations) and value chain through a three-step process: 1) identification of human rights issues, 2) assessment of human rights risk levels, and 3) prioritization of human rights risks.

1) Identification of human rights issues

FPT conducted peer benchmarking within the real estate sector, reviewed human rights-related news and publications, and analyzed industry-specific human rights issues. These approaches aimed to define the scope of issue identification, identify actual and potential human rights issues related to its business activities and value chain, and determine which rightsholders — including vulnerable groups — could be affected. The human rights issues and rightsholders, covered and identified during the process, are shown below.

Human Rights Issues

- Working conditions
- Health and safety
- Discrimination and harassment
- Freedom of association, assembly and collective bargaining (right to collective bargaining)
- Illegal forms of labor (child labor, forced labor and compulsory labor, human trafficking)
- Misleading information and misinformation
- Data privacy and security
- Standard of living
- Water and sanitation
- Land acquisition
- Human rights defenders

Rightsholders and vulnerable groups at risk

- Own employees
- Women and pregnant women
- Children
- Indigenous people
- Migrant workers
- Third-party employees
- Local communities
- LGBTQIA+
- People with disabilities
- Elderlies
- Suppliers and contractors
- Customers and tenants
- Expats



Employees/labours

- Working conditions
- Health and safety
- Discrimination and harassment
- Freedom of association, assembly and collective bargaining (right to collective bargaining)
- Illegal forms of labor (child labor, forced labor and compulsory labor, human trafficking)
- Misleading information and misinformation
- Data privacy and security



Suppliers/contractors/vendors (supply chain)

- Working conditions
- Health and safety
- Discrimination and harassment
- Freedom of association, assembly and collective bargaining (right to collective bargaining)
- Illegal forms of labor (child labor, forced labor and compulsory labor, human trafficking)
- Misleading information and misinformation
- Data privacy and security



Customers/tenants

- Health and safety
- Discrimination and harassment
- Misleading information and misinformation
- Data privacy and security
- Standard of living



Community and environment

- Health and safety
- Misleading information and misinformation
- Data privacy and security
- Standard of living
- Water and sanitation
- Land acquisition
- Human rights defenders

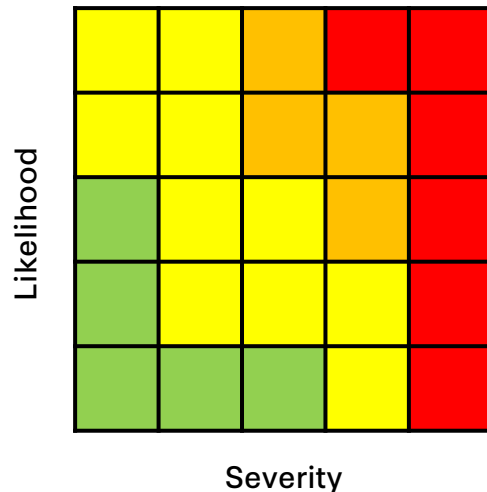
2) Assessment of human rights risk levels

FPT used the results of human rights identification as input for conducting a risk level assessment to gauge the significance of each issue and identify salient human rights risks. The assessment was based on criteria that considered both the severity and likelihood.

3) Prioritization of human rights risks

FPT used a 5x5 matrix to prioritize and rank human rights issues based on the assessed risk levels. The 5x5 matrix categorizes risks into four levels: extreme (red), high (orange), medium (yellow), and low (green). FPT considers human rights issues ranked at the extreme risk level (unacceptable risk) as salient human rights issues.

In 2025, FPT identified three key human rights issues based on the results of its human rights risk and impact assessment, as outlined below.



Salient human rights issues

1. Occupational health and safety
2. Community health and safety
3. Occupational health and safety in supply chain

Own Operations

100.00%

100.00% of FPT’s business activities (own operations) were assessed to identify human rights risks and impacts.

5.48%

5.48% of FPT’s business activities (own operations) have been identified as having human rights risks.

100.00%

100.00% of FPT’s business activities (own operations) identified as having human rights risks have mitigation measures and remediations in place*.

**Remark: all of 302 FPT project sites have mitigation measures in place.*

Supply Chain

100.00%

100.00% of contractors and Tier-I suppliers associated with FPT’s business activities were assessed to identify human rights risks and impacts.

6.25%

6.25% of contractors and Tier-I suppliers associated with FPT’s business activities have been identified as having human rights risks.

100.00%

100.00% of contractors and Tier-I suppliers associated with FPT’s business activities and identified as having human rights risks have mitigation measures and remediation processes in place.

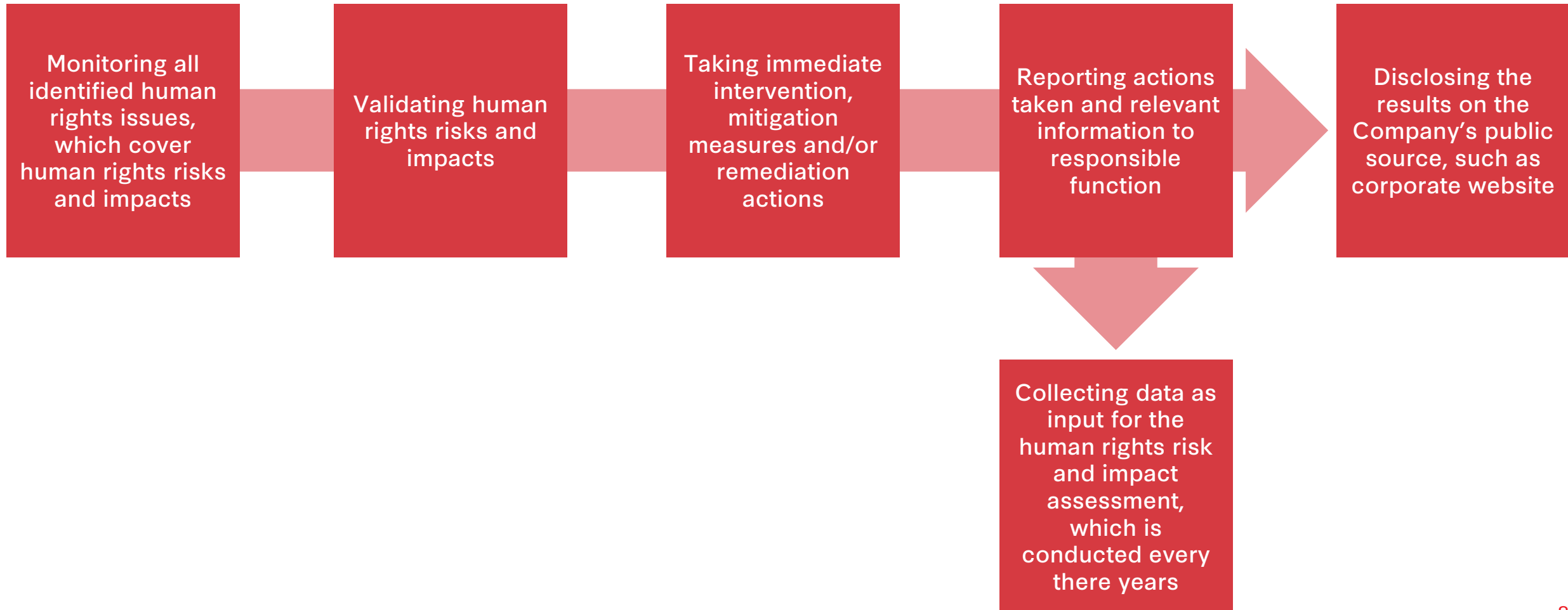
Integration



FPT integrates the results of human rights risk and impact assessments into its internal systems and management processes to implement effective mitigation measures for human rights risks. The objective is to reduce risk levels to an acceptable (low) level and ensure that no business activity causes adverse human rights impacts. In addition, FPT has developed additional mitigation measures to address the salient human rights issues, as outlined below.

Salient Human Rights Issues	Rightsholders and Vulnerable Groups at Risk	Human Rights at Risk	Implemented Mitigation Measures	Additional Mitigation Measures
Occupational health and safety	<ul style="list-style-type: none"> Own employees (men, women, pregnant women, LGBTQIA+, people with disability, expats) 	<ul style="list-style-type: none"> Right to life Right to health 	<ul style="list-style-type: none"> Occupational health and safety policies, manuals and trainings (e.g. annual training on near misses) Health and safety risk assessment for all activities before starting work Personal protective equipment (PPE) and first aid kits at project sites 	<ul style="list-style-type: none"> Conducting special health and safety training for activities identified as high-risk Holding pre-work meetings to inform about potential related incidents
Community health and safety	<ul style="list-style-type: none"> Local communities 	<ul style="list-style-type: none"> Right to life Right to health 	<ul style="list-style-type: none"> Community engagement (e.g. informing about business activities and potential impacts) Designated construction periods to reduce impacts Construction technologies and methods (e.g. hydraulic press-in pile) 	<ul style="list-style-type: none"> Reminding employees to comply with relevant transportation law and regulation before starting work Informing communities about upcoming activities and durations
Occupational health and safety in supply chain	<ul style="list-style-type: none"> Migrant workers Third-party employees 	<ul style="list-style-type: none"> Right to life Right to health 	<ul style="list-style-type: none"> Requirement for suppliers and contractors to acknowledge all health and safety documents attached to contracts Health and safety site audits Health and safety officers at all project sites 	<ul style="list-style-type: none"> Developing e-learning modules on health and safety in the Supplier Qualification System (SQS) Requiring contractors to conduct toolbox meetings before starting work Requiring contractors to present training documents or certificates for high-risk work (e.g. working in confined spaces)

Monitoring

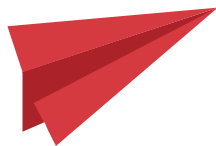


Reporting



FPT firmly believes in the power of transparent communication and prioritizes the disclosure of actual and potential adverse human rights impacts caused by its business activities and value chain. To this end, FPT reports on its human rights performance through its human rights due diligence report and annual sustainability report.

In addition, FPT has established a grievance mechanism that enables all stakeholders to report any human rights risks or impacts they have observed or experienced*.



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<https://www.frasersproperty.co.th/en/corporate-governance/whistleblowing-channels>



Chairman of Audit Committee
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Suggestion Box at the Head Office of Frasers Property (Thailand) Public Company Limited

*Remark: further details regarding grievance mechanism can be found in Sustainability Report 2024 (Page 44) and Whistleblowing Policy, publicized on corporate website.

Remediation

CASE

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FPT is committed to preventing and addressing adverse human rights impacts by implementing risk mitigation measures and providing timely remediation (financial or non-financial) to affected rightsholders whose rights may have been violated by its business activities or across the value chain (direct or indirect cause or contribution). Examples of remediations are apologies, financial compensation, and punitive sanctions.

At the end of FY2025, FPT monitored potential human rights risks related to its business operations and supply chain to identify situations that may lead to human rights violations. This was conducted by reviewing relevant matters with business function representatives, as well as FPT’s grievance mechanisms, prevention and management measures, and mitigation measures. As a result of this process, FPT has verified that it did not engage in any actions resulting in human rights violations, nor did it receive any reports or complaints related to human rights violations in FY2025. Therefore, no remediation actions were taken. However, FPT will continue to monitor its business operations and supply chain to ensure the effective mitigation of human rights risks and the prevention of adverse human rights impacts.



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