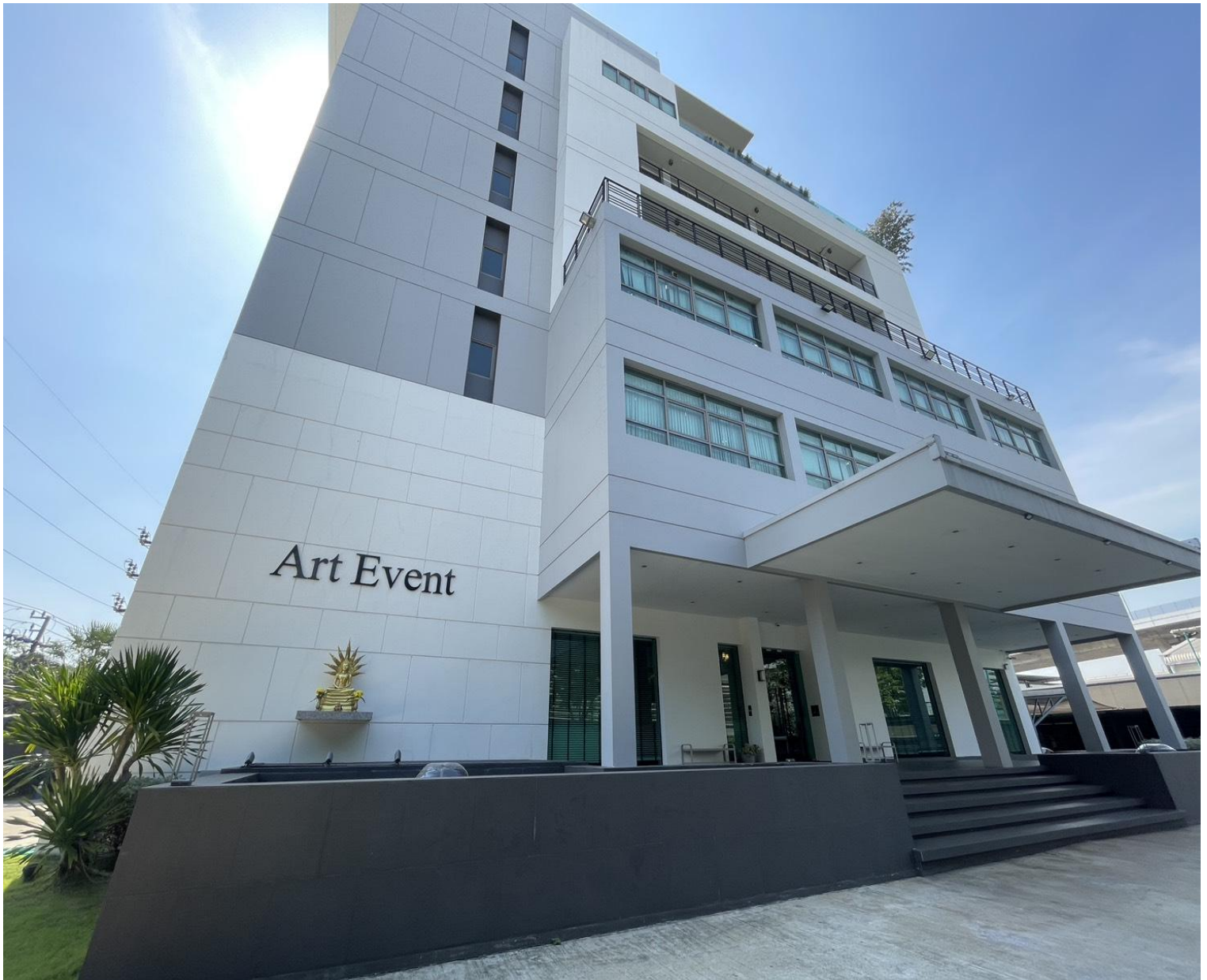


# Art Event

AN INNOVATION OF JEWELRY



## Annual Report

(Reporting: January to December 2025)

## Company Overview

Art Event Company Limited was established on 12 March 2003 with a registered capital of THB 80,000,000 (Eighty Million Baht). The Company's head office is located at 54/5 Moo 13, Bang Ya Phraek Subdistrict, Phra Pradaeng District, Samut Prakan Province 10130, Thailand.

Tel: 02-386-8127

Website: <https://www.arteventjewelry.com>

The Company is widely recognised and trusted by leading jewellery retailers across Europe and other countries worldwide. We provide services as both an Original Equipment Manufacturer (OEM) and an Original Design Manufacturer (ODM). Our jewellery manufacturing processes are fully integrated in-house, with more than 2,500 jewellery designs created and produced annually.

The Company is firmly committed to maintaining a transparent, ethical, and traceable supply chain. Over the years, we have implemented comprehensive policies and procedures to ensure that all aspects of sourcing, manufacturing, and business operations are conducted in accordance with the highest standards of responsibility and integrity. This commitment has been reflected in the achievement of several internationally recognised certifications, demonstrating our continuous efforts to align with global best practices.

In 2021, the Company achieved a significant milestone by becoming an official member of the Responsible Jewellery Council (RJC). This certification is widely recognised as one of the most reputable standards in the jewellery industry, representing excellence in ethical, social, and environmental performance throughout the entire supply chain. As an RJC-certified member, the Company is committed to upholding principles related to human rights, responsible business practices, fair business conduct, and transparent sourcing.

This Annual Report has been prepared to reflect the Company's performance over the past year across key dimensions, including corporate governance, business ethics, human rights, working conditions, safety, environmental management, and supply chain responsibility. The report is developed in accordance with the principles and requirements of the Responsible Jewellery Council (RJC) Code of Practices, which serves as the framework for both implementation and reporting.

We hope that this Annual Report will serve as an effective communication tool to enhance understanding and confidence among all stakeholders, including employees, business partners, customers, communities, and other stakeholders. It also reaffirms the Company's commitment to conducting business responsibly, transparently, and in alignment with the RJC Code of Practices to support long-term sustainable growth.

## **COP 1: Legal Compliance**

The Company places the highest importance on compliance with applicable laws, regulations, and requirements in all jurisdictions where it operates. Legal compliance is regarded as a fundamental element of good corporate governance and an essential responsibility towards all stakeholders.

The Company systematically identifies and monitors laws and regulatory requirements relevant to its operations, including those related to labour, occupational health and safety, environmental management, business operations, anti-corruption, and other laws applicable to the jewellery and gemstone industry.

A legal compliance management system has been established through documented procedures for monitoring and evaluating legal compliance. These procedures define legal sources, responsible persons, monitoring methods, compliance evaluation processes, and communication of relevant legal requirements to internal departments.

During the reporting year, the Company conducted legal compliance assessments and internal audits to ensure that its operations complied with applicable legal and regulatory requirements.

No significant cases of legal non-compliance were identified during the reporting period. Nevertheless, the Company maintains reporting and corrective action mechanisms to address any identified gaps and to prevent recurrence in the future.

## **COP 2: Policies and Management Systems**

The Company has established policies and management systems to support responsible business conduct, using the Responsible Jewellery Council (RJC) Code of Practices as the overarching framework for policy development, risk management, and operational implementation at all organisational levels.

The Company has established the following written policies:

- Human Rights Policy
- Business Ethics Policy
- Security Policy
- Whistleblowing Policy
- Product Disclosure Policy
- Anti-Corruption Policy
- Anti-Money Laundering and Counter-Terrorist Financing Policy
- Supply Chain Policy
- Occupational Health, Safety, and Working Environment Policy
- Environmental Policy
- Energy Conservation Policy
- Policy on Anti-Money Laundering, Counter-Terrorist Financing, and the Prevention of Financing the Proliferation of Weapons of Mass Destruction

These policies comprehensively address key issues related to ethics, human rights, labour practices, health and safety, environmental management, and supply chain responsibility. All policies have been approved by the Managing Director, the highest level of management within the Company, and are reviewed at least annually to ensure continued alignment with applicable laws and relevant standards.

The Company communicates its policies and related requirements to employees through training programmes, policy reviews, and awareness-raising activities focused on ethical conduct and social responsibility. These activities are conducted annually, typically in February. Policies are also communicated through internal notice boards and made available to business partners and suppliers via the Company's website to promote mutual understanding and consistent compliance.

#### **COP 4: Accounting and Financial Practices**

The Company places strong emphasis on transparent, accurate, and verifiable accounting and financial management. All accounting and financial practices are conducted in compliance with applicable laws, accounting standards, and relevant regulatory requirements, supporting good corporate governance and organisational credibility.

Appropriate accounting systems and internal controls have been established to prevent errors and fraudulent activities. The Company has appointed Wicharn & Friends Office as the responsible entity for accounting records and the preparation of financial statements.

Financial information is audited by a licensed auditor to ensure accuracy, completeness, and compliance with applicable legal and accounting standards.

The Company strictly complies with tax laws and regulations, including the timely submission of tax filings and payment of taxes. Changes in financial and tax regulations are monitored regularly to ensure continued compliance.

#### **COP 5: Business Partners**

The Company recognises the critical role of business partners throughout the supply chain and is committed to managing partnerships responsibly, based on ethical principles and transparency.

The Company has established documented procedures for procurement and contracting, which serve as guidelines for the selection and evaluation of business partners. These processes consider legal, ethical, human rights, and responsible business conduct risks to ensure that partners' practices are aligned with the Company's requirements.

During the reporting year (2025), the evaluation of suppliers and service providers identified no additions or removals from the Approved Vendor List (AVL).

The Company communicates its ethical expectations, responsibility standards, and mechanisms for submitting complaints or concerns to business partners through the Business Ethics Policy and appropriate communication channels.

## **COP 6: Human Rights**

The Company respects and is committed to the protection of human rights in all business operations, in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the requirements of the Responsible Jewellery Council (RJC) Code of Practices. This commitment applies to both the Company's own operations and its business partners.

The Company has established documented procedures for Human Rights Risk Assessment, providing a systematic approach to identifying, assessing, and managing human rights risks and impacts. These procedures enable the identification of high-risk or high-impact issues, as well as the implementation of appropriate prevention, mitigation, and monitoring measures.

Key human rights issues assessed and prioritised by the Company include employment practices, wages and compensation, working hours, prohibition of child labour and forced labour, fair treatment of workers, non-discrimination, and the protection of labour rights at all levels. The human rights risk assessment conducted in 2025 concluded that overall risk levels were assessed as "Low." Risk assessments are reviewed at least annually.

The Company has established grievance mechanisms that allow employees and stakeholders to raise human rights-related concerns safely, confidentially, and without fear of retaliation. Clear procedures are in place for complaint handling and remediation. During the reporting year 2025, no human rights violations or related complaints were reported.

## **COP 7: Due Diligence for Responsible Sourcing from Conflict-Affected and High-Risk Areas (CAHRAs)**

The Company is committed to conducting responsible sourcing and supply chain due diligence in accordance with the Responsible Jewellery Council (RJC) Code of Practices and internationally recognised frameworks, including the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Audit Guidance	Implementation Activities
<b>Step 1: Establish Strong Management Systems</b>	
<p>1.A Adoption and clear, public communication to suppliers of the Company’s Supply Chain Policy for minerals originating from Conflict-Affected and High-Risk Areas (CAHRAs)</p>	<ul style="list-style-type: none"> <li>• The Company has established and formally announced a Supply Chain Management Policy aligned with the requirements of RJC COP 7 and the principles of the OECD Due Diligence Guidance.</li> <li>• The Supply Chain Management Policy has been publicly disclosed on the Company’s website and communicated via email to relevant suppliers across the entire supply chain.</li> </ul>
<p>1.B Internal management structure to support supply chain due diligence</p>	<ul style="list-style-type: none"> <li>• Top management has appointed a responsible representative to oversee the Supply Chain Structure and Internal Management to Support Supply Chain Due Diligence, namely Kulthida Piankijagum, Managing Director.</li> <li>• A designated working team is responsible for conducting due diligence, monitoring supplier status, and overseeing the effectiveness of the supply chain management system.</li> </ul>
<p>1.C Establishment of control systems and transparency for the mineral supply chain</p>	<ul style="list-style-type: none"> <li>• Suppliers are required to complete Know Your Counterparty (KYC) – Request for Information questionnaires to assess risks related to money laundering and fraud, in accordance with the requirements of the Anti-Money Laundering Office (AMLO) and RJC COP 12.</li> <li>• Suppliers are required to complete Requests for Midstream Information to disclose the origin of diamonds, coloured gemstones, and platinum group metals (PGMs) for CAHRAs risk assessment.</li> <li>• Suppliers disclose and provide detailed information on the type, weight, and physical characteristics of diamonds and coloured gemstones on invoices, delivery notes, or other commercial documents, in accordance with COP 28.</li> <li>• The Company and its suppliers disclose product information and provide diamond warranties in accordance with COP 29, as required by the World Diamond Council (WDC) System of Warranties.</li> </ul>

<p>1.D Strengthen company engagement with suppliers</p>	<ul style="list-style-type: none"> <li>• The Company formally communicates key and mandatory policies to suppliers to ensure awareness and compliance.</li> <li>• The Company has established Supplier Audit processes to visit supplier facilities and assess operational practices and compliance with relevant requirements.</li> </ul>
<p>1.E Establish company-level or industry-wide grievance mechanisms as an early-warning risk awareness system</p>	<ul style="list-style-type: none"> <li>• The Company has established relevant policies, including the Whistleblower Policy.</li> <li>• Operational guidance is defined in the Procedure for Grievance Management and Communication.</li> <li>• The responsible person for receiving complaints and whistleblowing reports, as well as overseeing corrective actions, is the Management Representative.</li> <li>• Complaint and whistleblowing channels are communicated through the Company's website and directly shared with suppliers via email.</li> </ul>
<p><b>Step 2: Identify and Assess Risks in the Supply Chain</b></p>	
<p>Identify and assess supply chain risks and evaluate risks of adverse impacts</p>	<ul style="list-style-type: none"> <li>• The Company conducts risk identification and assessment to determine whether any supplier constitutes a Red Flag, including verification of whether minerals and gemstones supplied originate from or are linked to Conflict-Affected and High-Risk Areas (CAHRAs).</li> <li>• Based on the supplier assessment conducted during the reporting year, no suppliers were identified as Red Flag suppliers.</li> </ul>
<p><b>Step 3: Design and Implement Strategies to Respond to Identified Risks (If Any)</b></p>	
<p>Reporting supply chain risk assessment results to senior management</p>	<ul style="list-style-type: none"> <li>• The results of supply chain risk assessments are reported to Kulthida Piankijagum, Managing Director, who has been formally appointed as the representative responsible for Supply Chain Structure and Internal Management to Support Supply Chain Due Diligence.</li> <li>• Supply chain performance and due diligence outcomes are regularly reported to senior management.</li> </ul>

<p>Risk management plan development and implementation</p>	<ul style="list-style-type: none"> <li>• In cases where risks or Red Flags are identified, the Company requires the relevant supplier to immediately develop and implement corrective action plans to address and mitigate identified risks.</li> </ul>
<p>Implementation of risk management plans and monitoring of risk mitigation</p>	<ul style="list-style-type: none"> <li>• The frequency of supplier audits is increased to every six months.</li> <li>• Supplier risk assessments are conducted every six months.</li> <li>• Corrective actions, data updates, and relevant documentation are monitored and reviewed to mitigate and reduce identified risks.</li> </ul>
<p>Internal training</p>	<ul style="list-style-type: none"> <li>• All Company employees receive training and regular refresher sessions on relevant RJC COP requirements applicable to their roles and responsibilities.</li> </ul>
<p>Communication</p>	<ul style="list-style-type: none"> <li>• The Company communicates its commitment to social responsibility through its membership in the Responsible Jewellery Council (RJC).</li> <li>• Information related to compliance with RJC COP requirements is communicated to all stakeholders through the Annual Report published on the Company's website.</li> </ul>
<p>Step 4: Independent Third-Party Audit</p>	
<p>RJC COP Audit</p>	<ul style="list-style-type: none"> <li>• The Company was certified against RJC COP 2019 through a third-party audit conducted on 30 January 2024.</li> <li>• A Mid-Term Review was conducted by a third-party auditor on 16 May 2025.</li> </ul> <p>Certificate Number: 0000 5382            Certification Period: 31 March 2024 – 31 March 2027</p>
<p>Grievances and Remediation</p>	<ul style="list-style-type: none"> <li>• No internal or external complaints were received during the reporting year 2025.</li> <li>• In the event that complaints are received, the Company will address them in accordance with its established Grievance Management and Communication Procedures.</li> </ul>

## COP 10: Community Development

The Company recognises the importance of respecting the rights and interests of local communities and is committed to managing social impacts responsibly.

The Company conducts organisational context analysis and stakeholder needs assessments, including communities located in the vicinity of its operations, in order to identify appropriate measures to prevent, mitigate, and manage potential social impacts.

In 2025, the Company implemented a total of six Corporate Social Responsibility (CSR) projects to support social well-being and promote sustainable growth alongside local communities and society, as outlined below:

Project	Implementation Activities
Pan Suk for Children Project	Provided educational supplies to Khlong Thai Mueang community and Chatthip Thep Witthaya School.
Mangrove Reforestation Project	Planted mangrove trees to reduce greenhouse gas emissions at the Army Natural Study Center, Bang Pu.
Sharing Smiles for Well-being Project	Donated essential items to Kru Mui's Home for Street Children.
Give Blood, Give Life Project	Employees participated in blood donation activities organised by the Thai Red Cross Society.
Give-Receive Project	Employees donated items to be converted into educational funds and operational support for the Nok Khamin Foundation.
A New Step Towards Stability Project	Employees donated aluminium materials to support the production of prosthetic limbs for the Prosthesis Foundation of Her Royal Highness the Princess Mother.

## COP 11: Bribery and Facilitation Payments

The Company has established an Anti-Corruption Policy that reflects its commitment to a zero-tolerance approach towards bribery and facilitation payments in all forms. The Company is committed to conducting business with transparency, integrity, and ethical standards.

The Company has developed and implemented documented procedures on the Prevention of Bribery, Corruption, and Conflicts of Interest. These procedures are designed to identify and assess corruption risks arising from business activities and engagements with business partners, and to establish appropriate control and preventive measures. The procedures also govern financial controls, expenditure approvals, and practices related to the giving and receiving of gifts, hospitality, and the management of conflicts of interest, in order to prevent corruption and policy violations.

Key anti-corruption risk areas assessed and prioritised by the Company include procurement and purchasing processes, human resources management, anti-corruption governance, accounting and financial reporting, and interactions with external authorities and relevant stakeholders. The anti-corruption risk assessment conducted in 2025 concluded that overall risk levels were assessed as "Low." Risk assessments are reviewed at least annually.

The Company has established grievance and whistleblowing mechanisms that enable employees and stakeholders to report suspected misconduct safely, confidentially, and without fear of retaliation. During the reporting year 2025, no complaints or whistleblowing reports related to corruption or bribery were received.

The Company promotes understanding and awareness of anti-corruption practices through internal training programmes on corruption prevention provided to employees and relevant parties, conducted annually in March. The Anti-Corruption Policy is also communicated through internal notice boards and disclosed to business partners and suppliers via the Company's website to encourage consistent understanding and compliance.

## **COP 12: Know Your Counterparty (KYC), Anti-Money Laundering and Counter-Terrorist Financing**

The Company is committed to preventing money laundering and countering the financing of terrorism. It places strong emphasis on compliance with the Anti-Money Laundering Act B.E. 2542 (1999) and the Counter-Terrorist Financing and Proliferation of Weapons of Mass Destruction Act B.E. 2559 (2016) to ensure that the Company is not used as a channel or instrument for money laundering or terrorist financing activities. A Management Representative has been appointed to oversee and be responsible for the implementation of Know Your Counterparty (KYC) processes.

The Company has established and implemented documented procedures on the Application of Know Your Counterparty Principles to identify, assess, and manage risks based on the results of counterparty risk assessments. These procedures include counterparty information verification, periodic review of information, confirmation of identity, legal status, and beneficial ownership, as well as screening against relevant sanctions lists. Records and information related to KYC are reviewed at least annually and retained for a period of five (5) years.

In 2025, the Company carried out the following Know Your Counterparty activities:

- Conducted verification and periodic reviews of KYC information for suppliers and distributors, with no business relationships identified with designated persons as defined by the Anti-Money Laundering Office (AMLO) and the United Nations.
- Reviewed KYC risk assessments, which indicated an overall risk level assessed as "Low."
- No cash transactions exceeding legal thresholds or suspicious transactions requiring reporting to the Anti-Money Laundering Office were identified.

The Company promotes understanding and awareness of AML and CTF requirements through internal training programmes on the prevention of money laundering and terrorist financing, provided to employees and relevant parties annually in March. Policies and requirements are communicated through internal notice boards and disclosed to business partners and suppliers via the Company's website to encourage consistent understanding and compliance.

## **COP 13: Security**

The Company recognises and places the highest importance on an effective security management system to ensure that Company assets, customer products, and confidential information are properly protected, controlled, and safeguarded.

The Company has established documented procedures on Personal and Asset Security Protection and Security Management for Products in the Manufacturing Process. These procedures define approaches for security risk assessment, protection of assets and individuals, transportation security, emergency incident management, and require an annual review of security risks and opportunities. This ensures that security systems remain effective, comprehensive across all functions and relevant areas, and capable of preventing or responding appropriately to emergency situations.

In 2025, the Company implemented the following security measures:

- Conducted an annual review of security risk and opportunity assessments, with overall risk levels assessed as “Low.”
- Selected FDL Security and Facility Services Co., Ltd. as the Company’s security service provider for asset and personnel protection, following the Company’s supplier selection criteria.
- Installed closed-circuit television (CCTV) systems across internal Company premises and relevant external areas, with data storage and backup maintained in a secure server room equipped with information security controls.
- Restricted access to controlled areas, allowing entry only to authorised personnel.
- Assessed and selected logistics and transportation service providers with proven reliability and internationally recognised security standards, including insurance coverage for product transportation in accordance with customer requirements.
- Promoted understanding and awareness of security policies and procedures through security training programmes provided to employees and relevant parties, conducted annually in March.

## **COP 15: Labour Rights and Employment Terms**

The Company places high importance on fair treatment of employees, respect for labour rights, and the provision of employment terms and conditions in compliance with the Labour Protection Act B.E. 2541 (1998).

Employment is based on voluntary engagement, with no use of forced labour or child labour. The Company does not retain employees’ personal identification documents. Clear and fair employment contracts are provided to all employees upon commencement of employment, and all new employees sign their employment contracts on their first day of work.

In 2025, the Company employed a total of 627 employees, all of whom were engaged under monthly employment contracts. There were no employees reaching retirement or contract expiration during the reporting year.

## **COP 16: Working Hours and Wages / Compensation**

The Company has established a Human Rights Policy and a Business Ethics Policy to demonstrate its commitment to managing working hours and providing wages and compensation in compliance with the Labour Protection Act B.E. 2541 (1998) and the Notification of the Wage Committee on the Minimum Wage Rate (No. 14).

Accordingly, the Company has defined work rules and regulations specifying normal working hours of 48 hours per week, with total working hours including overtime not exceeding 60 hours per week. Weekly rest days and public holidays are provided at a level equal to or greater than legal requirements. Overtime work is conducted on a voluntary basis only.

In 2025, the average working hours of employees were 54 hours per week.

The Company pays wages and compensation to employees on a monthly basis, at a minimum rate of THB 11,160 per month, in accordance with the Notification of the Wage Committee on the Minimum Wage Rate (No. 14) B.E. 2568 (2025). Overtime pay and holiday work pay are provided accurately and in a timely manner. Any deductions from wages or compensation are made strictly in accordance with the requirements of the Labour Protection Act B.E. 2541 (1998).

## **COP 18: Harassment, Disciplinary Practices, Grievance Procedures, and Non-Retaliation**

The Company does not tolerate harassment, abuse, or any form of inappropriate treatment. To prevent harassment and misconduct, the Company has established work rules and regulations, as well as documented procedures on Disciplinary Measures and Fact-Finding Investigations. These documents define disciplinary actions, disciplinary procedures, and grievance mechanisms to ensure that there is no harassment, intimidation, coercion, physical punishment, or any other actions that constitute violations of human rights within the Company.

The Company communicates information related to workplace discipline, disciplinary measures, grievance channels, and whistleblowing mechanisms to employees through internal notice boards and other appropriate communication channels.

During the reporting year 2025, no complaints related to harassment or unfair disciplinary actions were reported through any of the Company's grievance channels.

## **COP 19: Child Labour**

The Company does not support or tolerate the use of child labour (under the age of 15) or young workers (under the age of 18) within its operations under any circumstances. Accordingly, the Company has established and implemented documented procedures on Recruitment and Training to ensure effective recruitment practices, including proper verification of qualifications and age of job applicants prior to employment.

In the year 2025, based on the employee records, the youngest employee of the Company was 18 years of age.

In the event of unforeseen circumstances where the Company unknowingly employs a child worker or young worker due to the concealment or misrepresentation of personal information by the employee, the Company has established documented procedures on a Child Labour and Young Worker Remediation Plan. This plan is intended to provide appropriate remediation and support to child workers or young workers in accordance with applicable laws and international labour standards.

## **COP 20: Forced Labour**

The Company does not tolerate any form of forced labour or debt bondage. As part of its commitment to conducting business with respect for human rights, clear operational guidelines regarding forced labour are established and integrated into the Company's Human Rights Policy and Code of Ethics. This ensures that forced labour is strictly prohibited within the Company's operations.

The Company provides fair and transparent employment contracts without any form of coercion and communicates grievance mechanisms to employees, enabling them to report any concerns or violations related to forced labour.

In the year 2025, the Company directly recruited employees as its own workforce and did not engage labour recruitment agencies or third-party agents. At present, the Company does not employ migrant workers.

The Company does not retain employees' identification cards or original personal documents, does not require deposits, recruitment fees, equipment charges, or any form of payment related to recruitment or employment. Additionally, the Company does not provide dormitories or accommodation for employees, and employees are free to choose their own place of residence.

## **COP 21: Freedom of Association and Collective Bargaining**

The Company respects employees' freedom of association, including the right to establish and join worker organizations, as well as the right to engage in good-faith collective bargaining, without interference, intimidation, or discrimination.

In accordance with Section 96 of the Labour Protection Act B.E. 2541 (1998), the Company has facilitated the election of a Welfare Committee within the establishment. In addition, employee representatives have been appointed in line with the BSCI standard.

The Company promotes employee participation through the Welfare Committee by organizing joint meetings between management and the Welfare Committee on a quarterly basis. Internal communication channels are also provided to enable employees to freely and safely express opinions, concerns, and suggestions, thereby fostering positive labour relations and strengthening mutual trust within the Company.

The Company has measures in place to protect employees from retaliation or discrimination arising from the exercise of their rights to freedom of association or participation in the Welfare

Committee. Grievance and non-retaliation mechanisms are established in accordance with the Company's Human Rights Policy and Code of Ethics.

## **COP 22: Non-Discrimination**

The Company is committed to creating a working environment that respects human dignity and does not tolerate discrimination in any form. The Company upholds the principles of equality, fairness, and equal opportunity for all employees.

To ensure that recruitment, employment, training, performance evaluation, promotion, and the provision of employee benefits are conducted fairly and objectively, the Company has established the following internal procedures and guidelines:

- Procedure on Recruitment and Training
- Procedure on Employee Benefits and Welfare Allocation
- Procedure on Fair Performance Evaluation and Compensation Adjustment

These procedures ensure that all employment-related decisions are based on merit, qualifications, experience, and performance, without discrimination on the basis of any personal characteristics.

## **COP 23: Diversity, Equity and Inclusion**

The Company recognizes that diversity, equity, and inclusion are key drivers of organizational capability and sustainable growth. Accordingly, in 2026, the Company began integrating DEI principles into its operations and organizational culture, starting with the establishment of a Diversity, Equity and Inclusion (DEI) Policy.

The Company supports employment and workforce development based on merit and potential, without exclusion or discrimination on the basis of race, color, ethnicity, caste, national origin, religion, disability or genetic information, sex, sexual orientation, trade union membership, political affiliation, marital status, pregnancy status, physical appearance, HIV status, age, or any other personal characteristics.

To promote participation, open dialogue, and a sense of belonging within the organization, the Company has established an employee welfare committee elected by employees, along with appropriate and secure grievance mechanisms. These channels enable employees to express opinions and concerns freely, fostering an inclusive working environment that respects and values diversity.

## **COP24 Health and Safety**

The Company places the highest importance on occupational health, safety, and working environment standards for its employees, as well as for relevant stakeholders. The Company is committed to providing a safe and hygienic workplace for all employees, with a strong emphasis on preventive measures to reduce risks and prevent potential hazards. The Company complies with all applicable laws, regulations, and requirements related to occupational health, safety, and the working environment.

To support the effective implementation of health and safety management, the Company has appointed certified Safety Officers, safety personnel at various levels, and established the Occupational Safety, Health, and Environment Committee (SHE Committee) to oversee and be responsible for the Company's health and safety operations.

In the year 2025, the Company carried out the following health and safety activities:

- Identified and systematically assessed occupational health and safety risks associated with various activities, and established appropriate control measures and monitoring processes to reduce the likelihood of workplace accidents and occupational illnesses. The risk assessment results indicated that certain activities were classified as having a medium level of risk; therefore, risk management plans were developed and implemented to control and mitigate such risks.
- Conducted occupational environment monitoring and measurements in full compliance with legal requirements. The results of all workplace environmental measurements met and complied with the criteria prescribed by applicable laws.
- Arranged health examinations based on occupational risk factors for newly hired employees, as well as annual health check-ups for existing employees.
- Provided emergency preparedness training and conducted emergency drills for various scenarios, including fire evacuation drills, at least once per year in accordance with legal requirements.
- Ensured that safety facilities and equipment were sufficient and regularly inspected to maintain readiness in case of emergencies, such as alarm systems, fire protection equipment, emergency exits, warning signage, and the provision of appropriate Personal Protective Equipment (PPE) to employees.

## **COP25 Environmental Management**

### **COP28 Natural Resource Use**

The Company is committed to conducting its business in an environmentally responsible manner. All operational activities are carried out under an appropriate Environmental Management System (ISO 14001) to control and reduce environmental impacts, while promoting the efficient use of natural resources.

The Company has appointed a Management Representative (EMR), along with an environmental management working team and internal auditors, to oversee and be responsible for the implementation and effectiveness of the Environmental Management System. An Environmental Management Manual has been established to define the organizational structure, roles and

responsibilities, operational procedures, and control measures related to environmental management and the optimal use of natural resources.

## Environmental and Natural Resource Management Performance in 2025

In the year 2025, the Company carried out the following environmental and natural resource management activities:

- Conducted an analysis of environmental aspects and found no activities with significant environmental impacts. Environmental aspects are reviewed at least once per year.
- Provided training and conducted emergency preparedness drills related to environmental impacts for two scenarios: earthquake and flooding incidents.
- Organized environmental training programs, including:
  - *Climate Change Measurement & Management* training for supervisory-level employees and relevant personnel.
  - Environmental awareness and sustainable waste segregation training for employees at all levels across the organization.

## Efficient Use of Natural Resources

The Company promotes the efficient and effective use of natural resources through the following initiatives:

- Implemented a waste management program based on the 3Rs principle (Reduce, Reuse, Recycle), with a target to reuse and recycle at least 40% of total waste generated. In 2025, the Company achieved a reuse and recycling rate of 50.53%, equivalent to 5,209 kilograms of waste.

## Resource Consumption Performance

Resource Consumption	2024	2025	Result
Electricity	1,744,000	1,794,000	Consumption increased by 5.72%
Water	30,599	29,346	Consumption decreased by 4.10%

## COP26 Hazardous Chemical Management

The Company places strong emphasis on the responsible management of hazardous chemicals in order to prevent risks to health, safety, and the environment. The Company complies with all applicable laws and regulations and has appointed a designated responsible person for hazardous substance storage safety (Hazardous Substance Safety Officer) to oversee and ensure the safe storage of hazardous chemicals in accordance with legal requirements.

The Company maintains a register of all chemicals used within the factory and has established an operating procedure on Chemical Safety Management to define appropriate control measures for the storage, handling, and disposal of hazardous chemicals. Safety Data Sheets (SDS) are clearly displayed at chemical storage and usage areas, and spill response equipment is readily available at locations where hazardous chemicals are stored and used.

## Hazardous Chemical Management Performance in 2025

In the year 2025, the Company implemented the following hazardous chemical management activities:

- Reviewed the results of the risk and opportunity assessment related to hazardous chemical management. The overall risk level was assessed as medium, and a risk management plan was established to control and mitigate potential risks.
- The safety department conducted annual training programs to refresh knowledge and raise awareness on safe chemical handling practices, including emergency response drills for chemical spill incidents.
- V-Care Environment Service Co., Ltd. was engaged to conduct workplace monitoring and analysis of chemical exposure conditions in both operational and chemical storage areas. The results were in compliance with legal requirements.
- Submitted notifications of hazardous chemicals (Sor.1) and factual disclosure forms of manufacturers, importers, exporters, or holders of hazardous substances (Wor./Or.7) in accordance with applicable legal requirements.

## **COP27 Waste and Emissions Management**

The Company places strong emphasis on waste management and the control of pollutant emissions in order to prevent adverse impacts on the environment, occupational health, and surrounding communities. Waste management activities are carried out in accordance with the Company's Environmental Policy, the Waste Management Procedure, and the Procedure for the Management of Sewage and Non-Usable Materials, as well as all applicable laws and regulations.

The Company segregates waste by type and manages sewage in compliance with legal requirements. Waste handling documentation, including Waste Manifest Forms (Form Kor.Or.2), is duly submitted, and hazardous waste is managed through legally required Letters of Consent between waste generators and licensed treatment/disposal service providers to ensure liability coverage (Form Kor.Or.1). All relevant records and supporting documents are systematically maintained for traceability and audit purposes.

In 2025, the total quantity of hazardous and non-hazardous waste sent for treatment and disposal in accordance with the regulations of the Department of Industrial Works amounted to 5.58 tons, compared to 7.07 tons in 2024, representing a reduction of 1.49 tons.

For infectious waste, the Company has engaged Y.O.K. Nurse Care Limited Partnership as a licensed service provider responsible for the storage, transportation, and disposal of infectious waste in accordance with applicable regulations.

## Pollution Control Measures

The Company has implemented pollution control measures related to its operational processes as follows:

- **Wastewater Treatment:** A qualified chemist prepares operational data and performance statistics of the wastewater treatment system (Form Tor.Sor.2) in compliance with legal requirements.
- **Air Emissions:** V-Care Environment Service Co., Ltd. was engaged to conduct air emission analysis from all five exhaust stacks of the Company. The analysis results were in compliance with applicable regulatory emission standards.
- **Water Pollution:** Ecotech Water System conducted inspection and analysis of building wastewater and industrial effluent. The results were in compliance with legal discharge standards.
- **Noise Pollution:** Noise level and maximum sound measurements were conducted by V-Care Environment Service Co., Ltd., with results meeting the legally prescribed standards.

## **COP29 Disclosure**

The Company recognizes that business operations must be conducted with integrity and honesty, without misleading, deceptive, or incomplete statements in the sale, marketing, or representation of products containing gold, silver, platinum group metals (PGMs), diamonds, and gemstones as components of jewellery.

To ensure transparency and accurate communication, the Company requires product information disclosure on Sales Invoices provided to customers for every order and every product shipment. This enables customers and other stakeholders to clearly understand the physical characteristics and material properties of the products. Product disclosure practices are implemented in compliance with applicable laws and the standards of CIBJO (The World Jewellery Confederation).

To support consistent and accurate communication, the Company has established a Product Disclosure Support Document, which provides guidance for relevant personnel on how to properly disclose and explain information related to:

- Treated, synthetic, reconstructed, composite, imitation, or simulated diamonds and gemstones
- Gold, silver, and PGM content and percentages
- Other relevant product characteristics

This ensures that all disclosures are accurate, transparent, and aligned with internationally recognized standards, enabling customers and stakeholders to make informed decisions.

## **Product Disclosure Performance in 2025**

In 2025, the Company undertook the following actions related to product disclosure:

- Conducted a review of the Product Disclosure risk and opportunity assessment, with the overall risk assessed as "Low."
- Obtained written warranties and assurances for products and raw materials from suppliers and vendors.
- Implemented 100% diamond testing for both raw materials and finished products using the Diatrué CS2 diamond testing device, to prevent undisclosed mixing or contamination.

- Provided product disclosure training to relevant employees to strengthen understanding and ensure consistent and accurate disclosure practices.

## **COP30 Kimberley Process & WDC System of Warranties**

The Company has established a Supply Chain Policy to demonstrate its firm commitment to not supporting or being involved in conflict diamonds. The Company is fully committed to complying with the Kimberley Process Certification Scheme (KPCS) and the World Diamond Council (WDC) System of Warranties (SoW) throughout its entire supply chain.

The Company requires that all diamond purchases be conducted exclusively with RJC-certified business partners, ensuring that such partners are capable of providing valid assurances in accordance with the WDC System of Warranties and are able to present proper documentation compliant with the Kimberley Process Certification Scheme. In addition, all diamond suppliers are subject to verification confirming that they are not involved in money laundering activities, in line with COP12 requirements, as assessed during their RJC certification audits.

The Company applies the latest version of the WDC System of Warranties declaration, as announced in 2022, on all relevant commercial documents, including invoices and delivery notes, for all transactions involving jewellery containing diamonds. All related documentation is maintained in an organized and traceable manner for a minimum period of five (5) years.

To ensure effective implementation, the Company promotes understanding and awareness through training programs on product disclosure and compliance with the Kimberley Process Certification Scheme and the WDC System of Warranties for employees and relevant personnel, conducted annually in April. The Company also communicates its policies internally through notice boards and externally to suppliers and business partners via the Company's website, to promote consistent understanding and compliance across the supply chain.

This Annual Report has been prepared to reflect the Company's performance over the past year, covering key aspects of corporate governance, business ethics, human rights, working conditions, environmental management, and responsible sourcing, in accordance with the framework of the Responsible Jewellery Council (RJC) Code of Practices.

On behalf of the Management, I have reviewed and considered the contents of this Report and hereby confirm that the information presented is accurate, complete, and fairly represents the Company's operations and performance during the reporting period.

The Company recognizes that responsible and sustainable business practices are part of a process of continuous improvement. While this Report may have certain limitations in some areas, the Company is committed to using the feedback and lessons learned to further enhance its operational practices and reporting in the future.

The Company reaffirms its commitment to conducting business with integrity, transparency, and accountability, in order to create sustainable value for all stakeholders.

Certified and approved on behalf of the Company



(Mr. Kangwan Piankijagum)  
Managing Director  
22 January 2025