



# Annual Report 2025

Company Name : Yong Heng Jewelry Co., Ltd.

Date : 5 January 2026

Period : August 1, 2025 - December 31 , 2025

Location : No. 333 Moo 3, Praksa Mai Subdistrict, Mueang Samut Prakan District,  
Samut Prakan Province

Yong Heng Jewelry Co., Ltd. has an office and factory located at 333 Moo 3, Praksa Mai Subdistrict, Mueang Samut Prakan District, Samut Prakan Province. Request a 2023 Annual Performance Report detailing our Responsible Business Practices Policy, in accordance with the Responsible Jewelry Council standard. The scope of this report covers the 2024 Code of Conduct, as successful members are required to follow all standard guidelines and turn all practices into auditable actions.

Under our announcement, we have stated our commitment to transparent and responsible supply chain management. We have established principles to avoid the use of conflict minerals produced through inhumane processes or related to accounting fraud. In addition, to prevent the use of conflict minerals, we basically have a due diligence process in place before transacting with suppliers. We will not trade with suppliers who do not comply. Our Corporate Supply Chain Policy

The Company has appointed Ms. **Li Wen** to be responsible for overseeing the implementation of the relevant requirements and compliance with the COP.

Yong Heng Jewelry Co., Ltd. has adopted the Code of Practice, Established, Implemented and Code of Practice 2019 with full commitment to implementation. Request the following performance report:

**Legal Compliance: COP1**

Yong Heng Jewelry Co., Ltd. has a system in place to monitor legal developments and identify risks within our company. The legal areas covered by the COP provisions are covered in our system, such as bribery and facilitation payments. Money Laundering Working hours, compensation, health safety, and product disclosure. All legal documents are complete and true.

The latest Legal Registration and Conformity Assessment was conducted on August 1, 2025. It was found to be in compliance with the law in all activities of the organization.

**Policy and Implementation: COP2**

We have adopted and complied with our Responsible Supply Chain Policy. We also have a strict due diligence policy for our suppliers. All policies and actions are completed, no suppliers are found under risk assessment. In the area of conflict (Red), Yong Heng Jewelry Co., Ltd. has established a policy to show its commitment to conducting business responsibly, certified by senior management, communicated with employees and disclosed to the public. Senior management must conduct a review at least once a year to continuously assess the appropriateness and adequacy of members' business operations in order to achieve the policy and implement continuous improvements. The policies are as follows:

1. RJC-001 Social Responsibility Policy
2. RJC-002 Anti-Labor Human Trafficking Policy
3. RJC-003 Anti-Corruption Policy
4. RJC-004 About Being Harassed And Or Sexually Harassed
5. RJC-005 Receiving Complaints
6. RJC-006 Guideline Due Diligence Policy
7. RJC-007 Human Rights Policy
8. RJC-008 Energy and Resource Policy
9. RJC-009 Money Laundering Policy
10. RJC-010 Supply Chain
11. RJC-011 Identity Verification (KYC) Policy
12. RJC-012 Equality Policy
13. RJC-013 Labor Policy
14. RJC-014 Product Disclosure Policy
15. RJC-015 Whistleblowing Policy
16. RJC-016 Security Policy

**Reporting: COP3**

We communicate openly and directly with our stakeholders on an annual basis in our COP-related business operations. We communicate with our suppliers and customers about these policies and encourage them to comply with them accordingly.

**Financial Accounts: COP4**

We maintain financial accounts of all business transactions in accordance with relevant regulations. Internal audits are carried out on a preventive and protective basis. Audited financial statements for 2024 and timely filing of tax returns. All transactions are transparent and no fraud has been found.

**Business Partners: COP5**

We use our best efforts in line with our ability to influence and promote responsible business practices among our key business partners. We encourage our suppliers to use due diligence processes to identify and mitigate supply chain risks, with the full understanding that business continuity depends on their cooperation in conducting due diligence in accordance with our relevant criteria. All business partners are fully involved in the due diligence process and there is no change in partners.

In the past year, the Company has communicated the policy to all relevant stakeholders by sending it via External E-Mail. Internally, we have training and posted announcements to communicate to employees of all walks of life.

**Human Rights: COP6**

We respect human rights by considering all potential and actual implications of their operations and business relationships, and encourage our suppliers to commit to implementing and implementing the United Nations Guiding Principles on Business and Human Rights as

appropriate to their business by practicing compliance with the relevant human rights policies and procedures above under the RJC Standards and all aspects of economic/environmental/labor and appropriate work practices/human rights/social/product responsibility.

### **Due Diligence for Responsible Sourcing From Conflict Affected And High Risk Areas: COP7**

We strive to ensure that our supply chains comply with the OECD Due Diligence Guidelines for responsible supply chains of minerals from conflict-affected and high-risk areas using our 5-Step Risk Assessment Management System, which follows the OECD recommendations for a 5-step framework across all of our supply chains, upstream, midstream and downstream. We establish supply chain policies and communicate directly with our suppliers and stakeholders. We provide internal awareness by training our relevant employees.

### **Community Development : COP10**

Yong Heng Jewelry Co., Ltd. has a policy to support the social, economic and institutional development of the community in the neighboring community and support community initiatives by organizing the following activities:

- Significant stakeholders in the affected communities have been identified.
- Participate in community activities.
- Organize activities to support community development as appropriate.
- Be aware of the compliance with Thai laws in various activities with the community.

### **Bribery and Facilitation Payments: COP11**

We have established anti-bribery policies and procedures that prohibit bribery in all aspects and protect employees who act as whistleblowers. The company has carried out the management of our organization in such a way to prevent bribery and payment, facilitate and to reduce our risks. Take our grievances seriously and do not find any trends or bribery in our business in any process.

**Money Laundering and Finance of Terrorism: COP12**

We establish corporate documents and implement Know Your Counterparty (KYC) policies and procedures for all of our suppliers. Our RJC Compliance Officer is appointed to be responsible for implementing KYC policies and procedures through our due diligence with all suppliers. All of our suppliers are classified as low risk.

**Security: COP13**

We assess security risks and establish risk assessment policies and procedures to protect employees, contractors, and visitors from Product theft and damage within the premises and during delivery. Security risk assessment and follow-up regularly.

**Labor Rights and Working Conditions: COP 15 - 23**

We ensure that the terms of employment regarding wages, working hours and other conditions of employment are communicated to employees in writing prior to the start of employment. Establish employment policies and procedures in accordance with Thai and international labor standards. Regarding the absence of child labor. No forced labor No discrimination There is no harassment and no retaliation, and freedom of association and collective bargaining are promoted in the workplace.

We ensure that employees are treated with dignity and respect and are not subjected to harassment or violence or threatened by these against themselves, their families or colleagues. The Company has a grievance policy and procedure. All year round 2025 We found no complaints or violations.

**Health, Safety and Environment: COP 23 - 28**

We provide safe and healthy working conditions for all employees in accordance with Thai laws and international standards, as well as providing all necessary protective equipment to all our employees. We also train employees on potential hazards related to their role in the company. In

addition, all employees undergo a full medical examination in accordance with the requirements of the law.

We carry out assessments of the company's safety and environmental risks in the workplace and in the immediate community. We continuously data on corporate water and energy costs and consumption annually to track resource efficiency in our business. However, if you look at the percentage of sales revenue for 2023, the performance is likely to improve.

**Product Disclosure : COP 29**

Yong Heng Jewelry Co., Ltd. has a policy of disclosing product information accurately and not misleading or deceptive, or omitting any content in sales. Advertising or marketing of gold, silver and PGM materials, gem products. Diamonds, colored gemstones, which will comply with internationally recognized standards. It is our policy to accurately disclose information about the physical characteristics of materials as set forth in accordance with the applicable laws of our partner countries.

**Conclusion:**

Yong Heng Jewelry Co., Ltd. has achieved our goals with the pride and integrity of our people. All performance and performance are in line with the standards of the Jewelry Council responsible for COP 2024 and will continue to maintain the standards of operation to achieve sustainability for the organization. Next