

PROEN Corp Public Company Limited Corporate Social Responsibility Policy

Policy

PROEN Corp Public Company Limited and its subsidiaries (the “**Company**”) has a policy of conducting business with the belief that a long-term successful business must be an organization management that adheres to ethical principles and good corporate governance principles, including focus on sustainable growth by management that can create a balance in economic, social and environmental aspects which social responsibility is one of importance issue that Company concerns. The Company has strong intention to work with all stakeholders by concerning of the impacts that may happen to the stakeholders, including shareholders, employees, customers, suppliers, neighboring communities, as well as cultivate and promote employees to responsible to the society by participate in CSR activities, conserve for the environment continuously by adhering to the Guidelines of the Stock Exchange of Thailand under eight principles as follows

1. Business Conduct with Fairness
2. Anti-Corruption
3. Respect for Human Rights
4. Fair Labor Practices
5. Responsibility to Customers
6. Environmental Conservation
7. Engagement to Develop the Community and Society
8. Innovation and Dissemination of Innovation from operations for responsibilities toward society, the environment and stakeholders

Policy towards cooperate social and environmental responsibility under the following eight principles

1. Business Conduct with Fairness

The Company promotes free trade competition, avoids any operation that may cause a conflict of interest and intellectual property infringement, and encourages social responsibility in every step of the business chain.

2. Anti-Corruption

The Company opposes corruption both inside and outside the organization for transparency and auditability, provides cooperation with different organizations to combat any form of corruption, and encourage employees to be aware of anti-corruption.



3. Respect for Human Rights

The company will treat all stakeholders, whether they are employees, communities, and nearby society, with respect in their human dignity and non-violations of fundamental rights. Also, the Company promotes and offers opportunities to the employees, communities, and societies to express their opinions to find the problem and solve together.

4. Fair Labor Practices

The Company shall treat employees equally and fairly by providing of welfare, safety and hygiene at work. It also including learning and human development to upgrade employee skills to a professional level. The Company continually develops working systems and encourages employee participation in contributing to society, either directly or indirectly.

5. Responsibility to Customers

The Company develops services that are not harmful to the consumers or the environment and maintains a quality of services that meets or exceeds the consumers' expectations, under fair conditions. Also, the Company provides the customers with accurate, adequate and non-exaggerated information about its products and services, as well as protecting the customers' private information and does not use them illegally for personal or other stakeholders' benefits.

6. Environmental Conservation

The Company conducts analyses on environmental and safety risks and impacts in every business process and utilizes resources with efficiency and energy-saving using universal principles.

7. Engagement to Develop the Community and Society

The Company promotes the use of business processes to enhance the quality of life, strengthen the economy, and strengthen Thai society and neighboring communities.

8. Innovation and Dissemination of Innovation from operations for responsibilities toward society, the environment and stakeholders

The Company supports creativity and promotes co-creation of the stakeholders in innovations that generate a balance between business values and the values of local communities, society as a whole and the environment in conjunction with sustainable business growth.

Social and Environmental Activities

As the Company has set to have a policy on corporate social responsibility (Corporate Social Responsibility: CSR) in order to care, share, maintain and mind for society, community and environment by regardless of sales or profit in business only. Adhere to ethical principles in conducting business with all parties that have a stake in the organization (stakeholders) which one of the CSR activities focused on



environmental conservation and social responsibility, create a good image of the Company by having employees and senior management participate in the activities.

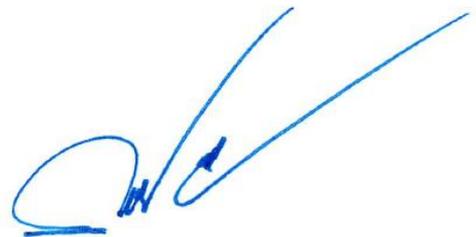
Prevention of Involvement in Corruption

The Company considers corruption to be illegal and destroys the credibility of its business operations. Therefore, the Company has instituted an anti-corruption policy in order to fight corruption of all types, whether directly or indirectly, covering all relevant businesses and transactions of the Company to prevent damage to the Company and the society. Good corporate governance has been emphasized in business operation under ethical, transparent, and examinable management, especially in processes relevant to or at risk of internal fraud as well as corruption of all kinds. As such, the Company has put in place the anti-corruption policy as follows

1. Director, executive, and employee is prohibited from asking for or receiving any benefits or assets which will lead to an act or omission of an act in his/her performance of duties in an undue manner or cause the Company to lose benefits.
2. Director, executive, and employee is prohibited from offering or giving any benefits or assets to any other person to motivate such person to do an act or omit doing an act in an illegal or undue manner.
3. In case of an act which is deemed as an internal fraud, such act shall be deemed as a serious act, and action shall strictly be taken against the person concerned according to the rules and regulations of the Company and the relevant laws.

Effective Date

This Corporate Social Responsibility Policy was reviewed and approved at the Board of Directors' Meeting No. 2/2026 held on 25 February 2026 and shall be effective from 26 February 2026 onwards.



Mr. Kittipan Sri-Bua-lam
Chief Executive Officer

