

## Human Rights Policy

### PROEN CORP PUBLIC COMPANY LIMITED

Proen Corp Public Company Limited and its subsidiaries (the “Company”) recognize the importance of respecting human rights in accordance with international standards, which uphold the fundamental principle that “all human beings are born free and equal in dignity and rights.”

The Company is firmly committed to this principle in its treatment of all employees and stakeholders without discrimination or unequal treatment. The Company acknowledges that its operations must be conducted on the foundation of morality, ethics, and respect for human rights. Accordingly, the Company adheres to human rights principles in all work processes to prevent human rights violations and to promote transparency and accountability in its business operations.

#### Definitions

“Company” means Proen Corp Public Company Limited and its subsidiaries.

“Employee” means all monthly and daily employees at all levels of the Company.

“Human Rights” means the fundamental rights of all individuals to be treated equally and without discrimination based on physical differences, race, nationality, religion, gender, age, skin color, education, or any other legally protected status.

#### Scope

This Policy applies to the Company’s business operations in Thailand and in other countries where the Company conducts business. The Company also encourages its stakeholders, including business partners and customers, to adopt and apply this Policy in their business operations.

#### Human Rights Policy

The Board of Directors, management, and employees shall respect human rights in all aspects. The Company promotes equal treatment and non-discrimination, avoids involvement in human rights violations, and complies with the laws of Thailand and the countries in which it operates.

The Company shall communicate and disseminate human rights principles to stakeholders in order to encourage participation and alignment with this Human Rights Policy.



## Guidelines for Implementation

1. To foster an organizational culture that is firmly committed to respecting human rights in accordance with this Policy.
2. To ensure equal treatment and non-discrimination without distinction based on physical attributes, race, nationality, religion, gender, age, skin color, education, or other legally protected status, and to exercise due care to prevent human rights violations.
3. To promote the protection of human rights through related corporate policies, including but not limited to the Good Corporate Governance Policy, Code of Business Conduct, Corporate Social Responsibility Policy, Whistleblowing and Complaint Handling Policy, Investigation Subcommittee Regulations, and Fair Labor Practices Guidelines.
4. To support communication and dissemination of knowledge, principles, and guidelines relating to human rights to stakeholders, encouraging their participation in conducting business in alignment with human rights principles. The Human Rights Policy shall be communicated through appropriate Company communication channels such as email, the Company's website, the annual report, and the sustainability report.
5. To treat employees equally and without discrimination under this Policy and in compliance with applicable rules, regulations, and laws, including recruitment practices, working hours, child labor prevention, and employee training to ensure effective and appropriate implementation of this Policy.
6. To establish systems for monitoring and reviewing operations that may impact human rights on a regular basis. The Human Resources Department shall be responsible for overseeing, monitoring, and reviewing human rights matters, including workplace environment development and communication of this Policy.
7. To establish a two-way communication process between the Company and stakeholders, including employees, to enable them to express opinions, report concerns, provide whistleblowing information, or submit complaints regarding potential human rights violations. The Company shall conduct investigations in accordance with Company regulations, provide protection to whistleblowers, and impose disciplinary actions in accordance with Company rules.
8. To regularly review this Human Rights Policy.



**Effective Date**

This Human Rights 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-iam  
Chief Executive Officer

