

## Human Rights Policy

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Pro Inside Public Company Limited

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### Human Rights Policy

The Company has an ideology of conducting business with morality, adhering to the responsibility towards society and all stakeholders in accordance with the Company's code of ethics. In terms of human rights protection, the Company strictly complies with the law and international principles, especially in supporting and complying with the United Nations Global Compact (UNGC) and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work to ensure that the Company's business operations are free from human rights violations. The Board of Directors therefore deems it appropriate to establish a human rights policy and guidelines to prevent human rights violations in all business activities of the Company, including joint ventures.

**Definitions of Terms Used in Human Rights Policy** Human Rights means the fundamental rights that all human beings are guaranteed or protected against, and are not discriminated against solely because of differences in physical or mental health, race, nationality, religion, sex, language, age, skin color, education, social status or any other matter, according to the laws of each country and the treaties to which each country is obliged to comply.

The Company means that the Company and subsidiaries company have a human rights policy. The Board of Directors, executives and employees at all levels must be aware of the importance of and respect human rights in all aspects of every individual, as well as society and community, in accordance with the laws of each country and the treaties to which each country has obligations to comply, including:

1. Treating everyone equally according to human rights principles without discrimination.
2. Avoiding actions that violate human rights
3. Supporting and promoting human rights
4. Communicating, disseminating, providing knowledge, understanding, setting guidelines, monitoring and providing other support to those involved in business operations, customers (Customers), suppliers (Suppliers), contractors (Contractors) and business partners (Joint Ventures) to participate in business operations with ethics, respect for human rights and treating everyone according to human rights principles according to this policy.

### Guidelines

1. Respect human rights, treat each other with respect, honor each other, and treat each other equally without discrimination in terms of physical, mental, race, nationality, religion, gender, language, age, skin color, education, social status or any other matters.
2. Use caution in performing duties to prevent the risk of human rights violations in business operations, monitor and take care of respect for human rights.
3. Support and promote actions to protect human rights.
4. Communicate, disseminate, provide knowledge, create understanding, set guidelines, and provide other support to those involved in business operations, customers (Customers), suppliers (Suppliers), contractors (Contractors), and joint ventures (Joint Ventures) to participate in doing business with ethics, respect human rights, and treat everyone according to human rights principles according to this policy.
5. Monitor and take care of respect for human rights, do not neglect or ignore when encountering actions that are considered a violation of human rights related to the company. Must report to the supervisor or responsible person and cooperate in investigating various facts. If there are any doubts or questions, consult with the supervisor or responsible person through the various channels provided.
6. The Company will provide fairness and protection to persons who report human rights violations related to the Company by using measures to protect complainants or those who cooperate in reporting human rights violations as specified by the Company.
7. The Company will continuously develop and implement the human rights management process (Due Diligence Process) in order to identify risks of human rights violations, determine groups or individuals affected, plan and determine guidelines for resolving and preventing human rights violations, manage and prevent human rights violations, and monitor and follow up on the results by providing appropriate mitigation processes in cases where human rights violations occur.
8. The Company is committed to creating and maintaining an organizational culture that adheres to respect for human rights in accordance with this human rights policy.
9. Persons who violate human rights are considered to be in violation of the Company's code of ethics and will be subject to disciplinary action in accordance with the Company's regulations. In addition, they may be subject to legal punishment if the action is illegal.

Approved by the Board of Directors Meeting No. 3/2024

On February 27, 2024