

Human Rights Policy

of

Project Planning Service Public Company Limited

12 November 2025

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of
Project Planning Service Public Company Limited

Project Planning Service Public Company Limited (the “Company”) recognizes and upholds the inherent value and dignity of human beings as of the utmost importance. The Company has consistently adhered to the principles of respect for human rights and has committed to conducting its business in accordance with human rights principles, treating all stakeholder groups equally and without discrimination or segregation based on physical or mental conditions, race, nationality, religion, gender, language, age, skin color, education, social status, or any other grounds protected under the laws of each respective country.

Throughout its business operations, the Company has conducted its activities with integrity and ethical standards, and has remained firmly committed to social responsibility and accountability to all stakeholders in accordance with the principles of good corporate governance and the Company’s Code of Conduct.

Accordingly, the Board of Directors has deemed it appropriate to establish a Human Rights Policy and related guidelines to prevent all forms of human rights violations. In this regard, at the Board of Directors’ Meeting No. 4/2025 held on 11 November 2025, the Board reviewed and revised the key substance of the Human Rights Policy, as detailed in the document attached hereto.

All employees are hereby informed of this matter and are required to strictly comply with the said policy.

This policy shall be effective as from 12 November 2025 onwards.

Given on 12 November 2025

Project Planning Service Public Company Limited



(Mr. Prasong Tharachai)

Chairman of the Board

Human Rights Policy

1. Scope of Implementation

This Human Rights Policy and its requirements apply to all activities of the Company (including employees, direct business operations, products, and services) over which the Company has management control, as well as to its subsidiaries.

The Company also expects and encourages its business partners, including suppliers and other relevant stakeholders, to support and comply with this policy.

2. Definitions Used in the Human Rights Policy

“Human Rights” mean the fundamental rights inherent in all human beings, comprising both natural rights and rights recognized and protected by law. All individuals are entitled to recognition and protection from discrimination and to equal opportunities regardless of physical or mental condition, race, nationality, place of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, or any other grounds protected under the laws of each country and under international treaties to which such countries are parties.

Human rights include, but are not limited to, the right to life and liberty; freedom from slavery and torture; protection against human trafficking, harassment, forced labor, and child labor; freedom of expression; freedom of association and collective bargaining; as well as other rights such as personal data protection, health and safety, the rights of local minorities, and community rights. All individuals are entitled to equal rights without discrimination, through the promotion of diversity management and respect for individual differences.

“Vulnerable Group” means individuals who lack the ability to protect their own rights and interests due to limitations in power, education, resources, capacity, or other factors, and who are therefore at risk of adverse human rights impacts. Such groups include, but are not limited to, persons with disabilities, children, indigenous peoples, migrant workers, and individuals of diverse sexual orientations and gender identities, including Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex (LGBTQI).

“Harassment” means any unwelcome conduct, expression, or behavior that is generally recognized as undesirable toward a person with whom one interacts. Non-sexual harassment may include acts such as group intimidation, defamation, or bullying. Sexual harassment, on the other hand, involves conduct of a sexual nature.

3. Guidelines for Implementation

The Board of Directors, management, and employees at all levels of the Company shall recognize the importance of and respect human rights in all aspects concerning all individuals, as well as society, communities, and all other stakeholders. All persons shall be treated equally in accordance with human rights principles, without discrimination. Actions that may constitute human rights violations shall be avoided, while respect for and promotion of human rights shall be actively supported.

The Company shall communicate, disseminate, and provide education and awareness, as well as establish guidelines, monitoring mechanisms, and support for relevant parties, in order to promote respect for human rights throughout the organization and to ensure that all employees and all stakeholder groups are treated, protected, and respected in an equal and fair manner with regard to their fundamental rights. Accordingly, the Company has established the following guidelines:

- 3.1 The Board of Directors, management, and employees at all levels shall respect human rights, treat one another with dignity and respect, and act in an equitable manner toward all stakeholders and vulnerable groups, without discrimination based on physical or mental condition, race, nationality, place of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, traditions, or any other grounds.
- 3.2 The Board of Directors, management, and employees at all levels shall support and promote measures to protect human rights and shall exercise due care in the performance of their duties to prevent risks of human rights violations arising from business operations. They shall monitor and ensure respect for human rights, prevent all forms of harassment, including sexual harassment and other forms of harassment, oppose harassment, and shall not tolerate harassment in any form, whether sexual or non-sexual.

Any complaints shall be taken seriously, handled with confidentiality, and addressed with empathy. Where allegations are substantiated, appropriate remedial measures shall be taken, including disciplinary actions, termination of employment, or legal proceedings, as applicable.

- 3.3 The Board of Directors, management, and employees at all levels shall remain vigilant with respect to human rights and shall not ignore or disregard any acts that may constitute human rights violations related to the Company. Such matters must be reported to supervisors or responsible persons, and all relevant parties shall cooperate fully in the investigation and fact-finding process.

3.4 The Company shall strictly adhere to human rights principles, communicate and disseminate this policy, provide education and understanding, establish guidelines, and offer other appropriate support to employees, suppliers, business partners, and parties throughout the business value chain, in order to encourage ethical business practices, respect for human rights, and compliance with this policy. The Company shall regularly review and reinforce understanding of human rights principles.

3.5 The Company shall establish grievance and complaint mechanisms and shall ensure fairness and protection for individuals who report human rights violations related to the Company. Protective measures shall be provided to whistleblowers and persons who cooperate in reporting human rights violations, in accordance with the Company's Whistleblower Policy.

Any act that constitutes a human rights violation, including discriminatory behavior or harassment, shall be deemed a violation of the Company's Code of Conduct. The Company shall take corrective actions and/or impose disciplinary measures in accordance with its rules and regulations.

3.6 The Company develops and continuously implements a human rights due diligence process commencing from the initial stages of investment or mergers and partnerships, in order to identify issues and assess risks and impacts related to potential human rights violations. The process covers the identification of affected groups or individuals, encompassing all stakeholder groups.

The Company establishes action plans and defines appropriate preventive and corrective measures to address and prevent human rights violations, in alignment with the Company's enterprise risk management framework. This process takes into account risks associated with relevant industries and countries of operation and includes monitoring and review mechanisms.

In the event that human rights violations occur, the Company shall provide appropriate remediation and mitigation processes to address and alleviate adverse human rights impacts.

4. Employment and Labor Practices

The Company has established a systematic, fair, equitable, and consistent recruitment and employment process applicable to all applicants. The Company supports equal career advancement opportunities for all employees without discrimination based on status, race, or religion.

The Company promotes career development for all employees by implementing human capital development plans and providing appropriate training programs tailored to individual employees. Compensation and employee benefits are determined and provided in a fair and equitable manner. The Company also oversees occupational health and safety to ensure a safe and healthy working environment and has established a Welfare Committee to provide employees with opportunities to participate in expressing opinions or engaging in collective discussions regarding employee benefits.

With respect to termination of employment, the Company has established clear guidelines in addition to compliance with applicable laws, with the objective of ensuring fairness and minimizing adverse impacts on employees.

Furthermore, the Company promotes the employment and professional development of persons with disabilities by providing opportunities for skills development and appropriate platforms for demonstrating their capabilities, thereby supporting income generation and enabling persons with disabilities to achieve self-reliance.

5. Child Labor and Forced Labor

The Company does not employ illegal child labor, forced labor, slave labor, or labor that is compelled to work excessive overtime. Any employment shall only be conducted in full compliance with applicable laws and regulations relating to minimum age, working hours, wages, health, and safety.