



## Human Rights Policy

Vibhavadi Medical Center Public Company Limited (“the Company”) recognizes the importance of respecting international human rights principles, therefore, its directors, executives, and employees, are required to actively be involved in respecting human rights and rights in the workplace and throughout the organization. The main points can be summarized as follows:

1. The Company supports employees to exercise their rights as citizens in accordance with the constitution and law.
2. The Company does not support businesses that violate international human rights principles and corruption.
3. All employees are considered human beings and possess equal opportunities to perform their duties according to the assigned scope and responsibilities according to each individual’s capabilities and potential.
4. Every employee has the opportunity to learn and develop their full potential, have the right and freedom to express opinions that are beneficial to the Company, and have the right to express their opinions as long as they do not violate the rights and freedoms of others under the provisions of the law, work regulations, and other related terms and regulations, including in accordance with proper social norms and practices.
5. All employees will refrain from conducting themselves in a manner that is deemed offensive or threatening, whether verbally or physically, toward others on the basis of culture, race, gender, religion, education, age, marital status, sexual orientation, identity, and/or sexual expressions, physical and mental disabilities, including through expressing comments, notions, and working styles. The Company emphasizes that each employee should not ignore the opinions of others who may be considered different, or based on a new concept, as innovative thinking and initiating solutions are considered critical to a Company’s success.
6. The Company does not have a policy of hiring child labor under the age of 18 years and does not hire illegal foreign workers.
7. The Company always realizes that it is required to treat all employees equally under the provisions of the law, work regulations, as well as other related terms and regulations, including respect for the local customs, traditions, and culture, in which the Company and/or its subsidiaries are located.
8. The Company places importance on maintaining customer privacy by strictly abiding by the Personal Data Protection Act, B.E. 2562 (2019), by establishing a system for storing customer information securely with the necessary measures to maintain customer confidentiality. Such measures also include not

forwarding the customers' information without their prior consent, and not using the information for the benefit of oneself or others illegally.

9. The Company will provide medical care services that are in line with international standards with equality for individuals of all races, religions, ages, genders, and statuses. The Company will maintain standards of business ethics and personal dignity and aims for its executives and partners to respect human rights and conduct business in accordance with the Company's rules and regulations and code of conduct, to avoid from being a part of the operating process that may cause or violate human rights. The Company is also committed to promoting respect for human rights by complying with the related human rights laws and regulations and firmly reiterating on respecting these laws and regulations throughout the supply chain. Additionally, the Company encourages its business partners to participate in ethical business operations and possess social responsibility to foster a culture of mutual respect, including developing competitive capabilities on a continuous basis.

10. Individuals who violate the established policies will be subjected to disciplinary actions in accordance with the Company's regulations or the requirements of the regulatory agency. In the event that the offense is an offense according to the provisions of the law, such violations will be taken into consideration to receive punishment as prescribed by law.