



## Human Rights and Labor Practices Operations

### Creating Value and Gender Equality



#### Physicians

52.97% 47.03%

#### Registered Nurses

3.6% 96.40%

#### Other Medical Personnel

16.07% 83.93%

#### Other Departments

32.19% 67.81%



Male



Female

The Company provides opportunities for individuals, including women, men, and those with diverse sexual orientations, to access and receive rights, duties, and opportunities based on human rights principles equally, without discrimination, both direct and indirect. Gender equality is part of human rights and a principle that the Company adheres to in its operations. The key aspect is to create and expand equal opportunities for employees, regardless of their gender identity, sexual orientation, or gender expression. Additionally, the Company supports the empowerment of women. In 2024, the proportion of female employees to all employees is 83.28%.

#### Year 2024

The proportion of female physicians is 47.03

The proportion of other female healthcare professionals is 83.93

The proportion of female nurses is 96.40

The proportion of female staff in other departments is 67.81

### Care for Retirees

#### Extension of Retirement Percentage

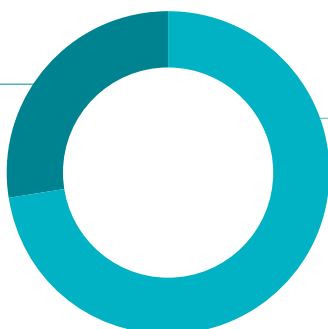


Intellectual dimension



Social dimension

Retire 27.27%



Retirement Extended 72.73%

In 2024, the Company had 11 employees who retired, and the Company took care of severance payments according to labor law, ensuring retirees received their entitled benefits. Additionally, the Company hired 3 retired senior executives as consultants to assist in integrating innovation and technology into both Clinical and Non-clinical services, based on their knowledge and expertise. The proportion of retired employees working as consultants is 27.27%.



## Creating Employment Opportunities for Persons with Disabilities

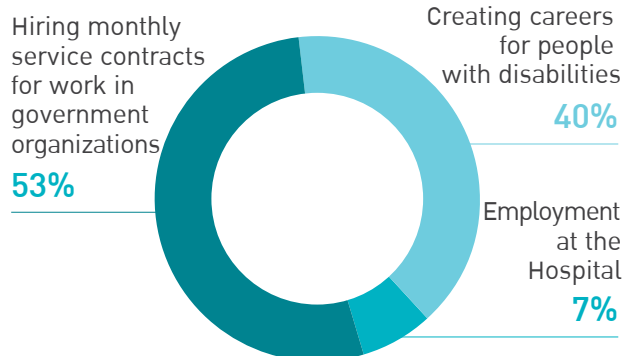
### Proportion of Creating Opportunities and Supporting Employment for People with Disabilities



Intellectual dimension



Social dimension



In 2024, Praram 9 Hospital supported employment opportunities for persons with disabilities through the Social Innovation Foundation by hiring 10 disabled persons on a contract basis to work on a monthly salary in government organizations. Additionally, the Hospital provided financial support for creating jobs for 5 persons with disabilities and employed 1 disabled staff member (female). In total, the Hospital supported 16 persons with disabilities in their employment efforts.

## Comprehensive Human Rights Risk Assessment (Human Rights Due Diligence: HRDD)

The Company places great importance on the inspection and assessment of human rights risks. It has conducted a comprehensive Human Rights Due Diligence (HRDD) to evaluate the actual and potential impacts of human rights violations. The Company has a process in place where the Human Resources department coordinates with the HRDD audit team, which includes professional safety officers, the business development department, the engineering department, and the human resources department, to assess and inspect human rights comprehensively (Human Rights Due Diligence: HRDD) among the stakeholders involved in the Hospital's HRDD process.

Order	Stakeholders Relevant Business Activities	Assessors/Inspectors	Audit Period		
			Before	Between	Annual
1.	Use of Migrant Labor	Human Resources Department* / Safety Officer*	✓	✓	✓
2.	Contract Labor	Labors / Safety Officer*			✓
3.	Partners with Business Relationships	Business Development Department*	✓	✓	✓
4.	Full-Time Employees of the Hospital (Full time)	Employees / Safety Officer*			✓
5.	Part-Time Employees of the Hospital	Employees / Safety Officer*			✓
6.	Employees of Subcontracting Companies Working at the Hospital (Outsource)	Human Resources Department* / Safety Officer*			✓
7.	Customers	Service Users			✓



In 2024, based on the comprehensive Human Rights Due Diligence (HRDD) assessment, it was found that the Company has no human rights risks.

However, even though the Company has no human rights risks, the Company has established a policy and mechanism for remediation or compensation for any impacts caused by human rights violations. In the event of any risk or impact arises, the Company will closely monitor the impact and communicate publicly to ensure that those affected will receive appropriate care and remediation. The following are the steps for implementing remediation:

- The Hospital executives will provide initial assistance.
- The Risk Management Department will investigate the facts regarding the individuals involved and present the findings at a meeting of the Ethics Committee (Praram 9 Hospital), which consists of top management from all departments and the Hospital's legal advisors, to consider the assistance and conclude the appropriate remediation measures.
- Present to the Board of Directors for consideration and approval of the risk management actions related to human rights matters.

### Performance Monitoring and Reporting

The Company conducts regular monitoring of human rights performance and provides continuous communication, education, and training for employees on human rights matters to raise awareness. This is to prevent issues that may pose a risk of negative impacts through the Company's activities and business relationships. The performance results for 2024 are as follows:

- The Company has conducted a 100% assessment of human rights risks and impacts.
- The Company has implemented measures to reduce impacts and a remediation process for human rights risks at a rate of 100%.

Order	HRDD Process	Method
1.	Assessing the human rights impacts that have already occurred and those that are likely to occur.	<ul style="list-style-type: none"><li>• The Quality Department reviews the results from the comprehensive human rights assessment (HRDD) and past human rights violation incidents.</li><li>• Assessing the human rights impacts that have already occurred or are likely to occur and reporting them to the Enterprise Risk Management Committee.</li></ul>
2.	Integrating the findings and taking action to prevent or mitigate the impacts.	<ul style="list-style-type: none"><li>• The Enterprise Risk Management Committee reviews and analyzes the root causes of issues and develops a prevention plan or mitigation measures.</li><li>• Preparing reports, procedural documents, or official announcements and presenting them to the executives for approval.</li></ul>
3.	Monitoring and evaluating the effectiveness of the Company's management of various impacts.	<ul style="list-style-type: none"><li>• The Quality Department monitors and evaluates the effectiveness of the responsible parties in managing various impacts.</li></ul>

Order	HRDD Process	Method
4.	Communicating the procedures and outcomes of impact management to executives, employees, and all relevant stakeholders.	<ul style="list-style-type: none"> <li>The Quality Department prepares reports and development plans for presentation to the Enterprise Risk Management Committee, as well as communicates the impacts, actions taken, and monitoring results to executives, employees, and all relevant stakeholders.</li> </ul>
5.	Establish a remediation or compensation process for impacts caused by the Company's human rights violations.	<ul style="list-style-type: none"> <li>The Hospital executives will provide initial assistance.</li> <li>The Risk Management Department will investigate the facts regarding the individuals involved and present the findings at a meeting of the Ethics Committee (Praram 9 Hospital), which consists of top management from all departments and the Hospital's legal advisors, to consider the assistance and conclude the appropriate remediation measures.</li> <li>Present to the Board of Directors for consideration and approval of the risk management actions related to human rights matters.</li> </ul>

## Performance on Human Rights Respect and Labor Practices

**Goals:** The result of the comprehensive human rights risk assessment (Human Rights Due Diligence: HRDD) is zero.



The comprehensive human rights risk assessment (HRDD) was evaluated as zero (very low level).

0

**Goals:** Zero cases of human rights violations.



Zero cases of human rights violations.

0 Subject

**Goals:** work-related accident rate.



Work-Related Accident Rate

0.32

**Goals:** Zero Loss-time Injury Frequency Rate (LTIFR)



Loss-time Injury Frequency Rate (LTIFR)

0

The Company consistently promotes the respect for human rights and labor practices throughout the value chain, resulting in no human rights violations from the Company's operations in 2024. As a result of the comprehensive human rights risk assessment (Human Rights Due Diligence: HRDD), the risk was assessed as zero.

The work-related accident rate was 0.32, with 5 occurrences, which is considered to be at a low and non-severe level. The Company remains committed to investigating the causes and implementing policies

to prevent accidents rigorously, aiming to reduce the work-related accident rate to zero in the future.

### Human Rights and Labor Practices Operations

1. Review the approach to managing human rights risks throughout the business value chain.
2. Conduct a comprehensive human rights risk assessment.
3. Provide human rights risk training to stakeholders throughout the business value chain.