

Announcement of the Board of Directors

No. 2/2568

Subject: Human Rights Policy

CIVIL Engineering Public Company Limited and its subsidiaries (the "**Company**") recognize the importance of human rights alongside social responsibility. In accordance with the resolution of the Board of Directors Meeting No. 4/2568, dated November 12, 2025, resolved to review and amend the Human Rights Policy. The Company hereby issues this policy to supersede the previous Board of Directors Announcement No. 1/2566 regarding Human Rights Policy, to serve as operational principles and guidelines.

Principles and Rationale

The Company respects and complies with human rights laws, including the prevention and avoidance of human rights violations affecting employees, related business partners, suppliers, contractors, customers, and local communities. This is conducted under the provisions of applicable laws and regulations, including the Constitution of the Kingdom of Thailand, the Universal Declaration of Human Rights of the United Nations, the UN Guiding Principles on Business and Human Rights, the UN Global Compact Guide to Develop a Policy, and the ILO Declaration on Fundamental Principles and Rights at Work.

The Company identifies and manages human rights issues, labor rights, and working conditions within the Company group and related businesses in accordance with international and local labor standards as follows:

Company, Employees and Related Businesses

The Company is committed to upholding human rights principles as outlined in the Company Code of Conduct Manual. Our practices align with applicable laws, regulations, human resources strategies, and policies on quality, security, occupational health and safety, environment, and business continuity, all in accordance with International Labor Organization (ILO) standards. This commitment encompasses freedom of association and collective bargaining rights, non-discrimination and anti-harassment measures (including sexual harassment), and zero tolerance for human trafficking, child labor, and forced labor. The Company also gives special attention to vulnerable groups, including children,



persons with disabilities, women, minorities, migrant workers, third-party contract workers, indigenous peoples, local communities, LGBTQ+, the elderly, and pregnant women.

Furthermore, the Company places importance on fair remuneration, prohibiting discrimination based on gender, age, nationality, religion, physical or mental disability, language, place of birth, political opinion, family status, educational institution, marital status, right to work, social class, and ethnicity.

The Company is committed to maintaining fair working conditions and serving as a role model for business conduct that upholds human rights. This is achieved through communication and awareness building among employees, customers, suppliers, and stakeholders to jointly prevent and monitor human rights violations, ensuring working hours comply with legal requirements, providing appropriate health and safety welfare to employees, and promoting capability development and career advancement, as well as allowing employees to freely express opinions on matters including human rights issues. Additionally, the Company will not tolerate any harassment or discrimination that may adversely affect employees, related businesses, business partners, and local communities.

Suppliers, Contractors, and Customers

The Company expects suppliers and contractors to respect human rights and conduct business according to the principles set forth in the Company's Supplier Code of Conduct. Furthermore, the Company group expects suppliers and contractors to have appropriate processes for addressing and managing human rights violations that may occur.

The Company will work collaboratively with customers and maintain channels for receiving feedback and complaints from customers on all relevant matters, including human rights issues.

Local Communities

The Company is committed to being a good neighbor and trusted partner for local communities, promoting community rights to preserve customs, traditions, and local wisdom. The Company implements various projects to develop communities and improve the well-being of local residents, including establishing channels for expressing opinions about the Company's business operations.



The Company intends to embed human rights policy among all relevant parties by integrating and reflecting human rights principles into the Company group's policies and relevant management frameworks. All business units shall strictly comply with these principles.

The Company expects that executives, employees, related businesses including joint ventures and joint ventures, as well as suppliers, contractors, and all customers will respect and support these principles at all times, and to address human rights violations within the organization, surrounding communities, vulnerable groups, and stakeholders.

The Company will continuously monitor, audit, and assess human rights risks and impacts, establishing appropriate guidelines or measures for risk management. All departments are responsible for overseeing and managing risks within their respective areas of responsibility.

The Company promotes knowledge, understanding, and conduct regarding respect for human rights, and provides opportunities for employees and stakeholders to express opinions, report issues, and submit complaints through the grievance mechanism. If there are any incidents or actions related to human rights violations, The Company has established guidelines for addressing issues and providing appropriate remedies to affected parties.

This policy shall be reviewed at least once a year or when circumstances change.

Form the date of November 12, 2025, onwards.

Announced on November 12, 2025

(Signed)

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(Mr. Chaiwat Utaiwan)
Chairman of the Board