

## Human Rights Policy

### Eastern Water Resources Development and Management Public Company Limited

Eastern Water Resources Development and Management Public Company Limited operates its water resource management business alongside efforts to enhance the quality of life of stakeholders throughout the supply chain to grow sustainably. The Company has set its aspiration to be a Good Citizen Company—an organization that grows and operates in accordance with the principles of good corporate governance. It places importance on its stakeholders, ensures that its operations do not cause negative impacts on society and the environment, safeguards stakeholder interests, and upholds respect for human rights in all stakeholder interactions.

#### Scope of action

This Human Rights Policy applies to all of the Company's operational processes—including raw materials, core business activities, products, and services. It serves as a guideline for how the Company engages with stakeholders directly involved in its business, and also encourages stakeholders to support and adhere to this policy. The Company regards the Human Rights Policy as an integral part of the Group's Code of Conduct

#### Definitions

Human Rights: Refers to human dignity, rights, freedoms, and equality of individuals as recognized or protected under the Constitution of the Kingdom of Thailand, relevant laws, or treaties to which Thailand is a party and is obligated to comply (as defined in the Organic Act on the National Human Rights Commission B.E. 2560 (2017))

The Company: Refers to Eastern Water Resources Development and Management Public Company Limited.

Stakeholders: Refers to individuals or groups who are, or may be, directly or indirectly affected by the Company's business operations, who have any interest in the Company's activities, or who may influence the Company's operations. This includes, but is not limited to, members of the Board of Directors, Board advisors, the President & CEO, executives, employees, shareholders, contractual parties, business partners, creditors, debtors, society, and communities along pipelines or surrounding water sources.

Business Partners: Refers to individuals or legal entities—including government agencies, state enterprises, or private sector organizations—with whom the Company maintains business relationships or conducts transactions involving financial or property-related matters. This includes services, purchasing, selling, contracting, financial support, technical support, secondment of personnel, and related activities.

### Guidelines

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 of society and communities. The Company has established general guidelines for all stakeholder groups as follows:

1. Apply a comprehensive human rights due diligence process to assess risks, impacts, and prioritize potential risks arising from business operations throughout the supply chain, including both current and future projects; regularly reviews of human rights risks, and establish control, prevention, and corrective measures for potential impacts.
2. Treat one another with respect, dignity, and equality, without discrimination based on physical or mental condition, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition, disability, or any other grounds.
3. Exercise due care in the performance of duties to prevent the risk of human rights violations in business operations, including those involving business partners; monitor compliance with human rights principles and report to supervisors to help prevent any acts of human rights violations.
4. Ensure equal treatment in all labor-related processes, including recruitment, compensation, working hours and leave, job assignments, performance evaluations, training and development, career advancement planning, and other areas, in accordance with the principles of respect for human rights without discrimination, and comply with local minimum wage laws.
5. Do not use forced labor, labor from human trafficking, or unlawful child labor, and do not impose punishments that cause physical or mental harm to employee abuse, including coercion, confinement, intimidation, harassment, or violence in any form.
6. Support and promote human rights among stakeholders throughout the supply chain, encouraging awareness and adherence to human rights principles.
7. Communicate, disseminate, and provide knowledge and understanding, as well as establish monitoring guidelines for stakeholders throughout the supply chain, to encourage participation in ethical business practices, respect for human rights, and the fair treatment of all individuals in accordance with human rights principles, including providing employees with information and knowledge on labor standards.
8. Promote and ensure safety for all stakeholders throughout joint operations for safe working conditions; support stakeholders in gaining safety knowledge through training and complying with safety manuals

9. Implement a personal data protection policy and stakeholder data disclosure practices to external individuals and organizations; ensure stakeholder data is managed appropriately without violating their right to privacy.
10. Operate with a strong commitment to minimizing environmental impact through preventive and mitigation measures; collaborate with local communities to preserve the environment in alignment with the company's Sustainability Management Policy and Integrated Policy.
11. Monitor respect for human rights and do not neglect or ignore any act that may constitute a human rights violation related to the company; report to supervisors or responsible persons and cooperate in fact-finding investigations in accordance with the complaint investigation procedures outlined in the Group's Code of Conduct
12. Establish communication channels suitable for all stakeholder groups, including whistleblowing or complaint channels related to human rights violations or discriminatory impacts from the company's business operations; ensure impact assessments are conducted through the whistleblowing process or other mechanisms, and maintain confidentiality in accordance with the Group's Code of Conduct.
13. Ensure fairness and protection for individuals who report human rights violations related to the company or who cooperate in such reporting; apply employee or whistleblower protection measures in accordance with the Whistleblower Policy set forth in the Group's Code of Conduct.
14. Supervise and monitor the resolution and remediation of impacts resulting from human rights violations; ensure all actions comply with the complaint management system as specified in the Group's Code of Conduct.
15. Individuals who commit human rights violations shall be subject to disciplinary action in accordance with the company's regulations, as such actions constitute a breach of the Group's Code of Conduct; in addition, legal penalties may apply if the actions violate the law.
16. Communicate, report, and disclose information on human rights operations, mitigation, and remediation to the public in a complete and transparent manner
17. Promote employees' freedom of expression and negotiation on matters related to their quality of life through the Workplace Welfare Committee meetings; provide channels for employees to submit suggestions via the company's complaint channels.

18. Provide employment opportunities for underprivileged individuals, including internship programs for students to gain experience in the company's operations.
19. Respect the rights of children, including promoting the development of their knowledge and capabilities, and strengthening their physical and mental well-being.

The Board of Directors, management, employees, and business partners must understand and adhere to this policy to achieve its intended objectives and goals.

Announced on 1 April 2025

(Mr. Bordin Udol)  
President and Chief Executive Officer