



Document	Political Neutrality Policy
Document No.	PROUD/LC/POLICY021
Effective Date	1 January 2021

Political Neutrality Policy

Proud Real Estate Public Company Limited and its subsidiaries (the “Company”) conduct business in accordance with the principles of good corporate governance, with transparency and accountability, and without fraud or corruption. The Company aims to benefit shareholders and takes into account the interests of stakeholders as a whole. The Company attaches importance to political neutrality and encourages employees at all levels to exercise their political rights lawfully as responsible citizens. Employees may express their views, participate in and support political activities, and exercise their political rights outside working hours using only their own resources.

Purpose

The Political Neutrality Policy provides guidelines for directors, executives, and employees at all levels to maintain political neutrality. They shall not provide support or take any action that indicates affiliation with a political party, either directly or indirectly. This covers the use of Company resources in activities that may cause the Company to lose its political neutrality and/or suffer damage from involvement in such activities.

Definitions

Political Assistance means the provision of financial assistance, assets, or any other benefits, either directly or indirectly, to support political activities in order to obtain unlawful privileges or benefits in the Company’s business operations. However, this does not include employees’ participation in political activities in accordance with their rights and freedoms.

Guidelines for Political Neutrality

1. The Company attaches importance to political neutrality and shall not participate in or align itself with any political party, political alliance, or person who holds political power.
2. The Company shall not provide financial support, assets, personnel, or Company resources for political assistance, either directly or indirectly, for the benefit of politicians, political parties, or political alliances, or for the Company’s own benefit or business advantage.
3. The Company encourages employees at all levels to comply with the law and the Constitution, uphold democracy, and exercise their political rights in accordance with the law as responsible citizens. Employees may express their views, participate in and support political activities, and exercise their political rights outside Company working hours.
4. Employees at all levels may exercise their political rights and participate in political activities in their personal capacity. They shall not use their positions in the Company or the Company’s name or logo, and shall not persuade others to make financial contributions or provide support to any



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politician or political party.

5. The Company does not permit any employee, at any level, to instruct or influence employees or subordinates by any means to participate in any type of political activity that may cause conflict within the organisation or damage the Company.

Policy Review

The Company shall regularly review and revise the Political Neutrality Policy to ensure that it remains consistent with current political and economic conditions and the Company's current strategy.

Penalties

Any director, executive, or employee who violates this Policy, neglects or omits compliance with it, or intentionally fails to comply with it shall be considered to have committed a disciplinary offence. Penalties shall be determined in accordance with the Company's work rules and regulations. The person concerned may also be subject to penalties prescribed by law.

Issued on 1 January 2021

A handwritten signature in blue ink, appearing to read "Pumipat", is written over a horizontal line.

(Mr. Pumipat Sinacharoen)

Chief Executive Officer

Proud Real Estate Public Company Limited