



## Diversity, Equity, and Inclusion Management Policy

This policy is part of the “Human Rights Policy,” in which NR Instant Produce Public Company Limited (the Company) recognizes the importance of promoting a corporate culture of Diversity, Equity, and Inclusion (DE&I) for all employees at all levels. This approach helps attract and retain talented executives and employees, fosters engagement and unity, and leads to more efficient and innovative work. In turn, this enables the Company to deliver diverse and high-quality products and services, contributing to sustainable business growth.

### Scope

This DE&I Management Policy and its guidelines apply to all activities within the Company's direct business operations and related activities or services throughout the value chain, including those involving business partners, customers, suppliers, and investments in new businesses. This policy also considers respect for DE&I for risk/vulnerable groups such as children, people with disabilities, minorities, immigrants, workers hired through third parties, indigenous peoples, local communities, LGBTQIA+ people, the elderly, and pregnant women. Additionally, the Company is committed to promoting respect for diversity among entities over which it does not have operational control, such as business partners, suppliers, and other related parties, encouraging them to adhere to and follow this policy as well.

### Definition

“Diversity ” refers to the differences in individuals’ physical and mental characteristic, including but not limited to age, gender, race religion, nationality, ethnicity, skin color, education, culture, customs, social background, disability, illness, sexual orientation, social status, marital status, political opinion, profession, thought, skills, experience, beliefs, values, or any other matter as defined by the laws of each country and the treaties to which each country is obligated to comply.



“Equity” signifies the emphasis on equity, ensuring that all individuals receive equal treatment and opportunities.

“Acceptance of differences ” signifies the appreciation and acceptance of individual differences.

“Employee” refers to all employees under an employment contract with the Company, encompassing all positions from executives and consultants to temporary staff.

“Remedy” refers to the process of redress, restoration, and compensation for adverse impacts or human rights violations arising from business activities.

“Customer ” refers to any company, individual or organization that purchases goods and services from the Company.

“Suppliers” refers to any company, individual, or organization that sell products and/or services to the Company.

"Company" means NR Instant Produce Public Company Limited, subsidiaries, associated companies, and affiliated companies that are registered in Thailand and abroad which are under the operational control of NR Instant Produce Public Company Limited.

## Management Approach

The Board of Directors, executives, and employees at all levels of the Company are aware of and committed to respecting the human rights of all individuals without discrimination, as outlines in the Company’s Human Rights Policy. This includes respect for diversity and acceptance of individual differences. The Company has the following policies for managing DE&I.

- Establish an organizational culture that exemplifies respect for diversity, equity, and acceptance of individual differences, including non-acceptance of acts that violate human rights, such as discrimination, unequal treatment, sexual harassment, violence, and other forms of harassment, both within and outside the Company.



- Treat everyone equally, respect diversity, and accept the differences of all individuals, both within the workplace and in society beyond the Company. This commitment is guided by adherence to Human Rights policy and DE&I Management Policy.
- Gender equity is an integral part of human rights that the Company upholds in its operations. This is achieved by creating and expanding equal opportunities for employees, regardless of their gender identity, sexual orientation, or gender expression. The Company also promotes gender equity issues, strengthens organizational capacity, and empowers all employees to have and exercise their full potential.
- Promote and support suppliers in the business value chain, vendors and service providers, contractors, and joint ventures to participate in business operations and respect and treat everyone in accordance with this policy.





## Guideline

1. Respect and compliance with laws and human rights principles. Treat all individuals with equity, respect, and dignity, embracing diversity and accepting differences without discrimination based on race, origin, religion, culture, beliefs, genders, skin color, language, ethnicity, disability, social status, or any other status, towards all stakeholders.
2. Respect and honor each individual equally by demonstrating kindness and consideration in thoughts, words, and actions. Practice empathy, open-mindedness, active listening, and support. Refrain from any physical or verbal actions that demean human dignity.
3. Promote and facilitate understanding of DE&I through proactively organizing and support activities that enhance understanding and respect for DE&I within the organization. Encourage diverse groups and creative endeavors. Address and prevent any violations of human rights related to the Company in all aspects. Vigorously listen to and promote diverse perspectives within the Company.
4. Constantly monitor and evaluate the Company's adherence to DE&I principles. Regularly review and address issues related to equity, non-discrimination, and gender bias. Analyze hiring practices, employee turnover, sexual harassment, and other forms of harassment.
5. Prioritize the elimination of gender and LGBTQIA+ discrimination. Promote equal opportunities, rights, and potential for all employees, regardless of gender identity, sexual orientation, or gender expression.
6. Promote equity in the nomination of the board of directors, as well as in internal and external recruitment, by eliminating gender, age, and discriminations of race from job postings and recruitment processes. Focus on qualifications and abilities aligned with job requirements.
7. Create equal opportunities for employees with development, career advancement, and fair compensation through a transparent performance evaluation process and compensation structure. Ensure equal treatment for all employees in performance reviews, promotions, awards, and other aspects of employment.



8. Encourage and support business partners in the value chain, suppliers, service providers, contractors, and joint venture partners to embrace diversity and inclusion principles. Ensure non-discriminatory practices and respect for human rights in all business interactions.
9. Implement a whistleblower protection mechanism to report discrimination, rights violations, and unethical behavior within the organization, and ensure access to remedies for violations of diversity and inclusion principles, in accordance with the Whistleblowing Policy.

This DE&I Policy was approved in accordance with the resolution passed at the Board of Directors' meeting on August 14, 2024.

It will be effective from August 15, 2024, onwards.

(Mrs. Kesara Manchusree)  
Chairman of the Board of Directors