

PROSCIA HUMAN RIGHTS COMMITMENT STATEMENT

Effective Date: April 29, 2026

PURPOSE AND COMMITMENT

Proscia recognizes that respect for human rights is an important component of responsible business conduct. As a company operating in the healthcare technology sector, Proscia acknowledges the potential impact that business operations, technologies, and business relationships may have on individuals, communities, and stakeholders.

This Human Rights Commitment Statement outlines Proscia's dedication to respecting internationally recognized human rights and reflects the company's efforts to integrate these principles into its governance, policies, operational practices, and business relationships.

This commitment is informed by internationally recognized frameworks, including:

- the *United Nations Guiding Principles on Business and Human Rights (UNGPR)*
- the *International Bill of Human Rights*
- the *International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work*
- the *OECD Guidelines for Multinational Enterprises*

Consistent with these principles, Proscia seeks to identify, prevent, and address potential adverse human rights impacts that may arise in connection with its activities. This statement reflects Proscia's commitment to responsible business conduct and is supported by the company's policies, governance structures, and operational practices.

1. SCOPE OF APPLICATION

This statement applies to:

- all Proscia employees
- officers and directors
- contractors and temporary staff
- suppliers, vendors, and service providers
- other business partners engaged in connection with Proscia's operations

Proscia expects individuals and organizations working with or on behalf of the company to conduct their activities in a manner consistent with applicable laws and with the principles described in this statement.

WHERE APPROPRIATE, PROSCIA MAY COMMUNICATE EXPECTATIONS REGARDING RESPONSIBLE CONDUCT THROUGH COMPANY POLICIES, CONTRACTUAL PROVISIONS, OR SUPPLIER ENGAGEMENT PRACTICES.

2. CORE HUMAN RIGHTS PRINCIPLES

2.1. *Non-Discrimination and Equal Opportunity*

Proscia is committed to maintaining a professional environment in which individuals are treated with dignity and respect. Employment decisions are based on merit, qualifications, and business needs and are made without discrimination based on legally protected characteristics.

Proscia seeks to foster a workplace culture that promotes equal opportunity, professionalism, and respect for all individuals.

2.2. *Fair Labor Practices*

Proscia seeks to comply with applicable labor laws and regulations and supports internationally recognized labor standards.

Consistent with these principles, Proscia respects:

- the elimination of forced or compulsory labor
- the prohibition of child labor
- fair wages and working conditions consistent with applicable law
- freedom of association where permitted by law

2.3. *Safe and Respectful Workplace*

Proscia seeks to maintain a workplace environment that promotes safety, professionalism, and mutual respect.

Harassment, intimidation, violence, and other inappropriate workplace conduct are not tolerated and are addressed through established company policies and procedures.

2.4. *Privacy and Data Protection*

As a healthcare technology company, Proscia recognizes that the responsible handling of personal and health-related information is an important human rights consideration.

Proscia maintains information security and data protection practices designed to safeguard sensitive data and support responsible management of personal and health-related information.

2.5. *Responsible Technology and Innovation*

Proscia seeks to develop and deploy technology in a responsible manner.

In the development and use of digital health technologies, the company considers potential risks such as bias, discrimination, or unintended harm associated with algorithmic or data-driven systems.

Proscia seeks to support the responsible development and use of digital health technologies in a manner that promotes patient safety, fairness, and integrity in clinical decision-support tools. Appropriate governance, validation, and oversight practices support the development and operation of Proscia's technologies.

3. HUMAN RIGHTS DUE DILIGENCE

Proscia seeks to identify, prevent, mitigate, and account for potential human rights impacts associated with its operations and services.

Human rights considerations may be incorporated into relevant company processes, including:

- risk management and compliance activities
- supplier engagement and due diligence practices
- product development and governance processes
- internal policies and operational procedures

These processes help inform Proscia's approach to responsible business conduct and ongoing risk management.

4. REPORTING AND GRIEVANCE MECHANISMS

Proscia encourages employees and stakeholders to raise concerns regarding potential violations of company policies or applicable laws.

Concerns may be reported through company channels, including ethics, compliance, or human resources reporting mechanisms. Proscia does not tolerate retaliation against individuals who report concerns in good faith.

5. GOVERNANCE AND OVERSIGHT

Implementation of this statement is supported by Proscia leadership and relevant organizational functions, including legal, compliance, human resources, and security.

These functions help oversee the implementation of policies and processes intended to support responsible business conduct and respect for human rights. This statement may be reviewed periodically to support alignment with applicable laws, international standards, and company practices.

6. IMPLEMENTATION AND CONTINUOUS IMPROVEMENT

Proscia seeks to integrate the principles described in this statement into relevant company policies and practices. This may include policy communication, training initiatives, risk reviews, and periodic evaluation of company procedures.

Through these efforts, Proscia seeks to promote a culture of responsible conduct and continuous improvement.

Approval:

A handwritten signature in black ink, appearing to read 'D. West, Jr.', is written over a solid horizontal line.

David R. West, Jr.
CEO
Proscia

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ANNEX

International Standards Referenced

1. United Nations Guiding Principles on Business and Human Rights
2. Universal Declaration of Human Rights
3. International Covenant on Civil and Political Rights
4. International Covenant on Economic, Social and Cultural Rights
5. International Labour Organization Declaration on Fundamental Principles and Rights at Work
6. OECD Guidelines for Multinational Enterprises