



Sustainability Development Policy

TQR Public Company Limited

Sustainability Development Policy

TQR Public Company Limited (the "Company") recognizes and prioritizes conducting business in alignment with the principles of sustainable development. This commitment encompasses creating value across three dimensions: economic, social, and environmental. These efforts are grounded in the principles of good corporate governance to ensure sustainable and stable growth for the Company.

Guidelines

1. The Company emphasizes integrating sustainability into all business processes along the value chain. It promotes and supports stakeholders throughout the chain to adopt sustainable practices, fostering long-term value creation and growth for the Company.
2. The Company is committed to implementing efficient, transparent, and accountable management systems. These include policies on business ethics, anti-corruption, internal control, and standardized internal audits to build stakeholder confidence.
3. The Company conducts business with fairness, adhering to legal and trade regulations, fair competition, and refraining from any unlawful activities or misconduct.
4. The Company upholds human rights as recognized by the Constitution of the Kingdom of Thailand. It ensures respect for dignity, freedom, and equality, rejecting discrimination based on gender, age, race, religion, skin color, or beliefs.
5. Employees are considered key assets in creating value and driving the business forward. The Company fosters a supportive work environment that promotes employee happiness, quality of life, skill development, training, and equal opportunities for career advancement.
6. The Company identifies and addresses the needs of various stakeholder groups. It ensures inclusive responses to stakeholder concerns and provides channels for suggestions and grievances.
7. The Company develops products that meet consumer needs, focusing on high-quality standards and services to ensure customer satisfaction.
8. The Company actively engages in community and societal development to promote resilience and sustainability through activities in education, religion, sports, human resource development, employment promotion, and community development projects.

9. The Company emphasizes environmental management by preventing and reducing operational impacts such as waste, emissions, and greenhouse gases. It also collaborates with societal stakeholders in activities to preserve and improve environmental quality.
10. The Company promotes the efficient use of resources and energy, including strategies to reduce consumption.
11. The Company values biodiversity by conducting thorough studies, regular monitoring, and implementing measures to protect, restore, and mitigate impacts on natural ecosystems.
12. The Company prioritizes workplace safety, occupational health, and environmental standards for employees and stakeholders.
13. The Company implements comprehensive risk management practices across all processes, ensuring continuous monitoring to increase opportunities and minimize losses in business operations.

This policy is reviewed and effective from October 3, 2024 onwards.

Note : Approved by the resolution of the Board of Directors' Meeting No. 5/2024 on October 3, 2024.

Signed,
Chanaphan Piriyaphan
Chief Executive Officer