



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 promotes compliance with human rights principles in accordance with the Constitution of the Kingdom of Thailand, which guarantees and protects human dignity, rights, liberties, and equality of the people, as well as non-discrimination against individuals with differences in gender, age, race, religion, skin color, beliefs.
5. The Company treats employees with fairness, considering that employees are a key factor that creates value and drives the business. The Company shall ensure that the working environment is conducive to happiness for their better quality of life. The Company also places great importance on the potential developments, training to improve workplace skills, and provision of equal opportunities for growth and progress.
6. The Company places great importance on stakeholders by identifying different groups of stakeholders and their specific demands, then creating a comprehensive response to the demands of stakeholders in all groups. The Company also provides a feedback channel to receive suggestions and complaints from stakeholders.
7. The Company develops products that meet the needs of consumers with a primary focus on quality and service standards to ensure customer satisfaction.

8. The Company actively engages in community and social 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 together with encouraging the prevention and reduction of environmental impacts that arise from the Company's operations such as waste, emission, and greenhouse gas. It also collaborates with other social sectors in organizing activities to preserve and improve environmental quality.
10. The Company places great importance on, and encourages efficient use of, resources and energy, as well as setting guidelines and methods to reduce consumption.
11. The Company places importance on biodiversity by researching the topic holistically, analyzing its environmental impact, and continuously monitoring results. The initiative includes protecting, preserving, restoring, and reducing environmental impact in order to maintain biodiversity in the area and communities surrounding the projects.
12. The Company prioritizes the management of safety, occupational health, and workplace environment of its employees and stakeholders of the Company.
13. The Company attaches great importance on comprehensive risk management across all working processes, and establishes guidelines for continuous risk monitoring and management to increase opportunities and reduce losses in its business operations.

This policy is reviewed and effective from November 10, 2025, onwards.

Note: Approved by the resolution of the Board of Directors' Meeting No. 7/2025 on November 10, 2025.