



Human Rights Policy

TQR Public Company Limited

Human Rights Policy

TQR Public Company Limited (the “**Company**”) acknowledges and prioritizes the promotion and protection of human rights both within and outside the organization. The Company integrates these principles with ethical standards and good corporate governance, ensuring that its business operations comply with human rights standards, as defined by the United Nations Guiding Principles on Business and Human Rights (UNGP). This policy is aligned with the Company’s Sustainability Development Policy to ensure operations are prevented from human rights violations.

Definitions

Human Rights refer to the inherent dignity, fundamental rights, and freedoms to which all individual is entitled by birth, as well as the equality and non-discrimination, regardless of race, religion, gender, color, language, ethnicity, or any other legal status as recognized under the national law.

(Source: National Human Rights Commission)

Guidelines

1. Support, uphold, and respect human rights by fostering mutual dignity and ensuring equitable treatment for all employees, business partners, and organizational stakeholders, without discrimination on the basis of physical or mental condition, religion, race, nationality, gender, language, age, social status, culture, customs, or any other characteristic.
2. Communicate, disseminate, educate, and promote understanding by establishing guidelines and providing any necessary support to all employees of the Company, as well as to suppliers, contractors, and joint-venture partners, in order to encourage their participation in conducting business with integrity and ethical conduct. This includes respecting human rights and treating all individuals in accordance with this Human Rights Policy, as well as prohibiting the use of child labor below the legally prescribed age and the use of forced labor within the Company or throughout its supply chain.
3. Encourage employees to exercise their legal rights as citizens, as outlined in the Constitution and relevant laws.
4. Develop and implement an ongoing Human Rights Due Diligence Process in order to identify issues, assess risks and impacts related to human rights violations, determine affected groups or individuals, and establish plans and measures for remediation and prevention of human rights violations. The Company shall also conduct monitoring and evaluation, and ensure that appropriate remediation mechanisms are in place in the event that any human rights violation occurs.
5. Encourage all employees to prioritize and comply with policies related to personal data protection, including a proper management of personal data belonging to employees, customers, business partners,

and others. The disclosure or transfer of such personal data to the public may only be undertaken with the explicit consent of the respective employee, customer, or business partner, unless such disclosure is permitted in accordance with Company regulations or applicable laws.

6. Establish and enhance channels for reporting human rights violations related to the Company, while ensuring fairness and protection for individuals who report such violations.
7. Foster and maintain an organizational culture that upholds the principles of this Human Rights Policy, as well as refrain from supporting any activities that violate fundamental human rights.

Any act of human rights violation is considered a breach of the Company's Code of Conduct and will be subject to disciplinary measures as outlined in the Company's disciplinary regulations. Moreover, offenders may face legal penalties if their actions contravene applicable laws.

The Human Rights Policy will be reviewed at least once a year to ensure it remains relevant and suitable for the Company's current business environment.

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.