

## Human Rights Policy

### Thaire Life Assurance Public Company Limited

Thaire Life Assurance Public Company Limited conducts its business with ethics and in accordance with good corporate governance principles. The Company places great importance on treating all stakeholders fairly and equally. It is committed to protecting human rights by establishing a Human Rights Policy and practical guidelines in line with the United Nations Guiding Principles on Business and Human Rights (UNGPs). This ensures that the Company conducts its direct business activities without violating human rights.

This Policy serves as a guideline for directors, executives, all employees, and stakeholders in the Company's value chain to follow, as detailed below.

#### **Definitions**

- **Human Rights** refer to the dignity, rights, and fundamental freedoms inherent to all human beings, without discrimination based on race, religion, gender, color, language, ethnicity, or any other status under the laws of each country. (Source: The National Human Rights Commission of Thailand)
- **Stakeholders in the Company's Value Chain** refer to employees, clients (life insurance companies), shareholders and investors, business partners or suppliers, competitors and creditors, regulatory bodies and government agencies, as well as communities and society.

#### **Guidelines**

##### **1. Support, Promote, and Respect Human Rights**

Treat all individuals with dignity and equality — including employees, partners, and stakeholders — without discrimination based on physical or mental condition, religion, origin, race, nationality, gender, language, age, skin color, education, social status, culture, customs, or any other status unrelated to job performance.

##### **2. Communication and Engagement**

Educate, promote awareness, and encourage the participation of all employees, suppliers, and stakeholders in upholding ethical business practices and respecting human rights in line with this policy. This includes a strict prohibition on the use of child labor below the legal age and forced labor, both within the Company and throughout its supply chain.

### **3. Personal Data Protection**

Promote compliance with policies on personal data protection. Disclosure or transfer of employees', customers', or partners' personal data to the public must be done only with their consent or as required by Company rules or legal obligations.

### **4. Monitoring and Reporting**

Human rights practices are monitored at all operational levels. Employees are required to report any suspected human rights violations to their supervisors or responsible personnel. The Company provides protection to whistleblowers or complainants through measures defined in its Anti-Corruption Policy.

### **5. Promoting a Culture of Respect for Human Rights**

Foster a corporate culture that values human rights and refrains from supporting or engaging in any activities that violate human rights principles.

### **6. Disciplinary Measures**

Any violation of human rights is considered a breach of the Company's ethics and code of conduct and is subject to disciplinary action in accordance with internal regulations. Legal consequences may also apply if the act violates the law.

This Policy is effective from February 20, 2023 onwards.

### **Annex to the Human Rights Policy**

- December 23, 2014: The Board of Directors (Special Meeting) approved the initial Human Rights Policy.
- February 20, 2023: The Board of Directors approved the revised Human Rights Policy (2023 Edition).