

[Translation]

THAI GROUP HOLDINGS PUBLIC COMPANY LIMITED

Announcement No. HR. 005/04/2022

Subject: Human Rights Policy

Thai Group Holdings Public Company Limited and its subsidiaries (the "Company") operate their business in accordance with the principles of good corporate governance. Recognizing the importance of treating all stakeholders equally and fairly, the Company shall not commit any acts that violate the human rights of any stakeholder. The Company adheres to human rights principles in all aspects, including employment, labor, equal treatment of employees, and respect for the value of life, physical integrity, and property. Furthermore, the Company is committed to enhancing the quality of life and well-being of its employees, as well as treating customers, business partners, allies, and society in accordance with comprehensive human rights guidelines.

Scope

This Human Rights Policy covers all operations of Thai Group Holdings Public Company Limited and its subsidiaries in overseeing and treating employees with respect for human rights in accordance with Thai and international laws and regulations. In addition, the Company is committed to preventing and respecting human rights issues related to child labor, forced labor, human trafficking, freedom of association, the right to collective bargaining, equal compensation, and non-discrimination.

Guidelines

Employees are considered the most valuable assets that contribute to the Company's goals and success while responding to the needs of all stakeholders. The Company has established the following human rights guidelines for directors, executives, and all employees to adhere to:

1. The Company treats all employees with equality and non-discrimination. Every employee has equal rights to work under the Company's rules and regulations and in accordance with human rights principles. Employees shall treat each other with mutual respect and equality, without discrimination based on physical or mental characteristics, race, nationality, origin, religion, gender, age, education, social status, political opinion, or any other matters.
2. Support and promote operations for human rights protection. Exercise caution in performing duties to prevent risks that may lead to human rights violations in business operations or the performance of duties.

3. Maintain transparent recruitment and hiring processes based on qualifications and suitability for the position. Promote appropriate working conditions where employees receive fair compensation, salary increases, and bonuses based on their annual performance and job responsibilities. This includes ensuring a safe working environment to provide employees with a good quality of life.
4. The Company does not support any operations that violate international human rights standards. It does not discriminate against any stakeholder, promotes gender and social equality, prohibits the use of child labor, and opposes all forms of corruption.
5. Treat all customers equally and fairly without discrimination. Do not disclose customer information obtained through business operations, which is normally kept confidential, and protect the personal data of customers to ensure maximum security in transactions with the Company. Such information shall not be disclosed or used for personal benefit or for the benefit of related parties, unless consent is obtained from the data owner or as required by law.
6. Prevent and avoid complicity in human rights violations, both directly and indirectly. The Company will not provide financial support to businesses involved in forced labor and/or inappropriate child labor, as well as businesses that produce or trade weapons of mass destruction. This includes monitoring performance that may involve human rights issues periodically as appropriate.
7. The Company provides communication and dissemination of the Human Rights Policy and guidelines to all stakeholders in the Company's value chain to ensure that all stakeholders participate in conducting business humanely and with respect for human rights according to this policy.
8. The Company has a process for assessment and identification of risk issues related to human rights violations and impacts to allow the Company to plan and establish guidelines for correction, remedy, and prevention of human rights violations.
9. Monitor and oversee respect for human rights. Do not ignore or neglect any actions that appear to be human rights violations related to the Company. Such actions must be reported to supervisors or responsible persons, and cooperation must be provided in investigating facts. For any doubts or inquiries, consult with supervisors or responsible persons through the specified channels.
10. The Company provides fairness and protection to individuals who report human rights violations related to the Company by using whistleblower protection measures or measures for those who cooperate in reporting human rights violations as specified in the Whistleblowing

Policy. The Company assures employees that no employee will be demoted, punished, or adversely affected by reporting grievances related to harassment, discrimination, human rights violations, or being a victim of others.

11. Violation of the Human Rights Policy is considered a breach of the Company's Code of Conduct and regulations, which will be subject to disciplinary action as determined by the Company. This includes supervisors who ignore such actions or are aware of such actions but fail to take appropriate management steps. In addition to disciplinary action, violators may be subject to legal penalties if the action is a violation of the law.

12. Grievance Channels:

Anyone who witnesses a violation or non-compliance with the Human Rights Policy can inquire, report, or express opinions to the Secretary of the Audit Committee by sending a grievance to:

Email: vichan.a@tgh.co.th

Mail: Mr. Vichan Atcharungsri, Secretary of the Audit Committee, 315 Southeast Bldg, 5th Floor, Silom Road, Silom Subdistrict, Bangrak District, Bangkok 10500.

This policy shall be effective from June 16, 2022.

Announced on June 16, 2022.

(Mr. Chotiphat Bijananda)
Acting Chief Executive Officer