

## **Human Rights Policy**

Thai Reinsurance Public Company Limited and its subsidiaries operate business under corporate governance principles with due concern for equal treatment of all stakeholder groups, avoidance of any acts that infringe on rights of all stakeholder groups and adherence to human rights, while giving importance to value of life, body and property including the important of personal data protection and ensuring employees' quality of life and happiness at work. The Company has established the best practices for human rights for all directors, executives and employees to adhere to, as follows:

1. Treat all employees on an equitable basis without discrimination in regard to national origin, race, religion, gender, age, skin color, education, ancestry or any other status irrelevant to the discharge of duties.
2. Provide all employees with an equal right to perform duties under the rules and regulations of the Company.
3. Ensure that employees' personal information is treated as confidential and is not disclosed or submitted to other unrelated persons.
4. Exercise fairness in management of compensation and benefits that are commensurate with the Company's short-term and long-term goals and objectives.
5. Do not support any activities that violate the international human rights principles, do not discriminate against all stakeholder groups, promote equality, do not discriminate against sex and social class, do not exploit child labor, and combat all types of fraud.
6. Do not ignore when encountering the violation of human rights related to the Company and shall report to the supervisor or inform via specified channel (Whistleblowing).
7. Employee who violates the human rights is deemed a violation of Company's Code of Conduct and Code of Ethics which will be disciplinary punishment according to the Company's regulations.