

### **Sustainability Policy**

Thai Reinsurance Public Company Limited (the Company) is fully aware of and place high importance on setting strategy and conducting business based on sustainable development principles to create value for the Thai insurance industry while enhancing social and environmental stability. This will lead to sustainable growth of the organization and the industry in the future.

The Company's sustainability policy covers the economics, social, and environmental dimensions as follows:

#### **Economics**

1. The Company conducts business based on good corporate governance principles, with a checks and balances structure.
2. The Company strictly operates in compliance with all relevant laws and regulations governing business operations and prudently and appropriately takes into account the interests of all stakeholders. The Company also puts in place personal data protection for customers, partners, shareholders, executives, employees, and all stakeholders in accordance with legal requirements.
3. The Company has developed strategies and business models for sustainability purpose, while considering the continuously changing business environment, risks and opportunities that may affect the achievement of the organization's goals and objectives, and impact on all stakeholders.
4. The Company ensures effective and efficient enterprise risk management and internal control and institutionalize the concept of sustainable development in all decision-making and business practice, especially in product design and development, underwriting, claims management, investment, and capital adequacy, as well as other activities related to business operations, to ensure financial stability and be able to manage all risks within the Company's risk appetite.
5. The Company has established policies, procedures, manuals, and other necessary requirements, along with regular reviews of these documents.
6. The Company promotes the development of innovation and the application of technology in business operations to create new value, enhance competitive capabilities, and meet stakeholders' needs appropriately and timely, while upholding business ethics in all decision-makings.
7. The Company is committed to contributing to the stability of the insurance sector and society and applying sustainable insurance principles in its business operations.

**Social**

1. The Company places a high value on upholding human rights and fair and equal treatment of employees.
2. The Company places a high value on human capital development to strengthen employees' skills, knowledge, expertise, and necessary competencies, with a systematic individual and talent development plans.
3. The Company values employee's welfare, quality of life, and well-being and continuously promotes employee engagement.
4. The Company is obliged to be a think tank for the insurance industry and other external parties.
5. The Company is committed to helping communities and society, as well as all stakeholders in the insurance ecosystem, both directly and indirectly.
6. The Company discloses reliable and transparent sustainability information, both financial and non-financial, to foster confidence, trust, and credibility among all stakeholders.

**Environmental**

1. The Company supports and promotes environmental awareness, resource management and monitoring, resource allocation, and the effective and efficient use of resources while taking into account the impact of resource use, resource development throughout value chain, and changes in both internal and external factors.
2. The Company puts a high value of business ethics and actions taken to reduce environmental impacts in the long term.