

TANACHIRA

Human Rights Policy

Introduction

Tanachira Retail Corporation Public Company Limited and its subsidiaries (the “Group”) recognize the importance of international human rights and are committed to conducting business responsibly with respect for the human rights of employees, business partners, suppliers, customers, and all stakeholders. This commitment supports sustainable development and aligns with the principles of good corporate governance.

This policy is established to demonstrate the Group’s commitment to promoting and protecting human rights in accordance with international standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), and the United Nations Guiding Principles on Business and Human Rights (UNGP).

Definitions

Human Rights refer to the basic rights and freedoms to which all individuals are entitled, regardless of race, religion, gender, nationality, or other status. These rights are protected by international law and typically include the right to life, freedom of expression, access to education, and fair working conditions. Human rights are fundamental principles that promote equality and the dignity of all human beings.

Discrimination refers to the unfair treatment or handling of individuals by imposing additional burdens or denying equal benefits, rather than treating individuals justly based on their individual merit. Discrimination may also include acts of harassment.

Harassment refers to unwelcome or inappropriate comments or actions that are generally deemed undesirable by those they are directed toward. Non-sexual harassment may include bullying, verbal abuse, or public humiliation, whereas sexual harassment involves conduct of a sexual nature.

Vulnerable Groups refer to individuals who lack the capacity to protect their rights and interests due to a lack of power, education, resources, resilience, or other factors. These individuals are at higher risk of experiencing human rights impacts and may include women, persons with disabilities, children, indigenous peoples, migrant workers, LGBTQI+ individuals, employees of business partners, business partners themselves, and communities.

Human Rights Policy

1. Respect human rights and treat all stakeholders and vulnerable groups with respect, equality, and dignity, without discrimination based on physical or mental abilities, ethnicity, nationality, origin, race, religion, gender, language, age, skin color, education, social status, culture, traditions, or any other factors. This includes practices for all stakeholder groups and vulnerable populations that align with

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international best practices, such as respecting children's rights and business principles in accordance with the guidelines of the United Nations Children's Fund (UNICEF), among others.

2. Promote fair employment by treating all employees and workers equally. Employment terms and conditions will be mutually agreed upon by both parties. Wage rates, benefits, working hours, overtime, work on holidays, leave, and other benefits will be no less than those stipulated by law. There will be no forced labor, illegal labor, or child labor throughout the company's supply chain. The criteria and age requirements for employment will be strictly in accordance with the provisions of the Labor Protection Act.
3. Respect the rights of consumers and customers by ensuring fair practices, protecting their personal data, and providing clear and accurate information about products and services. Product quality and service safety must meet high standards.
4. Respect the rights of partners by treating them fairly, ensuring a transparent procurement process to promote fair competition, and encouraging compliance with human rights principles.
5. Respect and recognize the rights of communities by actively listening to their opinions and suggestions. Foster and support community engagement with the Company through various activities and projects.
6. Exercise caution in performing duties to minimize the risk of human rights violations in business operations and actively prevent all forms of harassment, including sexual harassment and other types of misconduct. This policy ensures that any complaints received by the Company will be taken seriously, handled confidentially, and addressed with compassion. If an allegation is confirmed, appropriate remedial measures will be implemented, and disciplinary actions, including termination of employment or legal proceedings, will be enforced in accordance with the company's regulations.
7. Support and promote actions to protect human rights by communicating, disseminating information, educating, raising awareness, setting guidelines, and providing other forms of support to employees and stakeholders throughout the business value chain, including suppliers, contractors, and joint ventures. Foster participation in ethical business practices, uphold respect for human rights, and ensure that everyone is treated in accordance with human rights principles as outlined in this policy.
8. Monitor and uphold respect for human rights; do not neglect or ignore any potential violations. If you encounter any actions that may constitute a human rights violation related to the Company, report them to your supervisor or the designated responsible person and cooperate in the investigation. If you have

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any doubts or questions, consult your supervisor or the appropriate personnel through the specified channels.

9. Develop a comprehensive human rights due diligence system and process within the Company and the businesses it manages throughout the supply chain to identify human rights risks, assess impacts, and establish preventive and mitigation measures. This includes implementing appropriate, legitimate, or widely accepted remedial measures and mitigation processes, conducting audits of human rights violations, monitoring compliance with the human rights policy, and regularly reporting and disclosing relevant information.
10. Regularly review the human rights policy, taking into account any significant changes within the organization to ensure its appropriateness and relevance.

In this regard, the Board of Directors has reviewed and approved the Human Rights Policy during the Board of Directors' Meeting No. 1/2025, held on February 28, 2025, to ensure its alignment with the current circumstances. This policy shall be effective from February 28, 2025, onwards. This announcement is made for acknowledgment and compliance by all concerned parties.



(Mr. Kittipol Pramroj Na Ayudhya)

Chairman

Tanachira Retail Corporation Public Company Limited