

Human Rights Policy

TQM Alpha Public Company Limited

Group of companies under TQM Alpha PLC. (TQMalpha Group) conducts its business with a strong commitment to good corporate governance, including the respect for human rights. TQMalpha Group has consistently complied with laws and international standards regarding human rights, aligning with the Universal Declaration of Human Rights by the United Nations and upholding fundamental principles and rights at work as outlined by international labor organizations.

TQMalpha Group is committed to respecting the fundamental rights of the board of directors, executives, employees, business partners, and all stakeholders without discrimination based on ideology, perspectives, race, skin color, religion, gender, sexual orientation, nationality, age, disability, or any other status considered a human right. TQMalpha Group will adopt practices that promote fairness and apply principles of human rights in its business operations. The following guidelines will be followed:

1. The board of directors, executives, and employees from all departments within TQMalpha Group must have a thorough understanding of the relevant laws pertaining to their roles and responsibilities and strictly adhere to them.
2. TQMalpha Group has organized information regarding the laws, regulations, and rules of the relevant agencies to ensure that all parties can study and understand them appropriately and adequately.
3. TQMalpha Group is committed to strictly adhering to international human rights principles and does not support any business activities that violate international human rights standards.
4. TQMalpha Group avoids engaging in any actions that would violate human rights, both directly and indirectly, towards all stakeholders involved.
5. In the event that there is a need to work abroad, TQMalpha Group should study the laws, customs, and culture of the destination country before traveling to ensure compliance with local customs and culture.

TQMalpha Group adheres to the principles of universal human rights as a shared practice, recognizing the dignity of every human being, freedom, and equality. It will refrain from engaging in any actions and will not support any activities that violate international human rights. The Group will diligently monitor and ensure that its business operations are not involved in any human rights violations. The following are the guiding principles of our practices:

TQMalpha Group is committed to strictly adhering to international human rights principles, both at the national and global levels, including the limitations set by labor laws in each country where it operates. It ensures a safe working environment that complies with international health standards, is free from drug abuse, and treats everyone equally and without discrimination. No one will be treated differently based on

similarities or differences in their place of origin, gender, age, skin color, ethnicity, nationality, religion, beliefs, political opinions, disabilities, family background, or any other irrelevant factors to work performance. The Group also respects personal freedom and privacy by protecting personal data.

TQMalpha Group must diligently monitor and oversee that its business operations do not involve any violations of human rights. This includes actively participating in and embracing principles that benefit global society, such as the Universal Declaration of Human Rights.

TQMalpha Group must provide knowledge and understanding of international human rights principles to all parties involved in order to incorporate them into their work practices. Furthermore, they should not support any business operations and/or activities that violate international human rights standards.

Governance

The policy on human rights of TQMalpha Group applies to the board of directors, executives, and all employees, as well as to any business activities in which TQMalpha Group invests, whether directly or indirectly.

TQMalpha Group maintains records and reports on human rights violations and their impact in accordance with the policy on human rights of TQMalpha Group. Additionally, an annual report is prepared and submitted to shareholders and stakeholders regarding the implementation of the human rights policy of TQMalpha Group.
