

HUMAN RIGHTS POLICY

UOB Kay Hian Securities (Thailand) Public Company Limited

1. Introduction

UOB Kay Hian Securities (Thailand) Public Company Limited strives to conduct business activities with integrity by adhering to the principles of social responsibility and fair treatment of stakeholders in all sectors in accordance with good corporate governance and business ethics. Especially for the protection of human rights, the Company complies with applicable laws and operates with respect and in accordance with international principles such as the United Nations Universal Declaration of Human Rights – UNDHR, the United Nations Guiding Principles on Business and Human Rights - UNGP and the International Labor Organization on Fundamental Principles and Rights at Work – ILO, among others.

In this regard, to ensure that all business activities of the Company are free from human rights violations, the Board of Directors agrees to issue this Human Rights Policy, with details as follows;

2. Definition

In this Human Rights Policy;

Company means UOB Kay Hian Securities (Thailand) Public Company Limited.

Employees means All of the Company's directors, management, permanent and contractual employees.

Relevant Stakeholders means Other business intermediaries who act on behalf of the Company and those involved in business operations throughout the business value chain, such as suppliers, contractors, as well as business partners and joint venture members.

3. Scope of Enforcement

This Human Rights Policy shall apply to the Employees and all of the Company's activities. In addition, the Company also encourages the Relevant Stakeholders to support and comply with this Human Rights Policy.

4. Core Policy

The Employees shall realize and respect the human rights of all persons whether they are relating to the Company's business value chain or not, which include but are not limited to the following issues;

- 4.1 To treat the others with fairly and equally, avoiding any acts which cause or may cause any violation of other's human rights.
- 4.2 To participate in supporting human rights whether in or outside the organization such as to communicate the policy and any guidelines of this Human Rights Policy to the relevant persons, etc.

5. Procedures

- 5.1 To realize and respect the human rights, respect each other and treat each other with fairly without discrimination or separation based on race, color, religion, sex, nationality, age, disability or any other similar issue and shall integrate the human rights best practices into every part of their business value chain.
- 5.2 To perform the duties with caution in order to prevent any risks and to ensure that no chances are involved the violation of human rights (Zero-Tolerance Policy), especially those relating to forced labor, illegal immigrant employment, child labor, human trafficking, unequal remuneration, discrimination and breach of data privacy.
- 5.3 To treat the others in accordance with the human rights standard and free from violence, sexual harassment, physical or mental threat or verbal outrage and shall maintain high standard of safety and good working environment.
- 5.4 To supports and encourages all parties relating to the Company's business, either directly or indirectly, to conduct their business in accordance with the laws and with respect for human rights principles.
- 5.5 To communicate, disclose, educate, set up guidelines and /or other supporting channels with the Employees and the Relevant Stakeholders via various channels such as Lotus Note Application, the Company's website: www.kgieworld.co.th, or others in order to encourage them to perform and/or to participate in accordance with the human rights principles as specified in this Human Rights Policy.
- 5.6 To monitor the compliance of human rights principles within the organization. Employees must not ignore it if they find any actions that constitute human rights violations related to the Company. The Employees shall (a) report at the earliest possible opportunity through either their superiors or the responsible persons and (b) cooperate in the investigation of such actions.

The Employees should immediately raise their concerns to their supervisors or responsible persons through various channels provided by the Company.

6 Due-Diligence Process

- 6.1 The Company will continuously review, develop and improve the human rights management process at least once a year in order to increase the efficiency of identification, risk assessment including the impact of human rights violations, formulation of any measures to solve problems and prevent future incidents and to determine appropriate mitigation measures.
- 6.2 The Company will continuously monitor and follow-up the out-come of the Company's human rights management process according to the Company's audit process.

7 Whistle-Blowing

- 7.1 Any suspicion or evidence of the Employees or anyone acting for or on behalf of the Company who is engaging in human rights violation must be immediately reported at the earliest possible opportunity through either the superiors or the channels provided in the Company's Whistle-blowing Policy. All reports will be taken seriously.
- 7.2 The Company will treat all parties relating to such reports with fairness including to protect the whistleblowers and/or the persons who cooperate in the investigation of human rights violations, by using the measures set out in the Company's Whistle-blowing Policy.

8 Human Rights Policy Violations

The Employees who fail to comply with this Human Rights Policy shall be considered to have violated the Company's Code of Conduct. They will be subjected to the disciplinary process set out by the Company and they may be subjected to any penal provisions charge by the applicable laws.

Approved by the Board of Directors' Meeting on February 27, 2023