

### **Human Rights Policy**

Thaire Life Assurance Public Company Limited conduct business under the corporate governance principles and recognize and give importance to fair and equitable treatment of all groups of stakeholders. The Company shall not perform any act in violation of the rights of all groups of stakeholders and shall adhere to the principles of human rights and labor employment by placing importance on the value of life, body and property and ensuring the employees' quality of life and happiness at work. A guideline on human rights has been drawn up for the directors, executives and all employees to abide by, as follows:

1. The Company treats all of its staff members on an equitable and non-discriminatory basis and without division of their national origin, race, religion, gender, age, complexion, education, family background or any other status that is unrelated to their work.
2. The Company allows for all employees to have an equal right to work under its rules and regulations.
3. The employees' personal information is treated in strict confidence and shall not be disclosed or forwarded to any unrelated parties.
4. The Company adopts a fair practice in the management of wages and all other benefits.
5. The Company neither advocates any business activity that infringes on the international human rights principles, nor discriminates against all groups of stakeholders. The Company promotes equality without division of gender and class, never exploits child labor, and resists all forms of fraud and corruption.