

Human Rights Policy

QTC Energy Public Company Limited or “QTC” engages in electricity distribution transformers manufacturing and power businesses by adhering to social responsibility and all stakeholder groups in accordance with corporate governance principles, while emphasizing the practice of human rights in accordance with corporate philosophy, relevant laws and international practices, such as Declaration of Human Rights (UDHR), United Nations Guiding Principles on Business and Human Rights (UNGPs).

Therefore, to ensure that QTC's business operations are free from human rights violations, the Board of Directors deems it appropriate to define our human rights policy and practices to prevent human rights violations in the business value chain and associates, by specifying children's rights as part of the human rights policy.

Scope of Operations

This human rights policy applies to the Board of Directors, executives and employees, covering all business activities of QTC Energy Public Company Limited and all subsidiaries, including companies in which QTC holds shares and has management powers.

QTC expects and encourages business partners such as joint venture companies in which QTC does not have management powers, contractors, suppliers, sales and service agents, and other stakeholders in the business value chain to support and comply with this policy.

Definition

Human rights	means	The inherent rights of all human beings, regardless of their differences in physical, race, religion, ethnicity, sex, language, skin color, age, culture, social status, including the right to work, education, expression and integration, the right to life and so on; all human beings have these rights equally and without discrimination.
QTC	means	QTC Energy Public Company Limited, which includes subsidiaries and joint venture companies over which QTC has management powers.
Employees	means	QTC employees in all positions performing their duties under the employment contract.
Partners, contractors, suppliers	means	Organizations, groups of people or individuals who are responsible for procuring raw materials and services to QTC.
Sales and services representatives	means	Organizations, groups of people or individuals who sell products and services of QTC.



QTC ENERGY PUBLIC COMPANY LIMITED

คุณภาพแห่งความประณีต
QUALITY OF DETAILS >>
D - DYNAMICS E - ENVIRONMENT
T - TEAMWORK A - ACHIEVEMENT
I - INNOVATION L - LEADERSHIP S - SERVICE



**“การทุจริตคอร์รัปชัน
เป็นสิ่งที่ยอมรับไม่ได้”**

Policy

1. Recognizing the importance and respect for the human rights of others in all respects in accordance with local practices in society, communities, relevant laws and the Universal Declaration of Human Rights (UDHR).
2. Treat all people in accordance with the principles of human rights equally without discrimination.
3. Avoid conducting business activities that directly or indirectly affect the human rights of others, such as employees, communities, partners, contractors, suppliers, sales representatives and other stakeholders in the business value chain.
4. Support and encourage stakeholders in the business value chain to respect and comply with human rights principles.
5. Communicate and disseminate understanding of human rights practices to stakeholders in the business value chain.

Guidelines

1. Respect human rights and children’s rights by treating all individuals with dignity and honor, avoiding any form of discrimination based on similarities or differences in race, religion, skin color, culture, language, education, gender, age, physical appearance, political opinions, or social status.
2. Maintain fair employment conditions and maintain a safe working environment for employees to work to their full potential by complying with relevant laws while promoting corporate well-being for employees work life balance as well as respect for their rights and freedom of expression, negotiation and integration.
3. Support the development of specialized skill training programs for students and interns, as well as encourage extracurricular learning opportunities for educational institutions. This aims to provide youth with equal opportunities to acquire essential skills necessary for future livelihoods or careers.
4. Promote a supportive environment where employees who are parents or caregivers can effectively balance their responsibilities toward their families with their professional duties.
5. Exercise caution in performing duties and avoid any actions that may pose risks of directly or indirectly violating the human rights or children’s rights of others.
6. Do not ignore or neglect incidents that may involve human rights or children’s rights violations related to QTC. Such incidents must be reported to supervisors or through the company’s human rights grievance channels.
7. Communicate and disseminate knowledge about human rights and children’s rights practices, and actively encourage stakeholders in the business value chain to implement these principles, fostering participation in ethical and governance-driven business operations.

HUMAN RIGHTS POLICY REVISED NO.2, IN ACCORDANCE WITH THE RESOLUTION OF THE BOARD OF DIRECTORS MEETING NO. 8/2024 DATED DECEMBER 12, 2024: **2 / 3**

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8. Establish a human right due diligence (HRDD) to identify issues, risks, impacts, plan work and formulate solutions and preventive measures, as well as mitigating any human rights impacts caused or may arise from QTC's business operations.
9. Schedule a review of human right policy and human right due diligence at least once a year for continuous process improvement and appropriateness to the situation.
10. QTC directors, executives and employees who commit human rights or children's rights violations are considered violators of the QTC Code of Conduct and are subject to disciplinary action in accordance with the regulations and may be subject to legal penalties, if such violations are illegal.

Complaints and Protection

1. Those who witness the acts that are considered human rights violations related to QTC can report complaints through the following channels:
 - Send a letter to the Audit Committee
QTC Energy Public Company Limited
2/2 Soi Krungthep Kreetha 8 Intersection 5 Krungthep Kreetha Road, Huamark Subdistrict,
Bang Kapi District, Bangkok 10240
 - Send an e-mail to audit@qtc-energy.com (Audit Committee)
 - On the company's website www.qtc-energy.com
2. QTC will provide fairness and protection to persons who report human rights violations related to QTC according to measures to protect whistleblowers or complainants or those who cooperate in reporting human rights violations as specified by QTC in https://qtc-energy.com/wp-content/uploads/2021/10/01-Anti_Corruption.pdf



The Board of Directors expects that directors, executives, employees at all levels of QTC and those involved in the business value chain will give importance to and participate in the implementation of the human rights policy and relevant practices for mutual sustainability.

Mr. Krirkrai Jirapaet

Chairman of The Board of Directors