

## **TISCO Group Statement on Labor Standards**

At TISCO, we believe our people are the foundation for driving our vision and commitment toward a sustainable future. We are dedicated to the fair and respectful treatment of all employees and to upholding labor rights in full compliance with Thai labor laws. This commitment extends to all employees, contractors, and workers across our operations.

### **Compliance with Thai Labor Laws**

TISCO Group complies fully with all applicable labor legislation, including:

- The Labour Protection Act B.E. 2541 (1998)
- The Labour Relations Act B.E. 2518 (1975)
- The Occupational Safety, Health and Environment Act B.E. 2554 (2011)

We respect workers' rights to freedom of association and collective bargaining. Employees are free to organize, express their views, and engage in constructive dialogue. In accordance with Thai law, we also facilitate:

- Welfare Committee, mandated for workplaces with 50 or more employees, enabling active employee participation in workplace welfare matters.
- Occupational Safety, Health, and Environment Committee, which ensure occupational health and safety through joint efforts between employer and employee representatives.

### **Fair Wages and Working Conditions**

TISCO Group committed to maintaining fair and equitable employment practices. This includes:

- Providing a living wage that supports basic living needs and financial security.
- Ensuring equal pay for equal work, with compensation based on roles, responsibilities and performance without prejudice.
- Offering competitive remuneration and benefits that align with market standards.
- Upholding working hour regulations while avoiding excessive working hours.
- Honoring all legal entitlements, including rest days, holidays, and leave.

### **Safe, Respectful, and Supportive Work Environment**

TISCO Group fosters a culture rooted in respect, fairness, and safety at all levels. We are committed to ensuring a healthy and secure workplace by implementing the following:

- A “zero-tolerance policy” toward all forms of harassment, including verbal, physical, sexual, or psychological abuse.
- Confidential grievance and reporting channels, through our HR Helpline employees can raise concerns safely and without fear of retaliation.
- Clear workplace behavior standards, set out in the “Employee Handbook”, to promote professionalism and prevent misconduct.

## **Opportunities for Career Development and Advancement**

TISCO Group upholds fair labor practices and transparency, and is committed to promoting diversity and providing fair opportunities for all employees to grow and advance in their careers through:

- A clear and transparent framework for performance measurement and competency evaluation. Every employee receives annual Key Performance Indicators (KPIs) from their supervisor, with regular follow-ups to ensure full understanding. These evaluations are used to determine compensation and to plan for development.
- A structured human resource management system that supports fair and appropriate consideration of career advancement and compensation, aligned with each individual's potential and performance.

## **Employee Well-being and Engagement**

TISCO Group believes a motivated and engaged workforce is essential for sustainable business growth. Our aim is to build a workplace where employees feel appreciated, connected, and empowered.

- We promote employee well-being through programs that support physical and mental health, work-life balance, and stress reduction.
- We encourage two-way communication, including feedback mechanisms that help shape work policies, conditions, and overall employee experience.
- We cultivate an environment of mutual appreciation, fostering teamwork and positive relationships between colleagues and with supervisors. We recognize that trust and recognition are the foundations of a thriving organization.
- As a locally operated bank, we are committed to hiring local talent from the communities in which we operate. We believe in creating jobs that support local economic development, and in building a workforce that reflects the Thai communities we serve.

At TISCO, we believe that when people are empowered to grow, the organization grows stronger. We are committed to creating an environment where everyone has the opportunity to thrive, contribute meaningfully, and reach their full potential.

This statement is communicated to employee and publicly available in both Thai and English on our corporate website.