

HR 022/2021

## Policy and Objectives of Sustainability Management

### Objectives

The Company is dedicated to operating its business grounded in the principles of good corporate governance, aiming for organizational sustainability that fosters economic, social, and environmental values. Thus, the Company has set forth a sustainability policy to serve as a guideline for managing of the group's businesses.

### Scope

This Policy applies to the Company in conducting business based on the concept of sustainability in economic, social and environmental dimensions, by setting the organization's sustainability as the highest goal and being part of the strategy and guidelines for sustainability.

### Guidelines

- 1) Conduct business with integrity and morality, adhering to legal and trade compliance. Promote organizational transparency following good corporate governance practices, including supporting anti-corruption efforts, preventing exploitation, and abuse of power to maximize stakeholder benefits.
- 2) Uphold human rights principles, respecting human dignity, rights, freedom, and equality as protected under the Constitution of the Kingdom of Thailand and relevant international laws.
- 3) Emphasize the continuous improvement and development of work processes and services across the value chain, following quality management principles organization-wide to foster a quality mindset among staff, thereby enhancing customer value and achieving long-term organizational growth.
- 4) Advocate for the efficient and meaningful use of resources, including selecting environmentally and socially responsible raw materials and optimizing energy use.
- 5) Prioritize employee safety, occupational health, and workplace environment, including that of visiting partners, to prevent loss of life, property damage, and work-related injuries or illnesses.
- 6) Treat personnel fairly, focusing on labor skill development and promoting workplace happiness to drive efficient organizational performance.
- 7) Encourage socially responsible innovation to improve efficiency and effectiveness, creating value for the organization and its stakeholders.
- 8) Generate sustainable benefits for the community and society, supporting and participating in public benefit activities, and motivating employees to contribute positively to society.
- 9) Commit to comprehensive risk management to enhance the likelihood of success and minimize potential failures or losses.

This announcement shall be effective from 1 December 2021 onwards.

Therefore, this announcement is made for general information.



Mr. Boonlert lewpornchai

Chief Executive Officer