



Announcement

HR.001/2025

Sustainable Development Policy

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The Company is committed to operating and creating sustainable business growth under good corporate governance and the value chain, taking into account the impact on stakeholders, society and the environment. The Company is confident that operating on the basis of sustainability is an important foundation that will help strengthen the organization to grow steadily. This will enable the operation to be efficient and create benefits for stakeholders at all levels, which will help promote the operation towards sustainability, with the following key points:

1. Adhere to fair business practices, give importance to, respect human rights and treat customers, business partners, competitors and employees equally, including giving importance to the health and safety of employees, creating awareness and encouraging employees to care for the environment, along with developing communities and society to have a better quality of life.

2. Focus on executives and employees at all levels to support, promote and perform their duties in accordance with the sustainable development policy, taking into account the balanced benefits of the economy, society and the environment.

3. Create awareness and responsibility for sustainable development approaches that will ensure that the company will develop the economy in line with social, environmental and stakeholder benefits, and continuously promote responsible operations throughout the organization's value chain.

Sustainability Strategy

1. Human Resource Management and Development: the Company will treat employees equally and fairly, take care of occupational health and safety, and continuously develop employees' skills.

2. Environmental, Social and Governance Risk Management: the Company will conduct business with responsibility, respect human rights, strictly comply with laws and government regulations, and manage risks and the impacts on environment, society and governance, both those directly related to the Company's operations and those of its business partners in the Company's supply chain.

3. Conducting business under the principles of good governance: the Company shall comply with the principles of good governance and business ethics and communicate the Company's business ethics to all stakeholders both inside and outside the organization.

Announcement made on January 8, 2025



(Mr. Vorapong Phonmuangla)

Managing Director