

Sustainability Policy

3rd Revised Edition 2024

Approved by the Board of Directors Meeting No.1/2024
on February 28, 2024, effective March 1, 2024 onwards.

Concepts and Policy on the sustainability Management

The company is committed to conducting business according to the organization's philosophy, vision, and mission, which is an essential foundation that leads to the goal of creating sustainability for the best interests of the company and stakeholders throughout the value chain. The company is committed to operating under good governance and good corporate governance principles, being responsible for the community society, caring for the environment, and considering all stakeholders' expectations. All of the above are integrated into the policies and strategies for sustainable development to create shared value between business and society, leading to sustainable organizational growth.

The Board of Directors has an important role in setting policies and strategies for sustainable development. Therefore, sustainability development has been integrated into every operation step for all departments to implement concretely. The strategy for sustainable development covers all three dimensions: economy, society, and environment, under the principles of good corporate governance in response to the United Nations Sustainable Development Goals: SDGs). From a total of 17 goals, the company selects nine goals to integrate as a strategy for sustainable development, as follows;

1. Create economic value with the creation of works of international quality and adhere to good corporate governance principles



The company creates value for the organization by adhering to the principles of good corporate governance through the transparency of the business, fairness, and verifiability, along with creating works of international quality to deliver happiness to consumers in all channels concerning privacy and maintaining personal information. It also promotes inclusive and sustainable economic growth. It emphasizes quality, equitable, and fair employment, which are valuable to all, including production planning and continuous improvement of operations to reduce environmental impact.

2. Take care and develop the human resources to ensure the high-qualified personnel



Employees are valuable resources that are the heart of business driving. Therefore, the company emphasizes human resource development through training to develop knowledge, increase competitiveness, and keep up with changes while ensuring employees' well-being, promoting a good working

environment to keep employees happy, and creating potential for efficient work, as well as building good relationships between executives and employees. The company adheres to the law and human rights principles in treating employees equally to work to achieve the goals.

3. Participation in social responsibility

The company operates ethically by prioritizing producing quality products and services for consumers. The company also adheres to social responsibility in opening job opportunities, promoting traditional and cultural activities, providing education support, and improving the quality of life and the community's economy. The company is also concerned with the participation of all stakeholders to comply with sustainable development guidelines.



4. Promote environmentally responsible operations for sustainable coexistence.










The company is committed to preserving the environment and conserving energy by integrating it into the operational process. The company implements energy efficiency to reduce carbon footprint, promote renewable energy use, and reduce waste and proper waste disposal by raising awareness among all employees and stakeholders according to the company's environmental management policy guidelines and continuously supporting environmental conservation projects.



Person in charge

Persons obligated to comply with this sustainability management policy are the company and subsidiaries - including directors, executives, employees, contractors, and persons acting on behalf or assigned to act on behalf of the company or act on behalf of the individuals mentioned above.

2028 Long-Term Sustainability Management Goals

Economic Dimension	Relevant UN SDGs
<p>Corporate governance</p> <p>Full disclosure of corporate governance operations and maintaining the CGR corporate governance assessment at an "excellent" level by 2028.</p>	
<p>Anti-corruption and corruption</p> <p>Free from all forms of fraud and corruption complaints by 2028.</p>	
<p>Quality employment and economic growth</p> <p>The company is fully employed and efficient, which is appropriate work and fair compensation. Free from of the complaint or lawsuit related to human rights violations and the violations of labor protection laws is "Zero." by 2028.</p>	
Environmental dimensions	
<p>Reduce carbon content</p> <ul style="list-style-type: none"> - Reduce greenhouse gas emissions by 5% every year. - Electricity consumption reduced by 10% every year. - The use of renewable energy increased Not less than 3% of total energy use each year. 	
<p>Reduce and dispose of waste properly</p> <ul style="list-style-type: none"> - Encourage continuous waste utilization. - Reduce paper consumption by 10% every year. - Reduce waste by 10% every year. 	
Social Dimension	
<p>Employee training</p> <p>Increase the average training hours of employees at all levels by at least 10 hours/person/year by 2028.</p>	
<p>Occupational safety and health</p> <ul style="list-style-type: none"> - No injury from work to the point of taking the day(s) off. - No fatal injury incident from work. 	
<p>Respect human rights</p> <p>No action that may cause complaints in violation of human rights, whether directly or indirectly, and no forced child labor</p>	
<p>Participation in community and social development</p>	

Promote and support relevant activities regularly to develop a good quality of life for the community to live happily together.

