

Sustainability Policy

Mc Group Public Company Limited

Effective on August 26, 2024

Sustainability Policy

Mc Group Public Company Limited (“the Company”) is committed to conducting its operations and fostering sustainable growth for the business under good corporate governance throughout the value chain, with consideration for the impacts on stakeholders, society, and the environment. The Company firmly believes that conducting business with sustainability as a foundation is key to ensuring stable growth. Additionally, the Company is committed to creating positive change for communities, the environment, and the economy, ensuring that operations align with the best interests of stakeholders at all levels. This commitment will drive the Company and its group towards sustainability with the following objectives:

1. Uphold fairness in business practices, emphasizing respect for human rights, and ensuring equal and fair treatment for customers, partners, competitors, and employees. The Company is also committed to consumer responsibility, prioritizing employee health and safety, fostering environmental awareness among employees, and contributing to the improvement of community and societal well-being.
2. Focus on ensuring that directors, executives, and employees at all levels support, promote, and adhere to sustainability policies, embedding them into a corporate culture that balances economic, social, and environmental benefits.
3. Raise awareness and responsibility towards sustainability, ensuring that the Company’s economic development aligns with environmental interests and stakeholder benefits, while continuously promoting responsible practices throughout the Company’s value chain.

This sustainability policy serves as a guide for the Company’s governance and sustainability management, ensuring a unified direction. It provides a framework for directors, executives, and employees at all levels to integrate sustainability into their work, embedding a corporate culture that balances economic, social, and environmental benefits. The key elements of this policy are as follows:

1. Establishing sustainability strategies and risk management to maintain the Company’s stability and sustainability.
2. Conducting business with fairness, adhering to ethical principles, laws, good corporate governance, and business ethics.
3. Preventing and opposing corruption in all forms, ensuring honest, lawful business operations free from fraud and bribery.

4. Respecting human rights, ensuring equal and fair treatment of all stakeholders, and refraining from any involvement in human rights violations.
5. Fair labor practices, ensuring workplace safety, providing fair wages and benefits, promoting knowledge and skill development, conducting transparent and fair performance evaluations, and prohibiting child and illegal labor.
6. Responsible business practices towards consumers, creating high-quality, standard-compliant products to meet consumer needs.
7. Environmental conservation, sourcing environmentally friendly materials, developing eco-friendly products, using resources efficiently, and improving environmental management systems.
8. Engaging in community and social development through the Company's operations and collaborating with government agencies, business associations, civil society organizations, and other stakeholders to support and promote community and societal well-being.
9. Developing business and social innovations to create added value and ensure the Company's long-term growth.

This policy is effective from August 26, 2024 onwards.

-Signed by-

(Mrs. Kaisri Nuengsigkapien)
Chairman of the Board of Directors