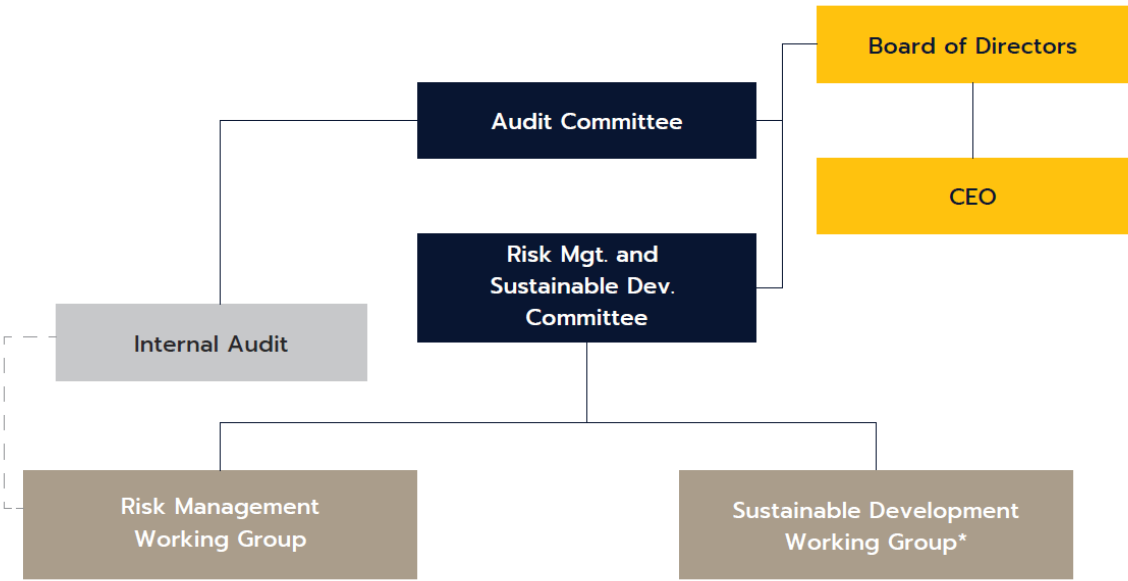


Driving Business for Sustainability

In driving the business towards sustainability, the company emphasizes balanced growth across three dimensions: economic, social, and environmental. Additionally, the company is committed to supporting the United Nations' Sustainable Development Goals (SDGs) by aligning its strategies and performance with these objectives. This is done through the principles of ESG (Environmental, Social, and Governance), focusing on issues that are relevant to the company's business and its stakeholders. The goal is to create long-term value and sustainable returns.

Sustainability Governance Structure

The Board of Directors has assigned the Risk Management and Sustainable Development Committee to oversee risk management across the organization. This committee is also responsible for overseeing corporate governance and sustainable development in accordance with the company's strategies and policies, with a strong focus on sustainability issues. Additionally, a Risk Management working group has been established to manage the company's risks, including analysing and monitoring various risks to ensure compliance with established policies. The company has also formed a Sustainable Development and Anti-Corruption working group, responsible for supervising, promoting, and delegating responsibilities to relevant departments to execute work plans, monitor progress, and provide guidance to efficiently achieve sustainability goals. This taskforce is composed of executives and representatives from various departments, serving as a channel to communicate the company's policies, practices, and strategies throughout the organization.



3.1 Sustainability Management Policy and Objectives

The Company is committed to operating and creating sustainable growth for the business under good corporate governance throughout the value chain, considering the impact on stakeholders, society, and the environment. The Company firmly believes that conducting business based on sustainability is a crucial foundation to promote the organization's steady growth. Additionally, the Company aims to operate with a positive transformational approach towards communities, the environment, and the economy, in order to ensure that operations align appropriately and provide benefits to all levels of stakeholders. This intention will help guide operations towards sustainability, both at the Company level and within the group of companies, with the following objectives:

1. Uphold business operations with fairness, importance of human rights, and respect for human dignity. Treat customers, partners, competitors, and employees equally and fairly. Be responsible towards consumers, prioritize employee health and safety, foster environmental consciousness, and encourage employees to care for the environment while contributing to community and social development for an improved quality of life.
2. Focus on ensuring that the board of directors, management, employees, and all levels of staff support, promote, and practice operations in line with sustainable development policies, fostering a culture that emphasizes balanced benefits in economic, social, and environmental aspects.
3. Cultivate awareness and responsibility for sustainable development guidelines that ensure economic growth in harmony with environmental and stakeholder benefits, thus reinforcing continuous responsible operation within the value chain.

The Risk Management and Sustainable Development Committee has established sustainable development policies as a guideline for managing corporate governance and the sustainability of the Company in a unified direction. This guideline is provided to the directors, management, and employees at all levels for implementation, driving operations towards a culture that values balanced benefits in economic, social, and environmental aspects. The key principles include:

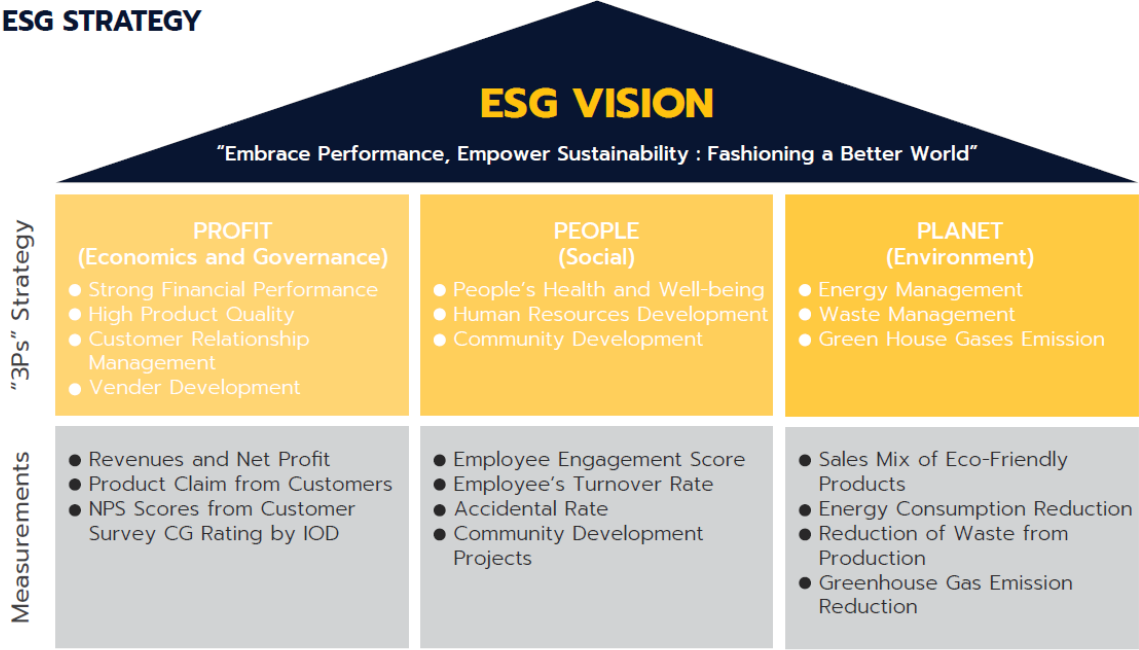
1. Defining sustainable strategies and risk management to maintain the Company's stability and sustainability.
2. Conducting business with ethics, adhering to moral principles, laws, good corporate governance, and business ethics.
3. Opposing corruption in all forms, operating the business with honesty, integrity, correctness, and without prejudice.
4. Respecting human rights, treating all parties fairly and equitably, and avoiding involvement in any actions that violate human rights.
5. Treating labor fairly, ensuring workplace safety, determining fair wages, providing benefits, developing knowledge and skills, transparently and justly assessing work performance, and refraining from employing child labor and illegal labor.
6. Operating the business responsible towards consumers, producing quality and standardized products that meet consumer needs.
7. Maintaining and caring for the environment, sourcing raw materials, and developing environmentally friendly product designs, using resources efficiently, and managing environmental quality, along with improving and upgrading environmental management systems.
8. Collaborating with communities and society through the Company's operations and partnering with government agencies, associations, business partners, civil society, and other stakeholders to develop and promote communities and society.
9. Developing business and social innovations to create added value and the Company's long-term growth.

## **Sustainability Strategy**

In 2024, the company has developed a sustainability strategy based on the 3P framework ("Profit," "People," and "Planet"), aiming to foster strong internal growth and extend its positive impact on society and the environment. This approach aligns with the company's core strategies and serves as a framework for all departments to coordinate their actions, considering both the positive and negative impacts on the environment (Environment: E), society and human rights (Social: S), and corporate governance and economics (Economic/Governance: G).

The 3P sustainability strategy is grounded in good corporate governance, under the commitment "Embrace Performance, Empower Sustainability: Fashioning a Better World." This reflects the company's dedication to enhancing business performance while promoting sustainability and creating a better world. The goal is to improve the well-being of consumers and society while maintaining a balanced return for the company and all stakeholders. Moreover, the company has established specific indicators for each dimension to measure progress and ensure that its ESG efforts are aligned with global Sustainable Development Goals (SDGs).

ESG STRATEGY



























Driving Sustainable Development and Implementation of the Company's Strategy are responsible by the Risk Management and Sustainable Development Committee. Additionally, the Company has appointed a working group to operate in accordance with the Company's sustainability policy.





































The Company has a policy of conducting business with all stakeholders ethically, transparently, and fairly. The Company competes fairly with competitors under the framework of international competition rules, adheres to laws related to fair trade practices, opposes trade restraints or the misuse of market power, and refrains from giving/receiving bribes or other benefits and distorting competition mechanisms. The Company doesn't violate or disclose competitors' trade secrets through unethical means and avoids damaging competitors' reputation with false accusations.

Through times, the Company has operated businesses with governance, being transparent and trustworthy. It focuses on building a sustainable, stable business to maximize shareholder value and provide consistent dividends to shareholders. The Company aims to establish good relationships with partners, engage in ethical procurement/sourcing, not engage in anti-competitive practices, or trade restrictions, and operate according to fair competition frameworks. It adheres to agreements, the Company's ethics, and promises to customers meticulously, considering shared benefits. The Company practices agreements made in mutual consent, has a policy of delivering products in line with quality and on schedule, and opposes the infringement of intellectual property or any other legally protected items. It consistently examines copyrighted products' usage, like computer software or trademarks owned by others.

## Sustainability Development Goals

The company is committed to driving its business in alignment with the United Nations' Sustainable Development Goals (SDGs). Each year, the company assesses the connection between its 3P strategy and its operational activities with the SDGs to ensure consistent alignment. The key sustainability development goals are as follows:

3Ps	Target		Conformity to SDGs
PROFIT (Economics and Governance)	Strong Financial Performance	Ensuring business survival, growth, and sustainability.	  
		Expanding the market to strengthen the organization, adapting to change, and seeking opportunities for business growth.	 
		Managing risks, planning business strategies, and conducting business sustainably.	
	Product's Quality and Services	Upholding business ethics, delivering quality work, and being a brand trusted and respected by customers, partners, and stakeholders.	     
		Ensuring customer satisfaction by accurately and promptly meeting their needs.	 
	Customer Relationship Management	Building trust and treating stakeholders with good corporate governance and transparency, with no complaints related to non-transparent operations.	  
		Adapting to digital transformation, developing innovations that address stakeholders' needs to enhance competitiveness and create business opportunities.	  
	Vender Development	Managing the supply chain responsibly and sustainably, while developing the capabilities of partners throughout the supply chain under good governance.	   

3Ps	Target	Conformity to SDGs
PEOPLE (Social)	People's Health and Well-being	   
	Human Resources Management	     
	Ensuring fair employment practices in accordance with the law, fostering strong employee engagement, maintaining employee satisfaction, and achieving low turnover rates.	  
	Respecting human rights at all levels, cultivating a strong organizational culture, and being recognized as a leader in human rights respect.	  
PLANET (Environment)	Community Development	        
	Energy Management	    
	Waste Management	     
	Green House Gas Emission	