



SUSTAINABILITY MANAGEMENT POLICY AND SOCIAL ACTIVITIES

Takuni Group Public Company Limited
and subsidiaries

Approved by the Board of Directors Meeting No. 2/2024 on February 27, 2024

With determination to conduct business on the basis of Good Corporate Governance, the ultimate goal is the sustainability of the organization which creates economic, social and environment shared value in the Company's business chain and to raise the level of sustainable development, the Company has established a Corporate Sustainability Management Policy to be a guideline for conducting business of the Group of Companies as follows:

Environment

Conduct business that is environmentally friendly, control and reduce the impact of business operations on the ecosystem and biodiversity. Mitigate impacts and adapt to climate change. Increase energy efficiency, promote and support energy conservation. Increase the proportion of clean energy or alternative energy usage, deliver products and services by supporting responsible consumption and production of the Company, including business partners, as well as customers and consumers. Invent and search for guidelines and ways to reduce resource use throughout the supply chain as to use resources for maximum value and efficiency from the production, transportation, distribution and consumption sectors. Waste and garbage management in various forms are controlled to reduce product loss, including pushing for sustainable packaging management.

Social

Conduct business with responsibility for all groups of stakeholders. Taking into account human rights principles, protect labor rights, safety, health and create the good environment for work along with management and continuously develop personnel. Provide adequate welfare for the livelihood of employees and their families without discrimination and provide equal opportunities in work. Promote employment, local career opportunities including the underprivileged, the disabled and vulnerable groups, regardless of factors such as race, nationality, religion, age, skin color, gender, education, social status, etc. In addition, use the organization's expertise to create innovation, raise the quality of life of the community, covers both in and around the business area as well as participate in developing society to grow sustainably.

Corporate governance

Conduct business according to the principles of Good Corporate Governance, ethics, and comply with the laws, covenants, and relevant regulations of the country in which the business is conducted and international practice guidelines. Give importance to anti-corruption, fair trade

competition, including organizing to receive complaints and report clues. Disclose information and operating results in a transparent manner. Focus on prevention and maintain information security and data privacy. Meet expectations and deliver value to customers through products and quality, safe services as well as managing relationships with customers in order to deliver value to customers through products and provide quality, safe service as well as manage customer relationships to deliver a good experience. Manage risk and business continuity throughout the supply chain. Adapt to keep up with changes and seek opportunities that are appropriate for the business to reduce the impact of operations throughout the value chain. Create economic growth with sustainable participation. Promote and support collaboration with business partners and small entrepreneurs, including managing and responding to the expectations of all stakeholder groups in a balanced way.

Sustainability strategy

- 1) Establish a strategy for sustainable development of the organization that covers Good Corporate Governance, Enterprise Risk Management, Project Risk Management and Emerging Risks that may occur in the future.
- 2) Establish an assessment and response to risk issues that affect the sustainability of the Company in both Economic, Social, Environmental and Governance dimensions and consider it as an important issue in business planning, business decisions and operating processes, to maintain the stability and sustainability of the organization.

All Executives and employees have a duty to support, push and integrate throughout the organization and act in accordance with this policy, including conveying the policy to companies in the group and communicate with all groups of stakeholders. It also encourages business partners to adopt the policy to apply in operations as well as creating participation with external organizations to strengthen the potential for sustainable development.

(Dr. Chatchai Payuhanaveechai)

Chairman of the Board

Approved by the Board of Directors Meeting No. 2/2024 on February 27, 2024