

Sustainability Management Policy

The MBK GROUP (Company Group) is committed to conducting business with social responsibility and taking into account the benefits of all stakeholders with organizational sustainability as its ultimate goal. The Company has integrated sustainability operations into its corporate strategies that focus on creating a balance between sustainable development and business growth, as well as the good corporate governance, risk management, and increased operational efficiency. The Company has established a management framework which is in line with international standards. The details are as follows

1. Objectives:

This sustainability management policy shall be used as a guideline for the MBK GROUP (Company Group) in its business operations to strengthen organization structure and management systems to enable the Company to develop and grow into a stable and sustainable manner. It covers all dimensions including environmental, social, corporate governance and economic dimensions. The Company has adopted the concept of sustainability management as the core of its operations, as well as communicating it to employees at operational levels and integrating it into operational plans to create balance in the economic, social and environmental dimensions throughout the value chain to achieve sustainable development and bring maximum benefit to all stakeholders.

2. Definition

2.1 Company Group refers to MBK Public Company Limited and its subsidiaries associate companies with controlling authority

2.2 Company refers to MBK Public Company Limited

3. Scope and Policy

The sustainability management policy is used as a guideline for the Company Group in 3 dimensions as follows:

3.1 Environmental Dimension

The Company Group realizes the importance of the environment and takes into account environmental impacts on all stakeholders. The Company Group has conducted environmentally friendly business operations with consideration of the environment conservation in its internal processes, as well as promoting energy conservation and environmental protection activities. Targets have been set for natural resource utilization by reducing energy consumption and making most efficient use of limited resources, as well as preparing plans and practices to handle challenges from climate change, greenhouse gas management, efficient water management, waste and pollution

management, and the protection of ecosystems and biodiversity from business operations to achieve sustainability in environmental conservation on a large scale.

3.2 Social Dimension

The Company Group is committed to creating stability in the society and communities, developing skills and capabilities of employees so that they become high-quality persons in the society. The Company Group also aims to create jobs and distribute income to communities to drive community economy development to create a sustainable society under the following guidelines:

- 3.2.1 Respect human rights and human dignity by treating all employees fairly and equitably regardless of their race, skin color, religion, gender, age, nationality, sexual orientation, or any other matters to provide them with a good quality of life.
- 3.2.2 Create shared value with society and communities, as well as improving the quality of life and environmental quality for well-being and sustainable growth.
- 3.2.3 Promote the development of business, social and environmental innovations to create shared value and benefits for stakeholders.
- 3.2.4 Promote and preserve traditions, history, religion, culture and morality of the society and the nation in a continuous manner.
- 3.2.5 Recognize the importance of customers satisfaction by setting administration policies to create higher satisfaction and fair treatment for all customers so that they have much confidence in the Company's services.
- 3.2.6 Protect personal rights, keep confidential information, and disclose and use personal data appropriately.
- 3.2.7 Create a culture of support in the workplace.
- 3.2.8 Take a good care of health, safety, and work environment for employees, workers, and company assets without affecting the rights and safety of others.
- 3.2.9 Continuously promote and develop personnel capabilities in the organization both in the short term and the long term.

3.3 Corporate Governance Dimension

The Company Group places importance on good corporate governance as it supports appropriate business operations with social responsibility, transparency and fairness to all stakeholders. The Company Group also strives to develop the quality of products and services to provide maximum benefit for customers in terms of operating costs and long-term utility to set standards for the Company's business operations under the following guidelines:

- 3.3.1 Conduct business according to the good corporate governance principles, Business Code of Conduct, as well as policies, regulations, announcements and orders of relevant companies.
- 3.3.2 Adhere to ethics and transparency in business operations and comply with laws, rules, regulations, methods and standards set by regulatory agencies and international standards.
- 3.3.3 Continually seek to develop and improve operational efficiency in all activities.
- 3.3.4 Create, innovate and develop innovations and new technology continuously so that the Company is equipped with qualifications and ability to be a leader in offering the best products and services to customers.
- 3.3.5 Manage risks effectively in every aspect.
- 3.3.6 Place importance on personal data protection and ensure that information technology system is protected against cyber threats. These are considered international risks that every organization should pay attention to for all stakeholders.

The above policies and guidelines demonstrate the Company's intent to achieve its sustainability goals. All board of directors, executives, and employees of the Company Group have a responsibility to support, impel, promote, and comply with the sustainability management policy as specified, as well as encouraging stakeholders, especially business partners and alliances, to implement such policies and adjust them in operations throughout the supply chain to build sustainable society and stable growth.