

Announcement

No. 010/2565

RE: Diversity and Inclusion Policy

The Company and its subsidiaries are committed to fostering a corporate culture where employees embrace their roles as responsible members of society. This commitment is a fundamental mission, driving the development of projects and initiatives that contribute to social and community well-being. To support this, we have established a sustainable business policy that integrates environmental, social, and governance (ESG) principles while aligning with national and international sustainable development goals (SDGs).

To reinforce our commitment to sustainability, we have established relevant policies that serve as a framework and guideline for the Company and its subsidiaries.

Policy and guidelines

The Company and its subsidiaries recognize the value of harnessing the diverse ideas, skills, and experiences of our personnel to drive business growth, foster innovation, and achieve outstanding performance. To fully realize these benefits, we have implemented clear guidelines for managing diversity and inclusion. These guidelines are designed to ensure that diversity and inclusion contribute positively to both our business operations and the well-being of our employees.

Our diversity and inclusion policy includes the following:

1. We are committed to treating everyone equally and respecting diversity, including LGBTQI+ individuals, while embracing individual differences, with an aim to foster a work environment and organizational culture that values diversity and inclusion.
2. Executives, supervisors, and leaders at all levels play an active role in promoting and supporting respect for diversity and inclusion throughout the organization.
3. Respect for diversity and inclusion is integrated into our business strategy, driving innovation and supporting business development across the Company and its subsidiaries.
4. Respect for diversity and inclusion is integrated into all aspects of human resource management, including recruitment, selection, employee development, career progression, performance management, compensation, retirement, and other areas.
5. The Company and its subsidiaries will communicate, educate, and provide guidelines and support to our business partners in the value chain, including suppliers, contractors, and joint ventures, to ensure adherence to ethical business practices and respect for this policy.

This policy is effective from November 1, 2022.

Announced on November 1, 2022

(Mr. Vorasit Pokachaiyapat)

Chief Executive Officer