

Sustainable Business Development Policy

Stecon Group Public Company Limited

Stecon Group Public Company Limited and its affiliates (the "Company") conducts its business with an awareness of the importance of sustainable business development by creating value in the areas of **economy, society, environment, and good corporate governance**. To support the company in achieving its vision and mission, the company has established a sustainable business development policy that considers good corporate governance, social and environmental responsibility, and all stakeholders, in accordance with international guidelines and as determined by the Securities and Exchange Commission, Thailand and the Stock Exchange of Thailand as following

Economic - Important economic goal of the company is to create appropriate and continuous returns or profits in operations by creating growth in the existing business and seeking new business opportunities.

Good Corporate Governance - The Company attaches great importance to fair, transparent, and auditable business operation in accordance with ethical principle and consideration for the Company's stakeholders, appropriate risk management, developing innovation in order to develop the Company's potential and striving for sustainable and stable growth through good corporate governance policy and related practice in accordance with the guideline set by the Securities and Exchange Commission, Thailand and the Stock Exchange of Thailand.

Social - The company conducts its business with social responsibility, adhering to international standards that minimize the potential impact of its operations, while considering stakeholders such as employees, partners, customers, and the community. Additionally, the company places importance on safety, occupational health, and the working environment, along with respect for human rights, personnel development, and social contributions in various areas, such as education and disaster relief.

Environment – The Company is aware of operating with consideration for the environment and climate change. The Company has established policies and guidelines, monitoring results and continuous development in the field of the environment. The company provides knowledge and training in performing duties in accordance with relevant work standards, including supporting and promoting environmental protection practice, and reducing potential impacts on the environment and community that may occur from business operations.

Key Goal for Sustainable Business Development

Stecon Group Public Company Limited and its subsidiaries set the main goal for sustainable business development in line with the Company's sustainable business development policy as following

1. Climate Change Goal: The Company takes part in driving towards the country's goal of reducing greenhouse gases emissions by 20-25% compared to normal operations and aiming for carbon neutrality in 2050.

2. Safety target: The company targets number of workers each month who are injured from work to the point of time off work: 0 (Loss Time Accident (LTA) =0)
3. Personnel Development Goal: The company aims to enhance the knowledge and skills of its employees through seminars and training, with an average of at least 10 hours/person/year.
4. Good Corporate Governance Goal: The Company has received a Corporate Governance Rating at the level of excellence from the survey on Corporate Governance of listed companies of the Thai Institute of Directors Association

This Sustainable Business Development Policy was approved by the Board of Directors' Meeting No. 2/2024 on February 27th, 2024 and shall take effect from February 27th, 2024 onwards.

Promulgated on 27 February 2024

(Mr. Vallop Rungkijvorasathien)

Chairman of the Board of Directors
Stecon Group Public Company Limited