

Corporate Social Responsibility Policy

1. Principles and Rationale

The Company is committed to developing its business for sustainable growth alongside social responsibility. The Company has therefore established a Corporate Social Responsibility (CSR) policy as a guideline for conducting business under good corporate governance and ethical principles, while taking care of the environment and society, and demonstrating genuine responsibility toward stakeholders both internally and externally, including shareholders, employees, customers, communities, and society at large.

2. Definitions

“Corporate Social Responsibility (CSR)” refers to an organization’s responsibility toward society and the environment through ethical business practices and proper management, covering both internal and external aspects, leading to sustainable development.

“Stakeholders” refers to individuals or groups involved with the organization, including employees, owners/ investors (e.g., shareholders, whether individuals or groups, including public sector stakeholders with specific interests), communities, or the public affected by the organization or its products.

“Intellectual Property” refers to legal rights granted to owners over creations of the human intellect.

“Fraud or Corruption” refers to actions or omissions involving abuse of authority, violations of laws, ethics, regulations, or Company policies, including any conduct that may mislead others into believing such authority exists.

“Corporate Culture” refers to shared values and beliefs that guide behavior within the organization.

“Labor” refers to the working population, workers, or employees.

“Consumer” refers to individuals who purchase or receive services from a business, including those who are offered or invited to purchase goods or services.

3. Corporate Social Responsibility Policy

The Company is committed to sustainable business development alongside social responsibility. The Board of Directors has therefore established the CSR policy with the following guiding framework.

4. CSR Implementation Framework

The Company conducts its business under good corporate governance and ethical principles, while caring for the environment and society, and taking into account stakeholders both internally and externally. The CSR framework covers the following areas:

- 1) Fair business practices
- 2) Anti-corruption
- 3) Respect for human rights
- 4) Building a culture of integrity and fairness
- 5) Fair labor practices
- 6) Consumer responsibility
- 7) Community and social development
- 8) Environmental management
- 9) Innovation and dissemination of CSR-driven innovation

4.1 Fair Business Practices

The Company and its subsidiaries operate under fair competition principles in compliance with laws and business ethics, ensuring equitable benefits for all parties. The Company does not accept undue benefits, maintains confidentiality of partners, avoids intellectual property violations, prohibits unfair competition practices, and provides channels for complaints regarding unfair treatment.

1) The Company shall not solicit, accept, or consent to receive any assets or other benefits beyond commercial agreements or contractual terms.

2) The Company aims to build strong relationships, foster cooperation, and jointly develop products with contractors to enhance capabilities and operational efficiency for long-term business collaboration.

3) The Company shall maintain the confidentiality of partners' information and shall not use such information for personal gain or for the benefit of related parties in an improper manner.

4) The Company and its subsidiaries shall not engage in any activities involving intellectual property infringement and shall encourage executives and employees to use Company resources efficiently, utilize legally licensed products and services, and refrain from supporting counterfeit or infringing goods or activities.

5) The Company and its subsidiaries oppose unfair competition practices and shall not engage in activities such as price collusion or predatory pricing to eliminate competitors. Pricing of the Company's real estate products is determined based on market conditions, demand, and relevant costs, ensuring competitiveness. In addition, the Company's procurement policy establishes clear sourcing procedures to ensure fairness, such as setting standardized or benchmark construction costs.

6) The Company has established complaint channels for cases of unfair treatment, including at the Company's offices, sales offices, and through the Company's website.

4.2 Anti-Corruption

The Company and its subsidiaries conduct business with transparency and integrity. The Company has established anti-corruption guidelines and supports activities that promote and instill compliance with applicable laws and regulations among executives and employees. The Company does not support achieving business success through corrupt practices. The Board of Directors has established an anti-corruption policy with the following practices:

1) Directors, executives, and employees shall not engage in or support any form of corruption under any circumstances and must strictly comply with anti-corruption measures.

2) Directors, executives, and employees are required to comply with the Company's good corporate governance and anti-corruption policies. The Board of Directors assigns management to communicate and implement anti-corruption measures throughout the organization.

3) Directors, executives, and employees are prohibited from requesting or accepting any assets or other benefits for themselves or others that may influence the improper performance or omission of duties, or cause the Company to lose legitimate benefits.

4) Directors, executives, and employees are prohibited from giving or offering any assets or other benefits to external parties in order to induce such parties to act or refrain from acting in violation of the law or improperly in relation to their duties.

4.3 Respect for Human Rights

The Company supports and respects the protection of human rights by treating all stakeholders, including employees, communities, and surrounding society, with respect for human dignity, equality, and fundamental freedoms. The Company does not violate basic rights and does not discriminate on the basis of race, nationality, religion, language, skin color, gender, age, education, physical condition, or social status. The Company also ensures that its business operations are not involved in any human rights violations, such as forced labor, child labor, and sexual harassment.

In addition, the Company promotes and provides opportunities for employees, communities, and society to participate in expressing opinions or filing complaints regarding any potential human rights violations caused by the Company or its personnel. Complaints can be submitted through the Human Resources Department or the Company's Environmental and Safety Department. The Company also organizes community engagement activities to communicate and enhance understanding of its production processes and internal management systems, and to address any concerns from the community regarding its operations.

To ensure effective respect for human rights, the Company has implemented initiatives to build knowledge and raise awareness of human rights among its personnel, encouraging adherence to human rights principles.

4.4 Building a Culture of Integrity and Fairness

The Company provides training to employees to promote honesty and integrity in their duties and to ensure strict adherence to the principles and code of conduct under the good corporate governance policy across the organization.

The Company establishes human resource management processes that reflect its commitment to anti-corruption measures, covering recruitment, training, performance evaluation, compensation, and promotion.

The Company has established internal audit processes to ensure that the internal control system supports the achievement of its objectives, including reviewing operations across all departments for compliance with rules and regulations, identifying weaknesses, and providing recommendations to improve operational effectiveness and efficiency in line with good corporate governance practices.

Independent internal auditors, who are external individuals or legal entities, are appointed to support good corporate governance.

The Company has established anti-corruption guidelines and will continuously improve its corporate governance policy manual, code of business ethics, and employee regulations to guide business operations.

4.5 Fair Labor Practices

The Company and its subsidiaries have a policy to treat all employees fairly, without any conditions that would result in unequal treatment, ensuring fairness for all employees. The Company provides a comprehensive and fair employee care system (in accordance with the Company's work regulations), including the following practices:

- 1) The Company provides appropriate and fair compensation to all employees without the need for employees to make claims.
- 2) The Company does not discriminate and treats all employees equally.

3) In cases where employee grievances arise, the Company has clear procedures for handling complaints and will resolve them promptly and fairly to prevent escalation.

The Company emphasizes equality and fair treatment without discrimination, in accordance with the Code of Conduct, which serves as a guideline for all employees and is considered part of the Company's employee regulations. The Code of Conduct is communicated to all employees on their first day of employment and reinforced through employee training programs.

4.6 Consumer Responsibility

The Company places importance on its responsibility toward stakeholders in the value chain, including shareholders, customers, business partners, and competitors. The Company has established a Code of Conduct to guide its operations, with the following practices toward customers:

- 1) Deliver quality products and services that meet customer expectations at fair prices.
- 2) Provide accurate, sufficient, and timely information about products and services without exaggeration that may mislead customers.
- 3) Communicate with customers politely, efficiently, and reliably, and establish systems for handling complaints regarding product quality and safety.
- 4) Maintain customer confidentiality and not use such information for personal or improper benefit.
- 5) Provide various marketing communication channels, including product information through sales representatives and the Company's website.

4.7 Community and Social Development

The Company recognizes the importance of social responsibility and community development by supporting social initiatives, improving quality of life in communities, promoting volunteer activities related to community and social development, and fostering awareness of responsibility toward communities, society, and the environment among employees at all levels. The practices are as follows:

- 1) Conduct activities to contribute to society, communities, and the environment on a regular basis to improve the quality of life in areas where the Company operates, both independently and in collaboration with Government Agencies, private sector organizations, and communities.
- 2) Cooperate in activities with surrounding communities as appropriate.
- 3) Provide opportunities for communities and stakeholders to participate in providing feedback on projects that may impact them, including submitting opinions or complaints arising from the Company's operations.
- 4) Cooperate in implementing international standards or agreements to prevent or reduce environmental impacts.
- 5) Promote environmental and social responsibility awareness among employees.

4.8 Environmental Management

The Company recognizes the importance of environmental protection and acknowledges that business operations may have both direct and indirect environmental impacts. The Company is committed to improving and developing its processes to reduce environmental impacts while protecting and restoring the environment to create value and sustainability for the business, society, communities, and the economy as a whole.

1) Conduct business with environmental considerations and strictly comply with applicable environmental laws and regulations. The Company implements pollution prevention measures, emphasizes green space design in residential and common areas, ensures wastewater treatment meets standards before discharge, and selects environmentally friendly materials, in line with or exceeding legal requirements.

2) Establish clear CSR policies and implement them consistently within the organization.

3) Respect local customs, traditions, and cultures in all areas of operation.

4) Use natural resources, materials, and equipment efficiently and effectively, with conservation measures in place.

5) Respond promptly and effectively to incidents that may impact the environment, communities, life, or property, while fully cooperating with Government Agencies and relevant authorities.

6) In addition, the Company assigns safety officers responsible for advising, supervising, and ensuring workplace safety, inspecting potential hazards from machinery, equipment, tools, and working environments, and recommending preventive and corrective measures to ensure compliance with occupational safety laws issued by the Ministry of Labour and Social Welfare, alongside environmental protection efforts.

4.9 Innovation and Dissemination of CSR Innovation

The Company supports innovation at both organizational and collaborative levels, including new methods, ideas, and production processes that add value. The objective of innovation is to create positive change, improve outcomes, and generate greater benefits for society.

The dissemination of innovation is considered part of social responsibility, through communication and sharing with stakeholders via various channels to ensure broad access to information.

The Company applies CSR concepts to develop business innovations that create value and enhance competitiveness, as follows:

1) Assess current business processes to identify risks or negative impacts on society and the environment and develop solutions to mitigate such impacts, while analyzing operations comprehensively to create opportunities for innovation.

2) Disclose innovations that benefit society and the environment to encourage adoption by other businesses and entrepreneurs.

3) Continuously analyze solutions and develop innovations as an ongoing process to create new products and services and support sustainable business growth.

5. Implementation Plan and Performance Reporting

The CSR working team is responsible for preparing annual CSR plans for submission to the Executive Committee, including budget allocation, considering the CSR framework, operational suitability, financial position, and performance of the Company and its subsidiaries. Performance results are reported to the Executive Committee at least once per year.

Effective from 15 March 2025 onwards.