

Stakeholder Engagement Policy

Ornsirin Holding Public Company Limited and its group of companies (“the Company”) are committed to conducting business in accordance with good corporate governance, responsibility, and business ethics. The Company recognizes that its success and sustainable growth depend on the cooperation and support of all stakeholders, both internal and external, including communities, society, and the environment that are directly or indirectly affected by its operations. To establish clear operational standards, the Company has developed this “Stakeholder Engagement Policy,” requiring directors, executives, and employees to strictly comply. The objective is to protect the rights and interests of stakeholders, foster strong relationships and sustainable collaboration, mitigate and prevent potential negative impacts arising from operations, and build long-term value and trust in the Company.

In addition, the Company promotes transparent and verifiable communication channels and stakeholder engagement mechanisms, including appropriate grievance and remediation processes, to ensure meaningful stakeholder participation. The Company has identified eight key stakeholder groups as follows:

- 1) Shareholders
- 2) Executives and employees
- 3) Customers
- 4) Creditors
- 5) Suppliers
- 6) Business partners
- 7) Government Agencies
- 8) Communities

The Company has established practices to address the expectations and engagement of all stakeholder groups based on the principles of transparency, fairness, and responsibility. These practices cover the protection of stakeholder interests, risk management, promotion of mutual development, and the creation of balanced value for all parties to ensure stable and sustainable long-term growth.

Regarding stakeholder engagement, the Company assigns relevant departments responsible for each stakeholder group to manage and respond to related matters. Operational information is communicated across all levels of the organization on an ongoing basis to foster shared understanding, ensure that all employees are aware of operational status, and enable alignment in driving the policy consistently in the same direction.

Effective from 1 December 2025 onwards.