

Sustainability Management Policy

The Company recognizes the importance of conducting business in parallel with the development of society, the environment, and good corporate governance. The Company adheres to the principle of balancing economic returns, environmental responsibility, and the improvement of social well-being in order to achieve stable and sustainable long-term growth. Accordingly, the Company has established a **“Sustainability Management Policy”** to serve as a framework for conducting business with responsibility toward society and the environment. The policy emphasizes efficient resource utilization, the reduction of negative environmental impacts, the creation of shared value with all stakeholder groups, and the enhancement of corporate governance standards in alignment with good governance principles and international standards. This approach aims to drive sustainable growth for the business, society, and the environment together on a continuous basis. The implementation guidelines cover all 3 dimensions, as follows:

Environmental Sustainability

The Company recognizes that natural resources are fundamental to both business operations and societal well-being. Therefore, the Company is committed to operating with consideration for efficient resource utilization, minimizing environmental impacts, and promoting ecosystem conservation. This approach ensures that project and business development progress in parallel with long-term environmental sustainability. The key practices are as follows:

1. Emphasize efficient use and management of natural resources, materials, and equipment throughout the supply chain from procurement, production, and construction to project delivery and maintenance in order to reduce waste and environmental impacts.
2. Focus on project design and construction under energy and environmental conservation principles by selecting materials and equipment that help reduce energy consumption, meet quality and safety standards, are free from hazardous substances, and support efficient resource utilization.
3. Promote the use of clean and renewable energy in business processes while improving energy efficiency to reduce greenhouse gas emissions and environmental impacts.
4. Implement systematic waste management practices by prioritizing waste prevention, reducing waste generation, and encouraging reuse and recycling to maximize resource value and minimize negative environmental impacts.
5. Prioritize ecosystem protection and biodiversity conservation by increasing green spaces within projects, selecting plant species suitable for local environments, and designing projects that minimize environmental impacts in order to maintain ecological balance sustainably.
6. Strictly comply with environmental laws, regulations, and standards at both national and international levels, while closely monitoring regulatory changes to ensure compliance across all operations.
7. Promote environmental awareness among employees, business partners, communities, and stakeholders through communication, training, and activities that foster understanding of resource conservation and environmental impact reduction.
8. Support project design and management systems based on the concept of the Circular Economy, focusing on maximizing resource efficiency, reducing waste, and increasing reuse and recycling across all processes.
9. The Company aims to reduce greenhouse gas emissions and strives to achieve carbon neutrality (Carbon Neutral) by 2050, through plans to improve production processes, adopt clean energy, and implement carbon offset initiatives.

Social Sustainability

The Company recognizes the importance of fostering a sustainable society by focusing on improving the quality of life of employees, communities, and society so that they can grow alongside the Company's business operations in a balanced and stable manner. The Company places importance on respecting human rights, ensuring fair and equal treatment, enhancing safety and quality of life, and building strong relationships with all stakeholder groups in order to drive sustainable economic and social development together. The key practices are as follows:

1. Prioritize the safety and quality of life of stakeholders involved in the Company's operations while encouraging employees to develop awareness and responsibility toward society and the environment.
2. Operate under the Company's Human Rights Policy, which aligns with internationally recognized human rights principles, including the Universal Declaration of Human Rights (UDHR) and the United Nations Guiding Principles on Business and Human Rights (UNGP).
3. Support learning and skill development for employees at all levels through training programs, capability development, and career advancement opportunities to strengthen the organization's long-term competitiveness, while also fostering a safe working environment that promotes both physical and mental well-being and employee engagement.
4. Build positive relationships with communities surrounding project areas by listening to community feedback and implementing initiatives that genuinely respond to community needs. The Company also supports broader Corporate Social Responsibility (CSR) activities covering education, health, environment, and quality of life in order to create shared value with society and improve living standards alongside business growth.
5. Provide accessible, transparent, and effective communication channels and grievance mechanisms for social and environmental concerns, with designated responsible units to review and handle complaints fairly, and communicate appropriate responses to complainants or related parties.
6. Establish a Materiality Assessment process to identify and evaluate key sustainability issues by engaging with all stakeholder groups, enabling the Company to improve its sustainability policies and strategies in alignment with societal expectations.

Economic Sustainability and Good Corporate Governance

The Company is committed to achieving stable business growth based on strong corporate governance principles. The Company operates with integrity, transparency, and accountability to create value for the organization, shareholders, investors, customers, business partners, and all stakeholders. At the same time, the Company enhances competitiveness, maintains effective financial management, and prevents risks related to corruption and unethical conduct in order to generate sustainable returns and maintain confidence in the broader economy and society. The key practices are as follows:

1. Conduct business in strict compliance with applicable laws, regulations, and requirements while adhering to good corporate governance principles, integrity, and ethical standards to build trust among shareholders, investors, and all stakeholders.
2. Establish a clear Anti-Corruption Policy, including channels for reporting complaints or whistleblowing, along with measures to protect whistleblowers.
3. Disclose financial and material information accurately, completely, and in a timely manner to ensure that shareholders, investors, and stakeholders have equal access to essential information in a transparent, fair, and verifiable manner.
4. Implement comprehensive risk management practices and prepare for potential economic crises in order to reduce potential losses and strengthen organizational resilience to change.

5. Develop and promote innovation in products, services, and operational processes to create differentiation, enhance competitiveness, and continuously generate value for the organization and its stakeholders.

6. Conduct procurement and contracting processes responsibly, transparently, and accountably, taking into account labor, environmental, and ethical standards of suppliers, while encouraging business partners to adhere to sustainability principles in order to strengthen transparency and responsibility across the supply chain.

7. Disclose sustainability performance and progress in driving sustainability initiatives through the Company's Annual Report (Form 56-1 One Report) to enhance transparency, build stakeholder confidence, and ensure equal access to information for all stakeholder groups.

Establishment of Sustainability Performance Indicators (ESG KPIs)

The Company establishes environmental, social, and economic and corporate governance indicators to systematically monitor and evaluate sustainability performance. These indicators are aligned with the Company's operational framework, applicable laws, and relevant best practices. The Company will monitor, report, and review these indicators at least annually to ensure that sustainability performance is continuously aligned with the established targets.

Effective from 1 December 2025 onwards.