



Announcement No. 1/2021

Sustainability Development Policy

TIPCO Asphalt Group conducts our businesses with great awareness on sustainability development. The Group hereby establishes a policy and management guideline for sustainability development in line with our corporate strategy while accommodating the United Nations' Sustainable Development Goals (SDGs). The Group aims to become a sustainable organization with international operating standard encompassing economic, social and environment aspects coupled with good corporate governance practice. We strive to become one of the nation's leading companies with transparent business conducts, occupational health & safety standard of all employee, benefits sharing with communities for peaceful cohabitation including preservation and conservation of national resources and environments. The Policy guideline are as follows:

- 1) To fully comply with laws and regulations pertaining to each country where the Group conducts our business operations, including full compliance at international level, good corporate governance practice while encouraging culture that promotes responsibility for all business conducts.
- 2) To create future values upon human capital and community development. This focuses on enhancements of employee's capability through trainings and promoting creative thinking. As for community aspect, the focus will be on knowledge sharing, promoting life-quality improvement and strength of local communities.
- 3) To promote constant developments and implementations of innovation and technology, for excellence and sustainable benefits to society and environment (Innovation for Sustainability).
- 4) To conduct businesses with focus on eco-efficiency operations. This involves work process development and service provision with society and environment as top priority, while implementing comprehensive system for operating results tracking, monitoring and reporting.
- 5) To raise public awareness on road- and life-safety utilizing the Group's business knowledge and expertise, in order to uplift the communities' quality of life that ultimately leads to sustainability of the society.
- 6) To implement risk management pertaining to environmental, social, and governance risks for the Group. This includes risk identification, assessment, prioritization, and internal risk control measures implementation across all sustainability aspects.



- 7) To promote business conducts, with full respect to stakeholder interests and human rights pertaining to employees, business partners, affiliates, and related communities, with fair treatment.
- 8) To regularly review Materiality Analysis & Assessment from each stakeholder group expectations and key issues that might impact to the organization upon corporate strategy formulation. Also included are annual planning and business conducts in consistent with the Group's Vision.
- 9) To disclose and communicate policy, management guideline, and operating results across all aspects in full transparency, with fairness, auditable and timeliness. This is to reflect the Group's strong intention upon organization development while promoting implementation of the guideline, with an aim to create mutual culture on sustainable business conducts across the value chain.

This policy shall apply to all business units across value chain of TIPCO Asphalt Group. The management and all employee shall be responsible to support, promote and comply with this sustainability development policy framework.

This policy is effective as of 12 May 2021.

A handwritten signature in blue ink, appearing to read "Chainoi Puankosoom".

(Mr. Chainoi Puankosoom)
Chairman