



Announcement No. 5/2025

Sustainability Policy

Tipco Asphalt Group (the Group) conducts our business with intention and commitment to 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 environment, social and good governance dimensions. The policy details are as follows:

- 1) Comply with laws and regulations pertaining to each country where the Group conducts our business operations and adhere to international practices and guidelines.
- 2) Conduct businesses with environmentally sustainable manner. These involves 1) development of climate strategic projects, Green Products and promotion of innovation and technology to be resilient for Climate change; 2) embrace circular economy principle for resource management; and 3) control and minimize impact on the ecosystem and biodiversity.
- 3) Ensure a safe work environment to prevent fatalities and injuries related to working within the office, plants and during the transportation of products/services.
- 4) Promote business conducts, with full respect to stakeholder interests and uphold human rights pertaining to employees, business partners, affiliates, and related communities, with fair treatment.
- 5) Conduct risk assessments on suppliers to reduce disruptions to business operations from sustainability risks across the supply chain.
- 6) 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.
- 7) Create future values upon human capital and community development with focus on employee's capability through training and promoting creative thinking. As for community aspect, the focus will be on knowledge sharing, promoting life-quality improvement and strength of local communities.



- 8) 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.
- 9) Disclose and communicate policy, management guideline, and operating results across all aspects in full transparency, with fairness, auditability 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.

All management and employees have a role in supporting, promoting and executing this sustainability policy.

This policy is effective as of 14 May 2025.

Mr. Chainoi Puankosoom
Chairman of the Bord of Directors