



Announcement

Corporate Sustainability Development Policy

Crown Seal Public Company Limited ("CSC") is determined to be a business leader operating in line with the principles of sustainable development, adhere to principles and the principle and guidance on social responsibility by creating collaboration, trustworthiness, and value for stakeholders, operation excellence, transparency, innovation and technology are essential to achieve the sustainable growth in three dimensions: Environmental, Social and Governance in the Company's value chain whilst contributing to the realization of the Sustainable Development Goals. The key attributes of the policy are as follows:

Environmental	Adapt the business toward the low carbon society along with operating in an environmentally friendly way. Control and minimize the impact on the ecosystem and biodiversity as well as mitigating and being more resilient to climate change by applying the circular economy principle.
Social	Conduct the business responsibly. Respect the human rights principles. Protect labor rights, safety, health, and elevate working environment whilst continuously develop knowledge, skills, and competency of employees. Apply organization core competency to create shared values and improve the quality of life of the community and society for sustainable growth.
Governance	Comply with the good corporate governance principle, ethics, laws, obligations, and regulations in all countries of operations and adhere to the international practices and guidelines. Disclose information and performance transparently. Manage risk, adapt to change, and seek opportunities to ensure sustainable business growth and reduce the impact from operations throughout the value chain whilst balancing the interests of a diverse group of stakeholders.

The Company's directors, executives and employees of CSC have a duty to support, promote, push, and integrate throughout the organization and act in accordance with the policy and the specified sustainability management framework including communicating and conveying the policy to all stakeholders to strengthen the potential for sustainable development capabilities until it becomes a culture of operating with consideration of benefits that balances environmental, social and corporate governance.

Announced on 1 March 2024


(Mr.Dhep Vongvanich)

Chairman of the Board of Directors

Management of Sustainability

Definitions

Company refers to Crown Seal Public Company Limited (CSC)

1. Philosophy

The Company adheres to sustainable development. It is a guideline for conducting business on the basis. The balanced organization management. Considering building strength and sustainable business growth along with responsibilities towards the environment, society, and corporate governance. All business activities are carried out under sustainability concept and aim at sustainable results for stakeholders' benefits and acceptance.

2. Sustainability Management Framework

2.1 Sustainability Strategy

- Building confidence in effective corporate governance so that every activity is transparent, fairness, and inspection throughout the supply chain. Ready to create awareness in practice Create business growth and strength by using digital technology in the work process. Promote the potential of partners and customers Focus on conducting business ethically towards sustainable development.
- Lay the foundation for employee health and safety management. and workers in the work process We also focus on business practices that always respect human rights principles. Supply chain for long-term mutual growth.
- Create business growth through environmental responsibility throughout the value chain. Focusing on reducing greenhouse gas emissions Efficient use of natural resources to reduce greenhouse gas emissions.

2.2 Corporate Governance

- Adhere to merit and transparency in running business as well as compliance with the law, regulations, requirements, methods and standards specified by the regulatory agencies and accepted internationally.
- Uphold and comply with guidelines and methods specified in the Company's Code of Conduct as well as related effective policies, regulations, announcements, and orders including the Board of Directors' Notification on Corporate Governance, Risk Management Policy, Business Continuity Management, Anti-corruption Policy, Occupational Safety and Health Policy and Information security Policy.

2.3 Economy

- Seek guidelines to develop and continuously improve efficiency for all business activities by defining the goal, evaluation methods, monitoring, and sustainability assessment of the activity.
- Develop and promote corporate innovations and technology as a business strategy to create value added and long-term growth of the corporate as well as co- benefits for society and environment.
- Promote and support all business partners, suppliers, stakeholders along the supply chain to run business based on sustainable development practices.

2.4 Occupational safety and health

- Encourage and embed culture on Occupational safety and health, environmental protection and social responsibility on continual and consistent basis.
- Set "zero" accident goal at work by developing, improving, upgrading the Company's safety measures and standard beyond regulatory requirement. Additionally, any activities without proper and adequate safety control measures, proper Personal Protection Equipment and safety training must be prohibited.

2.5 Human Right and Labor

- The Company places importance on its employees at all levels. There is no discrimination based on race, religion, and gender. All employees will be treated equally and fairly, with strict compliance with laws and regulations.
- Take care of and protect the safety of employees, workers, and the Company's assets by considering the others' rights and safety, with concern over personal rights, confidentiality and information disclosure.
- Respect the rights of employees and workers and treat them with equality and human dignity manner.

2.6 Society and Community

- Invest in personnel capability enhancement by providing skill and knowledge development and relevant resources as well as safety in workplace to build 'creative thinking' atmosphere and fully optimize employees' potential and capacity.
- Respond to customers' needs and gain their satisfaction in products and services quantity and quality aligned with contractual agreement.
- Encourage and promote participation of the community and stakeholders by opening for listening their advice, constructive and transparent dialogue, fair treatment, respect of diversity, supporting their quality living and community empowerment.
- Collaborate with public sector, industrial associations, business partners, civil society and other stakeholders in developing and/ or applying sustainability standard and practices generally accepted by industry and/or relevant sectors.

2.7 Environment and Coping with Climate Change

- Manage the environmental quality and biodiversity according to the legal requirements and specified regulations as well as investing, developing, improving the environment management system, new applicable methodology ensuring higher efficiency of environment quality management and control.
- Create and seek approaches and methods of reduction of resources, energy, emission, waste, greenhouse gas to protect, control and minimize impacts to environment, community and society.
- Define target of emitted greenhouse gas from generating electricity and operating business, assessment methodology of climate change risks and impacts that may affect the generation and business, and search for measures of greenhouse gas emission reduction and climate change adaptation to ensure business growth and sustainability.

2.8 Disclosure

- Disclose the corporate sustainable development policy and operating results and sustainability performance in all aspects in accordance with required regulations of relevant agencies and accepted standards with adequate, transparent and timely manners to demonstrate its commitment and determination in developing the corporate towards sustainability.
- Disclose the Corporate Sustainable Development Policy to all employees, workers and stakeholders for their acknowledgement and implement the compliance in their business operation and while doing business with the Company.

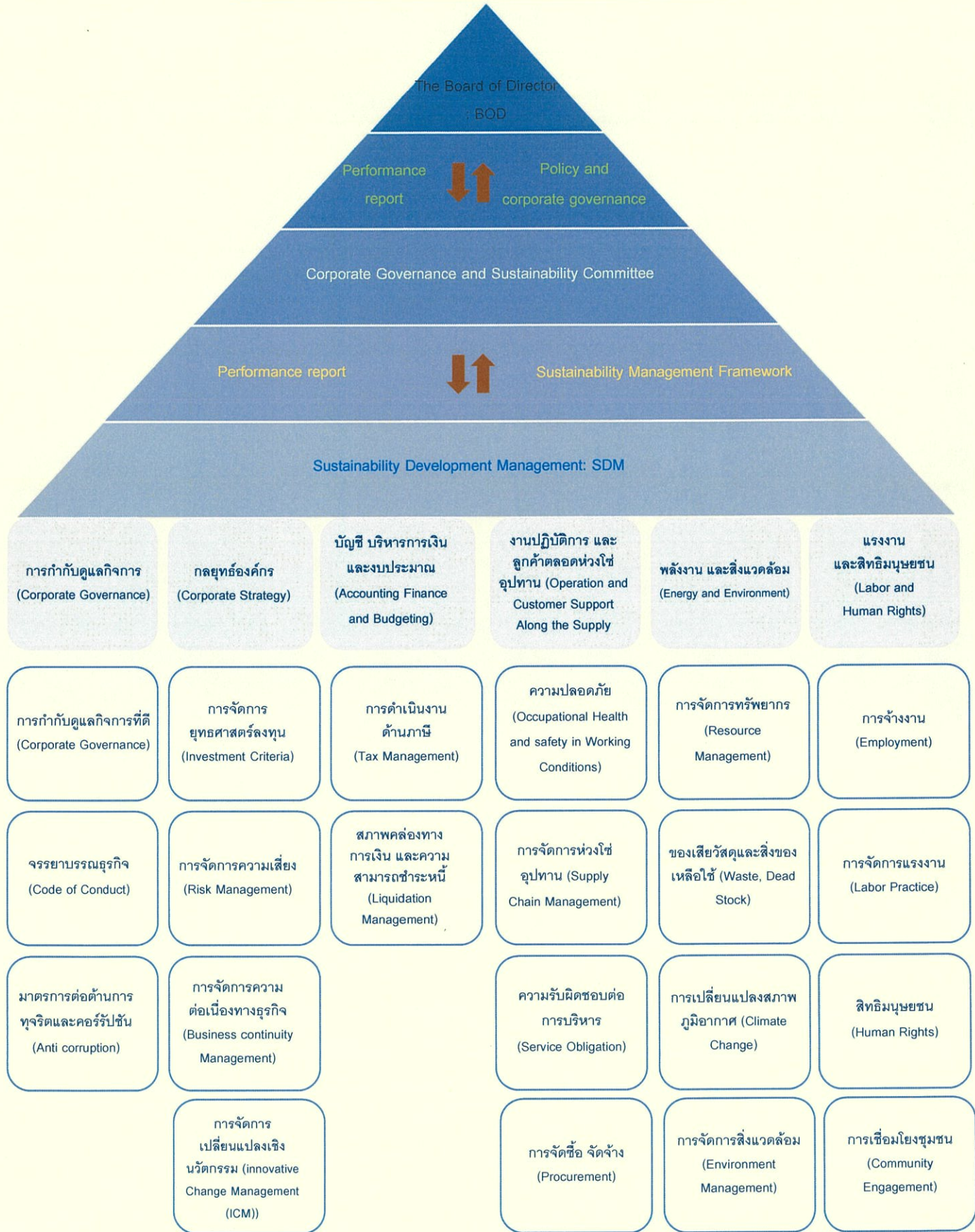
2.9 Promoting morality and ethics Social responsibility and environment into the organizational culture

- Raise awareness and instill good conscience among executives and employees by providing thorough communication and training to provide knowledge about the company's code of conduct. and principles of good corporate governance in operations and business operations on an annual basis.
- Raise awareness and instill a sense of social and environmental responsibility among executives and employees through thorough communication. and training to provide knowledge about environmental and social issues that have implications for organizational sustainability.

2.10 Compliance

The Company's directors, executives and employees of CSC have a duty to support, promote, push, and integrate throughout the organization and act in accordance with the policy and the specified sustainability management framework including communicating and conveying the policy to all stakeholders to strengthen the potential for sustainable development capabilities until it becomes a culture of operating with consideration of benefits that balances environmental, social and corporate governance.

Corporate Governance Structure for Sustainability



Structure and roles for sustainability governance.

