

## **Corporate Sustainability Policy**

### **Royal Plus Public Company Limited**

Royal Plus Public Company Limited recognizes the importance of conducting business responsibly, with the well-being of all stakeholders in mind, from customers, employees, partners, society, to the communities. The Company aims to develop a sustainable business that creates value in three dimensions: economic, social, and environmental. With the basis of good corporate governance, effective risk management, improvement of operational performance, and creating shared value along with the Company's stakeholders, the Company leads itself to stable and sustainable growth. For these goals, the Company has established its operational policies as follows:

1. The Company is committed to conducting its honest business ethically, transparently, with disclosure of information so as to be verifiable. This is with the benefits and impact to shareholders, customers, partners, employees, and all stakeholders in mind, and to create good operating results, and create financial stability and sustainability for the Company.

2. The Company is committed to developing quality goods and services to meet the needs of customers and create satisfaction. This can be done through the focus on customer relationship management and the development of good marketing strategies to grow efficiently. The boost of the efficiency of supply chain management is also in consideration along with effective internal management which is adaptable in the face of constant changes.

3. The Company is committed to conducting its operations with social responsibility and adherence to the foundation of ethics. This commitment ensures fairness of all stakeholders and establishes guidelines to sustain operational balance whether economically, socially, environmentally or in terms of the community, leading the Company towards sustainable success.

4. The Company is committed to conducting activities effectively and efficiently, leading to peaceful coexistence and cooperation among society and community. Alongside creating more value for business with all stakeholders, this can help create sustainable good quality of life.

5. The Company places importance on corporate development alongside boosting good relations with the community and society. The Company's operations must not cause grievances to nearby communities and the society, instead joining forces with them to develop communities. Opportunities for the communities to make complaints or ask for assistance, including sharing opinions among each other, are with the aim of improving surrounding communities.

6. The Company is committed to fostering a joyful working environment for all employees, promoting acceptance and treatment of others as family. The Company upholds the rights of every employee under the human rights principles, complying with labor and other relevant laws. To care for employees, the Company gives fair compensation, suitable work benefits, career advancement, safety awareness, and good health and hygiene. These factors can enhance work efficiency, with employees who are secured and nurtured in the business operations.

7. The Company promotes and encourages collaboration with communities regarding environmental preservation, along with providing monetary and labor assistance with needed equipment as the occasion arises.



8. The Company is committed to sustainable natural resources management, placing importance on environment preservation throughout its operations. With suitable technology to prevent impacts that might be caused by operations, the Company pushes for sustainable production practices and consumption, including sustainable and efficient usage of natural resources.

9. The Company promotes and provides knowledge to employees in environmental management to foster it as part of good corporate culture. By continuously conducting activities that encourage and educate employees on workplace energy conservation to reduce costs and energy usage, the Company aims to contribute itself to alleviate the energy crisis and natural and environmental disasters in the community and the world.

10. The Company recognizes the importance of health, safety, and occupational hygiene management, along with the work environment conditions of employees, which encompass all related stakeholders.

11. The Company is committed to conducting its business with transparency and acknowledgement of the importance of all forms of anti-corruption. The Company performs its operations legally, with benefits to the society in mind, and with encouragement for employees to work ethically, being a good citizen of the society, and creating a corporate culture where everyone has awareness of the harm of corruption. This is with the goal to boost confidence of all stakeholders.

All directors, executives, and employees of Royal Plus Public Company Limited have their duties to encourage, push, and comply with the sustainability policy determined by the Company.

This Corporate Sustainability Policy is an effective from December 1, 2022, onward.