



Thaicom Sustainable Development Policy

Thaicom Public Company Limited ("the Company") is aware of the role of strengthening business alongside with social development and environmental responsibility on the basis of good governance and stakeholder participation in the various contexts in order to achieve the goal of sustainable growth together. In which management and employees will jointly in driving the organization to comply with policies and strategies on the sustainable development guidelines and scope of responsibility towards the stakeholders that covers the key sustainability issues as specified by the company in three areas as the following.

Economics

Adhere to good governance principles in accordance with good corporate governance policy and business ethics. Promote fair business operation and free competition throughout the business value chain. Create added value in the long term by innovations in technology, work process and business models to meet the needs of customers and stakeholders. Promote a collaboration with suppliers for sustainable growth.

Social

Respect for human rights and non-discrimination. Emphasize on the equal and fair treatment of employees by adhering to the principles of labor law and employment ethics. Promote good health and safety at workplace and provide the development of skills and knowledge and enhance good quality of life of employees. Promote anti-corruption in all forms. Be responsible to customers and stakeholders by delivering quality products and services with respect of consumer rights. Adhere to supplier social assessment. Provide opportunities to access technology and information in all circumstance. Create share values between business sector and society in various forms as well as promoting community and social development for a sustainable growth together.

Environmental

Focus on environmental sustainability by promoting natural resource conservation, efficient use of resource and energy management. Promote restoring, prevention and reduction of pollution, waste and effluents management. Reduce the effects of global warming within the operational process including space, air and ground covering the environmental assessments with supplier in the business value chain. Enhance a cooperation with community for a sustainable environment.



This policy is effective as of November 4th, 2020.

A handwritten signature in blue ink, appearing to read "Prasert", written above a horizontal dotted line.

(Mr. Prasert Bunsumpun)

Chairman of the Board

Thaicom Public Company Limited