

- Translation -

### **Sustainable Development Policy**

WHA Group are committed to conducting business according to the organization's vision, and mission of "The Ultimate Solution for Sustainable Growth", which reflects our intention of creating sustainability for the best interests of the company and stakeholders throughout the value chain. WHA Group are committed to operating business with quality and international standards along with the conservation and restoration of the environment, being responsible for the community society under good governance and good corporate governance principles as well as considering all stakeholders' expectations. All of the above are integrated into the Sustainable Development Policy covering all three dimensions: environmental, social, governance, and in compliance with the Sustainable Development Goals (SDGs) to create shared value between business and society, leading to sustainable growth for organizational, community, and the nation as follows:

#### **Environmental**

WHA Group are committed to preserving the environment and conserving energy by integrating it into the operational process. WHA Group implements energy efficiency to reduce carbon footprint, covering air pollution management, water management, waste management, and promotion of renewable energy consumption to minimize environmental impact and reduce reliance on natural resources as well as reduce greenhouse gas emissions for mitigating and being more resilient to climate change. WHA Group also aims to the Net-Zero Emissions target by the year 2050, as well as control and minimize the impact on the ecosystem and biodiversity that WHA Group are committed to avoiding and reducing the impact on ecosystems and biodiversity, carrying out activities to protect, maintain, restore, or compensate for any net loss (No Net Loss) of biodiversity, and avoiding net deforestation (No Net Deforestation). Additionally, WHA Group aims to study and promote net positive impacts (Net Positive Impact) where possible. WHA Group will raise awareness among all employees and stakeholders according to the Company's Environmental Quality, Energy Conservation, and Biodiversity Policy and continuously support environmental conservation projects.

#### **Social**

WHA Group conducts business responsibly and realizes human rights principles, non-discrimination, and not being involved in human rights violations. Protects labor rights fairly and equally, safety, health as well as protection of personal information, and elevates the working environment whilst continuously developing knowledge, skill, and competency of employees. Promotes the participatory development of communities and society by applying the organization's core competency to create shared values and improve the quality of life of the community and society for sustainable growth through various social projects and activities as well as providing support, assistance, and shared opportunities for the underprivileged in the society.

**Governance**

WHA Group operates the business to comply with the good corporate governance principle, and ethics, taking into account responsibilities to stakeholders, transparency, and compliance with laws, rules, regulations, and international guidelines related to all countries of operations, both domestically and internationally. Promotes free and fair-trade competition, avoids actions that may cause conflicts of interest and infringement of intellectual property rights, and manages tax based on the principles of accuracy, transparency, and accountability, as well as manages risk, adapts to change, and seeks opportunities for the business. WHA Group emphasizes the application of technology and innovation to extend sustainable growth and expands the scope of its intention to develop the environment, society, and economy under the principles of good governance for all stakeholders to reduce the impact of operations and ensure sustainable business throughout the value chain whilst balancing the interests of a diverse group of stakeholders.

All management and employees of WHA Group are responsible for contributing, driving, integrating, and executing the policy as well as communicating to WHA Group's Affiliates and all stakeholders to strengthen sustainable development capabilities.

The Sustainable Development Policy is considered and endorsed by the Corporate Governance and Sustainable Development Committee Meeting No. 2/2023 on May 2, 2023, and is considered and approved by the Board of Directors Meeting No. 4/2023 on May 11, 2023.

*-Somkid Jatusripitak-*

(Mr. Somkid Jatusripitak)

Chairman of the Board of Directors

Note: This document is the translation of the official policy for the case of understanding only.