



SUSTAINABLE DEVELOPMENT POLICY OF TRIPLE I LOGISTICS PUBLIC COMPANY LIMITED AND ITS SUBSIDIARIES

Triple i Logistics Public Company Limited and its subsidiaries (hereafter: "the Company") are committed to operating and creating sustainable growth for their business under the principles of ESG (Environment, Social, Governance) in accordance with laws and regulations related to sustainability issues in three dimensions: economic and corporate governance, social, and environmental. The Company has implemented policies in line with the United Nations' Sustainable Development Goals (SDGs).

The policy is as follows:

- 1) The Company places importance on the operations that promote sustainable development throughout the business chain and supports stakeholders in adhering to the Company's sustainable development guidelines to achieve long-term growth.
- 2) The Company has established an efficient, transparent, and concise management system that includes business operations policies, anti-fraud and corruption policy, standardized internal control, and internal audit processes. This helps build confidence among the Company's stakeholders.
- 3) The Company operates with fairness and in compliance with the law, trade terms, fair trade competition, and does not seek undue benefits from operations that do not align with the law and ethical practices.
- 4) The Company promotes compliance with human rights principles and protects individuals' dignity, rights, liberties, equality. It does not discriminate against individuals on the basis of gender, age, race, religion, and skin color.
- 5) The Company treats employees fairly and regards them as key factors in creating value and driving the business. The Company promotes 'happy workplace' ideology and develops employees' skills and competency along with the promotion of engagement with stakeholders.



- 6) The Company values stakeholders by identifying and respond to stakeholders' needs. This includes the implementation of channel communication for feedbacks, suggestions, and complaints.
- 7) The Company prioritizes sustainable development issues annually by considering the impact on the Company and stakeholders in terms of economic, environmental, and social implications in accordance to the Global Reporting Initiative (GRI).
- 8) The Company continuously develops products and services that are in line with the Megatrend and maintains business resilience. It focuses on quality and standardized services to create maximum satisfaction and meet stakeholder expectations.
- 9) The Company manages its value chain to develop and realize its long-term potential and efficiency with stakeholders in relation to the Company's business operations.
- 10) The Company pays attention to comprehensive risk management in all work processes, setting guidelines for managing and continuously monitoring risk management results to create opportunities, reduce business losses, and create values and culture within the Company according to the principles of good corporate governance in the aspect of risk culture.
- 11) The Company optimizes the environmental resource consumption in the production of its products and services. This includes the practices to reduce greenhouse gas emissions (GHG Emission), conserving energy in buildings (Energy Management), conserving water resources, and managing waste at its source according to the 3Rs (Waste Management) principles. The Company also supervises and monitors compliance with laws throughout the business value chain (ESG Compliance) and engages with the community and society to maintain and improve the quality of the environment.
- 12) The Company gives importance to the management of safety, occupational health, and working environment of employees and all stakeholders throughout the Company's value chain.



13) The Company promotes the participation of activities that are beneficial to communities and society such as education, religion, sports, human resource development, employment promotion, and management of various community development projects.

This policy shall be effective from 21 February 2023 by the approval of the Board of Directors' meeting no. 1/2023.