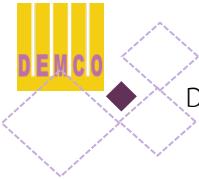


## **Organizational Sustainability Development Policy**

**Demco Public Company Limited**



## Organizational Sustainability Development Policy

Demco has conducted its business by embracing the Sufficiency Economy Philosophy of His Majesty King Bhumibol Adulyadej the Great as a guiding principle in corporate management. This philosophy emphasizes moderation, reasonableness, and the creation of resilience, with knowledge and virtue as essential conditions. The Company is committed to operating its business based on the middle path and prudence, under the foundation of good corporate governance. The ultimate goal is the sustainable development of Demco, which creates shared value across the economic, social, and environmental dimensions throughout the Company's value chain.

To enhance sustainability efforts, the Board of Directors has established this Organizational Sustainability Development Policy as a framework to guide the business operations of Demco Group, both domestically and internationally.

### Definitions

Demco: Refers to Demco Public Company Limited.

Demco Group: Refers to Demco Public Company Limited (Demco), Demco Power Co., Ltd.

(DP), Demco Lao Co., Ltd. (DDL), and Demco Energy and Utility Co., Ltd. (DEU).

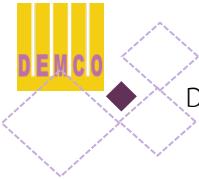
### 1. Philosophy

Demco is committed to sustainable development as a guiding principle in conducting business. The Company adheres to a balanced approach to organizational management, with a strong focus on reinforcing long-term growth and resilience alongside responsibility to the economy, safety, occupational health, the environment, and society. All of Demco's activities must be carried out based on sustainability principles, with a focus on achieving long-term outcomes. The goal is to create shared value for all stakeholders while maintaining their trust and confidence in the Company.

### 2. Policy

#### 2.1 sustainability Strategy

- 1) Build confidence in effective corporate governance by ensuring transparency, fairness, and accountability throughout the supply chain. Promote awareness of GRC (Governance, Risk Management, and Compliance) principles while fostering business growth and strength through the application of digital technology in operational processes. Enhance the capabilities of partners and customers, and commit to ethical business conduct towards sustainable development.



- 2) Establish a foundation for managing employee health and safety in all work processes, while emphasizing business operations that respect human rights across the supply chain to achieve long-term, shared growth.
- 3) Drive business growth with environmental responsibility throughout the value chain by focusing on reducing greenhouse gas emissions and promoting efficient use of natural resources through the circular economy. Increase the share of revenue from environmentally friendly investments to reduce emissions.

## 2.2 Governance

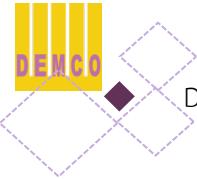
- 1) Adhere to principles of integrity, ethics, and transparency in business operations and comply with applicable laws, regulations, rules, procedures, and standards established by regulatory authorities and recognized internationally.
- 2) Comply with the Company's Code of Conduct, as well as internal policies, rules, announcements, and directives related to good corporate governance, risk management, business continuity management, accounting and financial policies, and policies concerning shareholders, employees, society, and the environment. This also includes anti-corruption measures, workplace safety, occupational health, environmental conditions, network and computer system usage, and information security governance.

## 2.3 Economy

- 1) Continuously seek ways to enhance and improve operational efficiency across all activities by setting clear goals, measurement methods, monitoring, and evaluating the sustainability of each initiative.
- 2) Develop and promote organizational innovation and new technologies as business strategies to increase long-term corporate value and growth, while also delivering social and environmental benefits.
- 3) Encourage and support partners, suppliers, and stakeholders throughout the value chain to operate in accordance with sustainable development principles.

## 2.4 Occupational Health and Safety

- 1) Promote awareness and instill a culture of occupational health and safety, environmental protection, and social responsibility through consistent and continuous initiatives.
- 2) Set a "zero" workplace accident target by developing, improving, and raising safety standards beyond legal requirements. Prohibit any operations lacking appropriate safety controls, safety equipment, and adequate safety training.



## 2.5 Human Rights

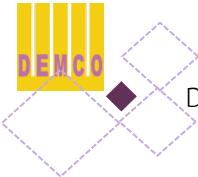
- 1) Treat employees and workers without discrimination, ensure equal opportunities, assign tasks appropriate to their capabilities, and provide fair compensation. The employment of individuals under the age of 18 and illegal labor is strictly prohibited. This applies to Demco's employees as well as those of its business partners and stakeholders.
- 2) Ensure the safety and protection of employees, workers, and company assets, without infringing on the rights and safety of others. This includes protecting personal rights, safeguarding confidential information, managing disclosure, and ensuring proper use of personal data.
- 3) Respect and uphold the rights and dignity of all employees, workers, and business partners equally, in accordance with the principles of human dignity.

## 2.6 Society and Community

- 1) Invest in the development of employee capabilities by supporting training, knowledge sharing, and providing necessary resources. Promote a safe and enabling work environment that fosters creativity and allows personnel to reach their full potential.
- 2) Respond to customer needs and satisfaction through the complete delivery of products and services in terms of both quantity and quality as specified in contracts.
- 3) Strengthen and promote engagement with communities and relevant stakeholders by encouraging open dialogue, transparent and constructive consultation, and equitable treatment. Support community empowerment and quality of life development while respecting diversity.
- 4) Collaborate with government agencies, industry associations, business partners, civil society, and other stakeholders in developing and/or applying sustainability standards and best practices across sectors and industries.

## 2.7 Environment and Climate Change Response

- 1) Manage environmental quality and biodiversity in compliance with applicable laws and regulations. Invest in the development and improvement of environmental management systems and seek new measures and methods to enhance the effectiveness of environmental quality management and control.
- 2) Innovate and explore approaches to reduce resource and energy consumption, as well as to minimize pollution, waste, and greenhouse gas emissions. The goal is to prevent, control, and reduce environmental, community, and societal impacts.
- 3) Set greenhouse gas emission targets related to steel structure production and business operations across the Demco Group. Establish risk and impact assessment methods to evaluate



climate change effects on operations and production. Implement greenhouse gas reduction measures and climate response strategies to ensure business stability and sustainability.

#### 2.8 Information Disclosure

- 1) Disclose the sustainability policy, performance data, and operational outcomes in all dimensions in accordance with the criteria and requirements of relevant agencies and international standards. Ensure transparency, adequacy, and timeliness to demonstrate the Company's commitment to sustainable development.
- 2) Communicate this policy clearly to employees, staff, and all stakeholders to ensure awareness and compliance in their work and the business operations of the Demco Group.

#### 2.9 Promoting Ethics, Morality, and Social and Environmental Responsibility as Organizational Culture

- 1) Raise awareness and instill a strong sense of ethics and morality among executives and employees by ensuring effective communication and providing annual training on integrity, ethical conduct, and principles of good corporate governance in day-to-day operations and business activities.
- 2) Foster awareness and a sense of social and environmental responsibility among executives and employees through inclusive communication and regular annual training on key environmental and social issues that are material to the sustainability of the organization.

#### 2.10 Policy Implementation

All directors, executives, employees, and staff at all levels are responsible for supporting, promoting, and aligning their work with this sustainability development policy. The goal is to embed this approach into the organizational culture and ensure a balanced consideration of economic, social, and environmental benefits.

All directors, executives, and employees of Demco and its group companies are responsible for supporting, driving, and implementing this policy in alignment with the defined sustainability management framework.

This policy was acknowledged by the Corporate Governance and Sustainability Committee Meeting No. 6/2023 on December 20, 2023, and was approved by the Board of Directors Meeting No. 8/2023 on December 26, 2023.