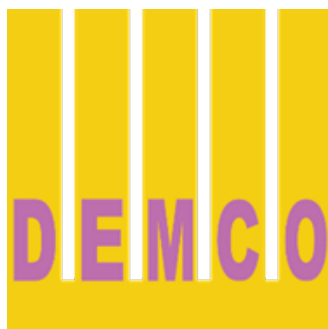




Corporate Sustainability Policy

DEMCO Public Company Limited

	Corporate Sustainability Policy	Effective Date	30 July 2026
Revision No. 04	Approved pursuant to a resolution of the Corporate Governance and Sustainability Committee adopted at its Meeting No. 3/2026 held on 30 July 2026.	Page	2 of 6

REVISION HISTORY

Revision No. (Amendment/Review)	Date	Section Amended/Reviewed	Reason for Amendment/Review	Date Superseded
00	13 May 2022	Initial issue	-	26 December 2023
01	26 December 2023	Entire document	To revise the Sustainability Strategy Policy to align with current circumstances.	18 December 2024
02	18 December 2024	Reviewed	To ensure alignment with current circumstances.	23 December 2025
03	23 December 2025	Reviewed	To ensure alignment with current circumstances.	30 July 2026
04	30 July 2026	Reviewed	To revise the definition of the DEMCO Group and add Section 2.6, "Responsible Supply Chain Management."	

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CORPORATE SUSTAINABILITY POLICY

DEMCO conducts its business by integrating the Sufficiency Economy Philosophy of His Majesty King Bhumibol Adulyadej The Great into its corporate management. In doing so, the Company adheres to the principles of moderation, reasonableness, and self-immunity, underpinned by knowledge and morality.

The Company is committed to conducting its business in accordance with the Middle Path and with due prudence, based on the principles of good corporate governance. Its ultimate objective is to ensure DEMCO's long-term sustainability while creating shared economic, social, and environmental value throughout its value chain.

To further advance sustainable development, the Board of Directors has established this Corporate Sustainability Policy as a framework for the business operations of the DEMCO Group, both in Thailand and overseas, as follows:

Definitions :

DEMCO	means DEMCO Public Company Limited.
DEMCO Group	means DEMCO Public Company Limited ("DEMCO"), DEMCO Power Co., Ltd. ("DP"), DEMCO De Lao Co., Ltd. ("DDL"), DEMCO Energy and Utility Co., Ltd. ("DEU"), and DEMCO Service Solution Co., Ltd. ("DSS").

1. Philosophy

DEMCO embraces sustainable development as a guiding principle for conducting its business based on balanced corporate management. The Company is committed to strengthening the organization and achieving sustainable business growth while fulfilling its responsibilities toward the economy, safety, occupational health, the environment, and society.

All of DEMCO's activities shall be conducted in accordance with sustainability principles and shall aim to achieve sustainable outcomes, thereby creating shared value for stakeholders and maintaining the trust and confidence of all stakeholder groups.

2. Policy

2.1 Sustainability Strategy

1. Build confidence in effective corporate governance by ensuring that all activities throughout the supply chain are conducted transparently, fairly, and in an auditable manner; foster awareness of and compliance with Governance, Risk, and Compliance (GRC) principles; drive business growth and strengthen business resilience through the adoption of digital technologies in work processes; enhance the capabilities of business partners and customers; and conduct business ethically in pursuit of sustainable development.
2. Establish a sound foundation for managing the health and safety of employees and other personnel involved in operations, while promoting business practices that respect human rights throughout the supply chain, with a view to achieving shared and sustainable long-term growth.
3. Drive business growth through environmental responsibility throughout the value chain, with a focus on reducing greenhouse gas emissions; using natural resources efficiently by applying circular economy principles to business operations; and increasing the proportion of revenue generated from investments in environmentally friendly businesses that contribute to reducing greenhouse gas emissions.

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2.2 Corporate Governance

1. Conduct business and perform duties with integrity, ethical conduct, and transparency; comply with all applicable laws, rules, regulations, procedures, and standards prescribed by regulatory authorities; and adhere to internationally accepted practices.
2. Adhere to the guidelines and practices set out in the Company's Code of Conduct, as well as all relevant Company policies, regulations, announcements, and orders, including those relating to good corporate governance, risk management, business continuity management, accounting and finance, shareholders, employees, society and the environment, anti-fraud and anti-corruption, safety, occupational health and the working environment, the use of network and computer systems, and information technology security governance, among others.

2.3 Economic Sustainability

1. Continuously identify opportunities to improve operational efficiency across all activities by establishing objectives, measurement methods, monitoring processes, and sustainability assessment criteria for such activities.
2. Develop and promote corporate innovation and emerging technologies as integral components of the Company's business strategy to create added value, support the organization's long-term growth, and generate shared social and environmental benefits.
3. Encourage and support strategic partners, business partners, and stakeholders throughout the value chain to conduct their operations in accordance with sustainable development principles.

2.4 Occupational Health and Safety

1. Raise awareness and continuously foster a culture of occupational health and safety, environmental stewardship, and social responsibility.
2. Set an annual target of zero workplace accidents. Safety standards shall be continuously developed and enhanced to exceed applicable legal requirements. No activity may be undertaken without appropriate and adequate safety control measures, safety equipment, and safety training in place.

2.5 Human Rights

1. Treat employees and workers without discrimination, provide equal opportunities, assign duties appropriate to their capabilities, and provide appropriate remuneration. The employment of persons under the age of 18 and any employment in violation of applicable labor laws are prohibited. These requirements shall also apply to the employees and workers of business partners and/or other stakeholders.
2. Safeguard employees and workers, as well as the assets of the DEMCO Group, without adversely affecting the rights and safety of others. This includes protecting privacy rights, maintaining the confidentiality of information, and ensuring the appropriate disclosure and use of personal data.
3. Respect the rights and human dignity of employees and workers of the DEMCO Group and its business partners, and treat them equitably.

2.6 Responsible Supply Chain Management

1. Support the operations of business partners and enhance their capabilities to promote mutual growth with the DEMCO Group, while continuously improving sustainability performance across environmental, social, governance, and economic dimensions throughout the supply chain.

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2. Assess environmental, social, governance, and economic risks associated with all business partners in order to enhance their capabilities, mitigate adverse impacts throughout the supply chain, and ensure that raw materials and products are sourced responsibly and are traceable to their origin.

2.7 Society and Communities

1. Invest in developing employees' capabilities through training, knowledge development, and the provision of necessary resources, while maintaining a safe working environment, encouraging creativity, and enabling employees to perform to their full potential.
2. Meet customer needs and enhance customer satisfaction by delivering products and services in full accordance with contractual requirements regarding quantity and quality.
3. Strengthen and promote the engagement and participation of communities and relevant stakeholders by providing open channels for feedback, engaging in transparent and constructive consultation, treating all parties equitably, respecting differences, and supporting improvements in quality of life and community resilience.
4. Cooperate with government agencies, industry associations, business partners, civil society organizations, and other stakeholders to contribute to the development and/or application of recognized sustainability standards and good practices across relevant industries and sectors.

2.8 Environmental Management 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 identify new measures and approaches to further enhance the effectiveness of environmental management and environmental quality control.
2. Identify and implement approaches to reduce the consumption of natural resources and energy, as well as pollutant emissions, waste generation, and greenhouse gas emissions, in order to prevent, control, and minimize adverse impacts on the environment, communities, and society.
3. Establish greenhouse gas emission reduction targets for steel structure manufacturing and the business operations of the DEMCO Group; define methodologies for assessing climate-related risks and impacts on production and business operations; identify measures to reduce greenhouse gas emissions; and develop appropriate climate change adaptation and response measures to support resilient and sustainable business growth.

2.9 Information Disclosure

1. Disclose the Corporate Sustainability Policy, sustainability-related information, and performance across all relevant dimensions in accordance with the criteria and requirements prescribed by relevant authorities and internationally recognized standards. Such disclosures shall be made in a adequate, transparent, and timely manner to demonstrate the Company's intention and commitment to sustainable development.
2. Communicate this Policy to employees, workers, and stakeholders to ensure their awareness of and compliance with it in the performance of their duties and in conducting the business operations of the DEMCO Group.

2.10 Embedding Integrity, Ethics, and Social and Environmental Responsibility in the Corporate Culture

1. Raise awareness and cultivate a strong ethical mindset among executives and employees through organization-wide communications and annual training on integrity, ethical conduct, honesty, and good corporate governance principles in the performance of duties and the conduct of business.

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2. Raise awareness and cultivate a strong sense of social and environmental responsibility among executives and employees through organization-wide communications and annual training on environmental and social issues that are material to the organization's sustainability.

2.11 Policy Compliance

All directors, executives, employees, and workers at all levels are responsible for supporting and promoting this Corporate Sustainability Policy and for performing their duties in accordance with it, thereby embedding its principles into the corporate culture and ensuring that business operations appropriately balance economic, social, and environmental considerations.

Accordingly, the directors, executives, and employees of DEMCO and other companies within the DEMCO Group shall support, promote, and comply with this Policy and the established sustainability management framework.