

Translation

Sustainable Business Development Policy

Teka Construction Public Company Limited (“the Company”) realizes the importance of operating the business for sustainable growth under the principles of good governance that still pays attention to social and environmental responsibilities. The company focuses on doing business with care for People (people and society), Prosperity (stability and economic growth), Planet (environment), Peace (peace and peace) and Partnership (cooperation from all parties to involved in order to achieve such goals). Therefore, the company has established a policy to drive business for sustainability divided into 3 categories as follows:

Section 1 : Good governance and economy

The company focuses on conducting business under the principles of good governance that can adapt under changing factors and therefore supervises good business operations with honesty and determination to compete in trade. According to the law, ethics and business ethics Supporting fair trade competition Refuse any behavior that interferes with fair competition, such as seeking competitors' confidential information, soliciting, receiving and giving any advantage. which is dishonest in trading in the purchase of assets, etc. Including the operation of the company will take into account the benefits. and the impact on shareholders, customers, partners, employees and all stakeholders appropriately, for example, laying out guidelines to prevent conflicts of interest and the use of inside information. In addition, the Company respects the intellectual property rights of others. By complying with laws or regulations on intellectual property rights, such as using computer programs that are legally copyrighted. In addition, the company has a campaign to promote and instill a subconscious mind for the company's personnel at all levels to have social responsibility.

1.1 Anti-Corruption

The Company manages the business based on transparency, ethics, adheres to the principles of good corporate governance, and complies with the laws related to anti-corruption and anti-corruption, giving or accepting bribes to government officials or the private sector. In addition, the Company has established an anti-corruption policy. Using the principles and guidelines of Thailand's Private Sector Collective Action Coalition Against Corruption: CAC) to be regarded as a basic by the company's director, sub-committees, executives, and all employees must strictly comply according to the policy.

1.2 Responsibility to Customer

The Company and subsidiaries are determined to develop a products and services for the highest satisfaction and benefit of customers and adhere customer treatment with responsibility and honesty and taking care of customers as follows:

1.2.1 The Company takes into account the quality and standards of products and production efficiency.

In addition, the Company also pays attention to occupational hygiene management. For customers to use quality services and receive the highest satisfaction.

1.2.2 The Company adheres to fair marketing by providing a policy to customers with information about the services accurately, not distorted, ambiguous or exaggerated. To provide customers with accurate and sufficient information to make decisions.

1.2.3 The Company also considers the safety of customers and is committed to providing customers with quality products and services with international safety regulations, to provide customers with confidence in the quality, standards, and safety of the Company's products and services.

1.2.4 The Company provides a customer relationship system for effective communication with customers, including receiving complaints about the quality of products and services via the company's website, so that the needs of the customers can be promptly responded to.

1.2.5 The Company will keep the customer's information confidential and will not be subjected to misuse. The Company arranges activities to strengthen the relationship between customers, and between customers and the company sustainably.

Section 2 Society and Community

The Company focuses on conducting business with honesty, fairness, and ethics and is determined to compete in trade by ethical business practices, laws, and trade competition principles fairly, including denying any behavior that impedes a fair competition, such as seeking competitors' confidential information, seeking, receiving and giving any benefits that are dishonest in the purchase of assets, etc., including the operations of the Company will take into account the benefits and impact on shareholders, customers, business partners, employees, and all stakeholders appropriately. In addition, the Company also respects the intellectual property rights of others. Intellectual property rights, such as using legally copyrighted computer programs, etc. In addition, the Company has a campaign to promote and cultivate the subconscious mind for personnel at every level to create social responsibility as well

2.1 Human Rights

The Company has the policy to support and respect the protection of human rights by treating all stakeholders, such as employees, communities, and the surrounding society, with respect for human values, equality and equal freedom do not violate fundamental rights and does not discriminate in matters of race, nationality, religion, language, skin color, gender, age, education, physical condition, or social status, including ensuring that the Company's business is not involved in human rights violations such as child labor, sexual harassment, etc. In addition, the Company has promoted the surveillance for compliance with human rights requirements by providing participation in expressing opinions and channels for complaints about those who have suffered damage from rights violations arising from the Company business operations and taking appropriate remedies.

In addition to respect human rights effectively, the Company has created a body of knowledge on human rights and cultivate awareness among personnel to comply with human rights principles.

2.2 Fair Labor Treatment

The Company recognizes the importance of human resource development and treats workers fairly. This is a factor that will add value to the business and enhance the Company's competitiveness and sustainable growth in the future. The company has established policies and guidelines as follows.

- 2.2.1 To respect the rights of employees according to human rights principles and comply with labor laws.
- 2.2.2 To provide employment processes and conditions reasonably, including compensation and consideration of merits under fairly performance evaluation.
- 2.2.3 To reinforce development by organizing training, seminars, including sending personnel to attend seminars and academic training in various fields, related to developing knowledge, abilities, and potential of personnel with instilling good attitude, morality, ethics, and teamwork among personnel.
- 2.2.4 Providing welfare in various fields for employees according to laws, such as social security insurance and provident fund, etc. Another benefit prescribed by law, such as medical expenses, etc., is providing various types of subsidies to employees.
- 2.2.5 Provide annual health check-up services for every personnel of the Company by considering the risk factors according to the level, age, gender, and work environment of each person.
- 2.2.6 Ensuring that employees work safely and with good workplace hygiene by providing measures to prevent accidents Encourage employees to be aware of safety including organizing training

and encouraging employees to have good hygiene as well as ensuring that the workplace is always hygienic and safe

- 2.2.7 Provide opportunities for employees to express opinions or complain about unfair practices or inappropriate actions in the Company including protecting employees who report such matters.

Section 3 Environmental

The Company gives great importance to environmental conservation by complying with the Company and subsidiaries with the related laws strictly to environmental conservation. The Company also operates a business under the concept of environmental care and conservation by focusing on supervision and development of service processes and select materials as well as products that are friendly to nature and the environment. In addition, the Company also attaches importance to reducing waste by adhering to the principle of using less or sparingly. The objective is to share resources most efficiently for maintenance and being environmentally friendly, avoiding damaging the environment by using non-consumable materials that can be reused many times. Provide a system to protect the environment, both established as a guideline as a tool for business operations.

So that the sustainability business drive policy can be implemented covering all three categories above. The company therefore promotes creative activities and services that are motivated by social responsibility, environment and stakeholders appropriately. The aim is to create innovation in the operation of the company, first in which innovation can be a process and a service to society as well. Based on "rethinking" to meet the needs of society in various aspects, the company also allows employees to participate and express their opinions on the development of creative work processes.

Approved by the resolution of the Board of Directors Meeting No. 5/2022 on November 11, 2022 which will be effective from November 11, 2022 onwards.

Signature

(Mr. Vithool Jearkjirm)

Chairman of the Board

TEKA Construction Public Company Limited