

(Translation)

Environmental, Social, and Governance Policy

i-Tail Corporation Public Company Limited (“**The Company**”) is committed to developing and propelling its businesses in a sustainable manner under the standard of operation with social, environmental and economic responsibility by taking account of impacts on the supply chains. The Company is aware that this responsibility reflects leadership and attention to the demands of stakeholders in favor of the business sustainability, the national economy, society and the environment, with the following details:

Policy and Goal of Sustainable Management

1. Fair Business Operation

The Company has adhered to the honest and fair business operation under the rules of competition and related laws, rules and regulation by taking account of benefits and impacts from the Company’s operation on stakeholders such as shareholders, employees, customers, suppliers, investors, creditors and surrounding communities, etc. The Company has also promoted the employees’ awareness of importance of the compliance with the Trade Competition Act and business operation in fair competition with other business operators, and has determined the operational guidelines, as follows:

1.1 Corporate Governance

The Company is committed to operating its lawful, fair and transparent businesses and to disclosing important and auditable data by taking account of benefits and impacts on shareholders, customers, suppliers, employees and all stakeholders, including proper and fair sharing of benefits.

1.2 Social Responsibility

The Company has operated its business with corporate social responsibility (CSR) under the basic ethical principle for fairness to all related stakeholders and has also applied the principle of corporate governance as guidelines to maintain balances of economic, community-based, social and environmental operation leading to sustainable and successful business development.

1.3 Supervision of Compliance with the Laws, Rules and Regulations

The Company has given the importance to the compliance with local, regional and national laws, rules and regulations relating to the environment, occupational health and safety, including the compliance with international business ethics, requiring that directors, executives and employees shall act within the scope of laws, rules and regulations without being conniving, assisting or taking any action in breach of related laws and other rules and regulations.

1.4 Supervision of Compliance with the Intellectual Property Act

The Company does not support any operation in the manner of infringement of the intellectual property by requiring that its directors, executives and employees shall act within the scope of laws, rules and regulations and shall not be conniving, assisting or taking any action in breach of laws and other rules and regulations relating to intellectual property.

1.5 Promotion of Effective Use of Resources

The Company has promoted its directors, executives and employees at all levels to use resources effectively, properly and adequately for its utmost benefits, and has communicated and has given knowledge and support and has implanted awareness of employees and all related parties relating to the management of use of existing resources for the utmost benefits of the organization.

2. **Anti-Fraud and Anti-Corruption**

The Company has neither accepted nor supported all types of fraud and corruption. The Company has determined the anti-corruption policy which shall be strictly implemented. Moreover, the Company has established a structure of responsible persons and the risk management system, internal control and internal audit for prevention and suppression of fraud and corruption and/or for handling with all forms of fraud and corruption within the organization.

3. **Respect for Human Rights**

The Company has operated its businesses with respect for human rights, and has promoted and protected rights and liberty as well as equal treatment to each other without violating basic rights which are foundation of human resources management and development. The Company has determined the operational guidelines, as follows:

- The Company shall support, respect and protect human rights which are internationally accepted.
- The Company shall not be involved with any act of infringement of human rights
- The Company shall support and respect the protection of human rights by frequently checking and preventing its businesses not to get involved in any infringement of human rights.
- The Company respects employees' rights to express opinions covering freedom in giving comments without intervention, receipt of data or comments through media, including arrangement of communication channels and receipt of free opinions of stakeholders.

4. **Fair Treatment to Labour**

The Company is aware of the importance of personnel development as the key to sustainable development. Therefore, the Company has given the importance to the determination of human resources management policy on the basis of fairness in terms of personnel recruitment and development, including continuous training of personnel, giving of proper compensations to knowledge and abilities of individuals, retention of quality personnel in accordance with the personnel recruitment and development policy; provided that the Company has its policy of fair treatment to labour and has determined the operational guidelines, as follows:

4.1 Use of labour without infringement of human rights

The Company shall not use labour in breach of the principle of human rights such as use of forced labour or child labour.

4.2 Personnel Recruitment

The Company has clearly determined employees' qualifications as per the nature of work and has taken such action with equality and fairness without discrimination, and has not used differences of races, skin colors, genders, religions, nationalities, personal background, political opinions, ages or disabilities as factors for consideration and decision making of employment. The Company shall select qualified personnel as per the selection process and according to the prescribed method.

4.3 Wage Payment

The Company has determined fair employment conditions for employees so that employees shall receive proper wages as per their potentials, positions, duties and responsibilities, and shall have job security and fair career advancement. The Company has provided welfare for its employees as prescribed by laws such as social security and in addition to those prescribed by laws such as health and accident insurance, including different types of allowances such as allowances on death of employees' parents, etc.

4.4 Personnel Training and Development

The Company is aware of importance of its employees, and has its policy of employee development for skills enhancement and improvement of potentials, including cultivation of good attitudes, virtue, ethics, and has given opportunities for employees' learning and promotion when having proper opportunities.

4.5 Occupational Health and Safety

The Company has provided the work system with proper emphasis on occupational health and safety of workplaces; for example, provision of clean and safe workplaces to prevent from potential danger, accidents and diseases, etc. The Company uses its best efforts to prevent potential accidents. The Company shall enhance employees' awareness on safety, and shall give knowledge through training, and shall promote good health of employees, and shall not take any action which may negatively affect health of customers and service recipients, and shall always keep workplaces in a hygienic and safe condition.

4.6 Negotiation

The Company is aware and shall adhere to employees' freedom of association and aggregation for negotiation with the Company, thus, in accordance with the Labour Relations Act.

5. Responsibility for Customers and Consumers

The Company is aware of the importance of its customers and consumers, and has given the importance to the quality and safety of products by emphasizing the use of quality raw materials and standard production with awareness of social, community and environmental safety so that customers shall be able to use quality products and shall receive highest satisfaction thereof and at a proper price; whereby, the Company has strictly complied with standards and safety regulations.

6. Environmental Protection

The Company has strictly complied with the laws and regulations on the environmental management and has determined the corrective and prevention measures upon occurrence of environmental impacts resulting from the Company's operation, including development of the business operation process to be able to reduce impacts and to protect and restore the environment, and has determined the operational guidelines, as follows:

- Support actions on prevention of environmental problems resulting from the Company's business operation
- Support employees' expression of extensive initiative ideas and awareness of the environmental responsibility
- Promote the development and dissemination of environmental-friendly technologies

7. Joint community and social development

The Company has given the importance to the cooperation and participation between the business and the community and the society by supporting the implementation of voluntary activities relating to community and social development, and using the business knowledge and experiences to develop projects supporting businesses which are beneficial to communities and the society as a whole.

8. Possession and dissemination of innovation from implementation of activities with responsibility for the society, the environment and stakeholders

The Company has applied the concept of social responsibility and has initiated the useful business innovation and competitiveness to the business and the society. The Company shall survey all existing business processes whether they have caused risks or negative impacts on the society and the environment or not and shall study and find corrective guidelines to reduce such impacts, and shall study, consider and analyze the working process for innovative development and creation of opportunities for invention of new products as well as generation of profits and sustainable business growth.

9. Preparation of Social Report

The Company shall disclose the data of compliance with the guidelines for social responsibility to be beneficial to all stakeholders by providing a report on disclosure of social and environmental operation covering social, environmental, safety and business operation, including providing correct data and various channels for dissemination of data so that stakeholders shall be able to access the data conveniently.

Handling with impacts on stakeholder in the business value chain

The Company has given the importance to the operational activities which are included in the Operational Plan to ensure that the Company has taken actions in conformity with objectives, main goals and strategies of the Company and has taken account of roles of stakeholders and impacts on the business value chain.

The Company has used the risk management process by reviewing main activities in the business value chain and cooperation and evaluating the future rules and regulations and the compliance with the rules and regulations, satisfactions and opinions from suppliers for use in the identification and prioritization of main issues to all stakeholders, investors, suppliers, customers, consumers, employees, workers, non-governmental organizations, international organizations, educational institutions and the media; as a result, guidelines can be determined for proper responses to challenges to the organization and for disclosure of data in 56-1 One Report and other reports as may be suitable.

Sustainable Management in the Dimension of Environment

The Company has operated its businesses by taking account of environmental impacts and is committed to protecting the environment, reducing the use of natural resources for reduction of environmental impacts, promoting the effective use of resources and preventing damage to natural resources and the environment which is part of the Company's strategies and reflecting in the Company's Operational Plan and in conformity with expectations of stakeholders.

The Company has initiated projects in workplaces leading to the reduction of use of water and energy, increase of use of renewable energy, reduction of landfill wastes, reduction of emission of greenhouse gas and development of environmental efficiency of packages, with the following details:

1. The Company has given the importance to the effective use of resources and has its goals to reduce the use of energy, water and carbon and to reduce impacts of greenhouse gas on the environment and the society, and to support the increase of use of renewable energy.

2. The Company is aware of the importance of quantities of wastes and garbage which have the environmental impacts, and has therefore supported its employees and operational processes to reduce the generation of wastes and dumping of wastes by means of landfilling, to use more recycled materials and to reduce the loss of foods and to reduce food wastes.
3. The Company has supported researches on sustainable packaging innovation to reduce the environmental impacts by initiating the development and use of environmental-friendly packages, use of reusable or recycled or biodegradable materials.

The Company shall disclose the data of results of operation on environmental sustainability in 56-1 One Report and other reports as may be suitable.

Sustainable Management in the Dimension of the Society

The Company is aware of the importance of business operation with social responsibility concurrently with social development and reduction of potential negative impacts on the society, promotion of organizational culture which has adhered to business ethics, transparent business operation and strict compliance with the related laws in order to create confidence to the Company in terms of business management abilities, increase of competitive potentials and sustainable business operation.

Therefore, the Company has given the importance to safe employment, traceability, development of quality of life of the surrounding society and transparency in the supply chains which can be traced, with the following details:

1. The Company has the policy of human resources management and corporate governance which has adhered to fair treatment to employees and workers and respect for human rights, safe and lawful employment, and employees' freedom of work.
2. The Company has promoted all employees, including officers, executives, contractors, temporary customers and stakeholders to be able to report their concerns, to ask for advice, to file complaints on unethical actions, fraud or breach of laws, and has also supported all employees and stakeholders to witness or participate in the investigation process and to receive proper and fair protection from the Company.
3. The Company is committed to developing the quality of life and wellbeing of people residing and working in areas of the Company's business operation and working with business sector alliances, local public sector and units.
4. The Company has given the importance to the transparency in the supply chains with full traceability from the supply of raw materials to the delivery of goods to customers so that customers and stakeholders can be ensured that the Company's products are produced by lawfully employed workers with operational safety and promotion of understanding on labour rights, and use of raw materials from the sea as supplied by lawful fishing boats and operation with responsibilities as well as the Company's attention on current and future sustainability of the sea.

The Company shall disclose the data of results of operation on social sustainability in 56-1 One Report and other reports as may be suitable.

This Policy has been approved by the Board of Directors and shall be effective from 5th May 2022 onwards.

(Mr. Cheng Niruttinanon)
Chairman of the Board of Directors
i-Tail Corporation Public Company Limited