

Sustainability Development Policy

SCGJWD Logistics Public Company Limited (“The Company”) and its subsidiaries employs the business policy in accordance with the sustainable development covering 3 dimensions of the sustainable development framework: Environment, Society, and Good Governance and Economy – in consideration of the risk and opportunity in the operational improvement at every level of the organization, as well as the need and the expectation of the Company’s stakeholders of every party in both short and long terms, including the impact on the society and environment. The Company applies the information to its identification of the strategy, the goal and the operational frame for its sustainable development in the rapidly changing situation, the compliance of the international sustainable development principle regarding UN Global Compact and Sustainable Development Goals – SDGs in addition to other international standards. As a consequence, the Company adjusts and announces its Sustainable Development Policy as the framework and the direction of sustainable development management as follows:

Environment

The Company is committed to the environment and climate conservation, the optimization of resources as well as the preservation of balanced and sustainable ecosystem.

- The Company conducts its businesses according to the law, the regulation, the measure and the policy regarding the environment -- in consideration of natural resources and environment besides the consistent reviewing and assessment of the environmental performance.
- The Company operates its businesses on account of the reduction of the environmental impact, the environment and climate conservation, the optimization of resources, the preservation of the balanced ecosystem and biodiversity -- with sustainable management, the reduction of greenhouse gas and air pollution release, the efficiency of energy management, the operation of water and waste, the surveillance and the prevention of environmental impact, the management of supply chain and the environmentally-friendly procurement.
- The Company determines the criteria, the regulation for its business partner selection and assessment in terms of Environmental, Social and Governance (ESG) with emphasis on the procurement with business partners employing the environmental policy and measure, the guideline for resource efficiency

management - with the reduction of energy, water, resource consumption, waste generation, climate change impact, greenhouse gas and air pollution release as well as the management of biodiversity.

- The Company adjusts and interacts with the climate change, the management of the risk regarding greenhouse gas release -- with emphasis on the greenhouse gas release reduction as a result of business operation - in addition to the promotion and support of the collaboration among the entire supply chain stakeholders such as trading partners, transportation partners, customers and involved government sectors in the impact reduction and the adjustment to climate change by applying innovation to lower energy consumption, multiplying the ratio of clean energy and renewable energy in relation to the Company's goal of the greenhouse gas reduction.
- The Company develops and improves its environmentally-friendly logistics process with the optimum of resource utilization by selecting modern technology and innovation with the application of technology system to support business activities with minimization of environmental impact.
- The Company promotes the knowledge and the awareness of environment and climate management among its employees, customers, trading and business partners as well as its involved stakeholders -- in addition to the cultivation of corporate culture and awareness among its employees of every level for the cooperation and responsibility in the management of environment and resources with efficiency and sustainability.

Social

The Company operates its business ethically with fairness and equality for its employees - committing to optimal safety in the operation and social responsibility and promoting the coordination with every sector for community and society development.

- The Company respects the human rights - treating one another with respect and honor in addition to equal practices to every stakeholder and vulnerable group with no discrimination of physical differences, disabilities, mental abilities, races, nationalities, countries of origin, ethnicity, religions, gender, sexual orientation, language, age, skin color, education, social status, culture, tradition or any other topics by treating to its employees and stakeholders such as customers and trading partners with equality - without discrimination.

- The Company provides welfare and benefit with fairness to its employees.
- The Company promotes the participation of its employees in the determination of the corporate operational direction, development as well as receiving opinions and suggestions from its employees of every level with equality.
- The Company supports its employees in acquiring new knowledge and skill consistently in their function in response to the corporate strategy in support of sustainable business operation.
- The Company promotes the operation for optimal safety and safety culture creation together with the development of safety, security and occupational health management to eliminate risks regarding the safety and health to ascertain that its employees and business partners have no accident and sickness as a result of the operation besides the elevation of the standard for transportation safety and the application of technology in logistics efficiency enhancement.
- The Company creates social value and support the economic system by promoting occupation and income generation, the potential development and the competitive advantage enhancement of its Logistics Business - including the creation of career opportunities and quality of life for vulnerable groups, the support of the learning by providing specialists for problem rectification, knowledge and capability promotion for the community and society as guest speakers as well as hosting training and seminar sessions for knowledge and expertise dissemination to the community, the society and those interested for further application into their careers.
- The Company supports and promotes the participation with government and private sectors besides educational institutions for the community and society development.

Governance

The Company operates its businesses with transparency, fairness and honesty under the related law and regulation.

- The Company conducts its businesses in relation to the principle of the Corporate Good Governance with transparency and ethics - with the responsibility for every party of its stakeholders, emphasizing on the development of the corporate good governance process: the anti-corruption, the unfair trading competition, the complaint receiving and the whistleblowing,

the risk management, the human rights examination, the personal data protection and the information technology security protection.

- The Company reviews the important issues of the sustainability operation according to the changing situation resulting from the assessment of the impact and the expectation of the stakeholder on account of the organization and the impact from the organization's external factors.
- The Company provides channels for the whistleblowing, the complaint together with the complaint reporting process - with the protection measure for the person making complaints or cooperating in relation to the designated policy and operational guideline for the Whistleblowing as well as the policy of whistleblower protection.
- The Company reveals the information and the operating result with transparency via the Company's website, the Stock Exchange of Thailand website, the Company's Annual Report etc.

Economic

Emphasizing on the creation of value, the satisfaction of the need and the expectation of the every group of the stakeholder by enhancing the corporate capacity in response to the changing situation in addition to supporting stakeholders in the entire supply chain to conduct their businesses in consideration of sustainable development.

- The Company constantly develops its service quality and standard together with promoting the development of innovation and technology to elevate its competitive advantage in relation to the goal and strategy -- to reduce the environmental and social impact, to promote the corporate culture of innovation among its employees and to support the participation with its external stakeholders such as government and private sectors, research centers and educational institutions.
- The Company develops products and services for quality enhancement in response to the customer's satisfaction and expectation.
- The Company manages the supply chain with responsibility by evaluating its business partners, promoting business partners potential enhancement for excellence in the operation and sustainability management, assessing and monitoring the performance in accordance with the designated SCGJWD Supplier Code of Conduct together with reinforcing the growth with potentiality by creating the participation in the competitive advantage development.

- As the Company expands the opportunity in the investment to create constant value and business growth.

In relation to its corporate vision, it determines that the Company and its subsidiaries in both domestic and international countries apply the principle to their business operations - with the Board of Directors or the Corporate Governance Committee identifying the remuneration, the sustainability development, the sub-policy in each issue and dimension: environment, society, good governance and economy as the operational guideline which will become the corporate culture and be implemented in a tangible way.

Revised and effective from December 20, 2024

In accordance with the resolution of the Board of Directors' Meeting held on December 20, 2024.

Mr. Nithi Patarachoke

Chairman SCGJWD Logistics
Public Company Limited