Sustainability Development Policy

SCGJWD Logistics Public Company Limited ("The Company") and its subsidiaries are committed to operate the business with sustainability under the Sustainable Development framework; covering the 3 core dimensions: Environment, Social and Governance; in consideration of and with analysis from the business operation, the stakeholder's expectation, the risk assessment, the opportunity and the impact in each dimension comprehensively; in addition to the application of the international principle of sustainability according to the United Nations Global Compact and the United Nations Sustainable Development Goals (SDGs) as well as international standards. Moreover, the Company promotes and disseminates related knowledge to employees and stakeholders together with supporting the consistent practice participation to propel its sustainable business operations. In consequence, the Company revised and announced this policy as the sustainability guideline as follows:

Environmental Dimension

The Company is committed to the environment protection and preservation, including resource utilization with efficiency in its business activities; with the identification of systematic environment operation guidelines covering activity resource management, waste management, air pollution control and minimization as well as water management and related biodiversity.

- Operating businesses in accord with related laws, regulations, measures, mandatories and guidelines, In consideration with environmental impact comprehensively, with continuous revision, monitoring, evaluation and process improvement.
- Conducting businesses in contemplation with environment and resource utilization issues into the determination of strategies, goals and operation plans both in short-term and long-term periods as the guideline for efficiency management of resource utilization, waste management, monitoring and prevention of environmental impact.
- Developing environmentally-friendly logistics transport procedures; in promotion of optimum resource utilization, with technology and innovation

application for energy consumption minimization, clean and renewable energy proportion elevation together with the digital system application in support of sustainable business operations.

- Supporting resources in terms of personnel, budget, research and development for the management and collaboration in environment projects with government and private units as well as international organizations.
- Promoting knowledge sharing and awareness creation of environment management among employees and Stakeholders in addition to corporate culture cultivation for efficient environment and resource management collaboration.
- Developing and elevating criteria and environment assessment procedures of significant issues for the selection, evaluation and performance improvement of its trading and business partners in relation to the Company's policy.
- Disclosing environment information with transparency, accuracy and verifiability in accordance with domestic and international standards.

Social Dimension

The Company strives to conducting the business creating value for society and community, as well as opportunity and equality promotion for every group; with adherence to the compliance with requirements regarding labor, occupational health and safety, awareness of respecting human rights, participation in the responsibility of society and community related to the business operation, including the cooperation with stakeholders in the entire supply chain.

- Operating businesses in contemplation with social issues and stakeholders; which is a part of determining strategies, goals and operational plans in short-term, medium-term and long-term periods as the guideline in managing impacts concerning society, community, employees and stakeholders' quality of life development.
- Respecting human rights and treating one another with equality to stakeholders in the entire value chain with no discrimination in terms of physical appearance, disability, race, nationality, country of origin, ethnicity, religion, language, age,

skin color, education, sexual orientation, social status, culture, tradition or any other factor.

- Prioritizing employee well-being by providing appropriate and fair benefit and compensation to promote quality of life, corporate engagement and sustainable growth.
- Developing employee potential constantly to enhance new knowledge, capability and skill essential to the operation according to the Company's direction and strategy; in support of the organization's sustainable growth together with encouraging employees to participate in the Company's business operation direction determination, the corporate development and the feedback receiving with equality.
- Emphasizing on the promotion of Occupational Safety, Health and Environment as well as cultivating the safety culture across the entire organization and developing the management system consistently, covering activities in the whole supply chain, to ensure the safety of employees, business partners and related people on duty.
- Promoting social value creation activities by developing potential together with creating opportunities, knowledge, capability as well as upleveling quality of life for societies and communities in the vicinity to build positive relationship, trust and growth with mutual balance in the long term.
- Supporting and enhancing the collaboration with all stakeholder parties such as government agencies, private sectors and educational institutions etc., to manage and develop societies and communities.

<u>Governance Dimension</u>

The Company conducts its businesses with transparency, fairness and ethics in addition to effective risk management and governance procedures; to ensure its compliance with related laws, regulations and information disclosure across all stakeholder groups.

- Practicing in accordance with involved laws and regulations, controlling business actions in relation to the operation supervision and creating confidence for its governance.

- Reviewing significant issues in the sustainability operation according to changing situations from risk assessment, opportunity and impact on account of internal and external factors affecting the Company and its stakeholders in the entire value chain.
- Conducting businesses in accord with corporate governance; focusing on good governance procedure development: anti-corruption, unfair trading competition, complaint receiving and whistleblowing, risk management, human rights inspection, personal data security and IT system security.
- Possessing whistleblowing and complaint channels; with complaint reporting processes, complainant or contributor protection measures specified in the policy and whistleblowing guideline as well as whistleblower protection measures.
- Disclosing the data and performance with transparency through the Company and the Stock Exchange of Thailand websites, the Annual Report and the Sustainable Development Report etc.

Economic Dimension

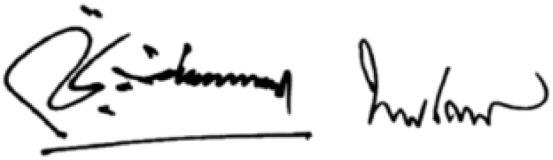
The Company emphasizes on creating value together with responding to its stakeholders' demand and expectation; by enhancing the Company's capacity in adjustment to changing circumstances as well as supporting stakeholders in the entire value chain, to operate businesses in consideration with sustainable development.

- Developing services' quality and standard constantly in addition to promoting innovation and technology development to elevate the Company's competitive advantage in relation to its goals and strategies, corporate culture cultivation, and support of the collaboration with the organization's external stakeholders e.g., government agencies, private and educational sectors, research centers etc.
- The product and service development, systematic technology and innovation initiation for product and service differentiation in response to stakeholders' expectation and satisfaction.

- The value chain management with responsibility by assessing business partners, enhancing trading partners' potential for operational excellence, sustainable management and performance monitoring in accord with SCGJWD Supplier Code of Conduct specified by the Company; in addition to growth promotion with potentiality, in contribution to competitive advantage development.
- Investment opportunity expansion for constant value creation and business growth.

This policy is regarded the Sustainable Development guidance; requiring that the Company and its subsidiaries, domestically and internationally, apply the principle to their business operation contexts with appropriacy. In addition, it mandates that each working committee supervise the implementation of the Sustainable Development Policy. This is to ensure that the Company's sustainable business operations demonstrate the responsibility for the environment, society, governance and economy; and to serve as the guideline for tangible actions and corporate culture cultivation.

Revised and effective starting 1 April 2026



(Mr. Charvanin Bunditkitsada and Mr. Bunn Kasemsup)

Co-Chief Executive Committee

SCGJWD Logistics Public Company Limited