



Sustainability Management Policy

A large, light gray, stylized mountain peak or pyramid shape, composed of multiple layers of horizontal lines, centered on the page. It is a larger version of the graphic used in the Asset World Corporation logo.

BUILDING
A BETTER FUTURE

Document Name: Sustainability Management Policy
Document Number: AWC/SMKT/AWCCENTER/2020/POL001
Effective Date: 9th November 2020 (Resolution of the Board of Directors' Meeting No. 9/2020)
Amendment Number: 1 Resolution of the Board of Directors' meeting No. 4/2023 held on 26th July 2023

Sustainability Management Policy
Asset World Corp Public Company Limited

Objective

Asset World Corp Public Company Limited (“**Company**”) conducts business by systematically incorporating sustainability principles throughout its processes from investment to project development, construction, management, to generating values for society and all stakeholder on the basis of good corporate governance and of responsible business to society and environment. This aligns with internationally recognized principles concerning sustainability practices, for instance, the UN Global Compact, and the 17 Sustainable Development Goals of the United Nations. All of which are guided and integrated in sustainability related activities, plans and projects of the strategic sustainability framework of 3 BETTERs in 9 Dimensions, covering 3 pillars: BETTER PLANET: Creating environmental value for a better environment, BETTER PEOPLE: Creating social value for people to have a better quality of life and, BETTER PROSPERITY: Creating economic value for a better economy. AWC actively contributes to the achievements of 12 SDGs, which are: Goal 1: No Poverty, Goal 5: Gender Equality, Goal 6: Clean Water and Sanitation, Goal 8: Decent Work and Economic Growth, Goal 10: Reduced Inequalities, Goal 11: Sustainable Cities and Communities, Goal 12: Responsible Consumption and Production, Goal 13: Climate Action, Goal 14: Life Below Water, Goal 15: Life on Land, Goal 16: Peace, Justice and Strong Institutions, and Goal 17: Partnerships for the Goals, to support and promote the Company’s efforts to be a leader in sustainability and build a better future for customers, communities and all stakeholders. The Company adopts its sustainability management policy as a guideline for the Company's business operations in various dimensions.

Scope

The Sustainability Management Policy applies to Asset World Corp Public Company Limited and all of its subsidiaries (hereinafter referred to as “**Company**”)

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Principles

1. Creating environmental values

The Company is committed to creating environmental values by focusing on integrating key environmental dimensions in its business operations as follows:

1.1 Climate Change Strategy

The Company continues to reduce greenhouse gas emissions through various initiatives such as building design that reduces energy consumption, optimizes energy efficiency, and increases renewable or alternative energy utilization, in accordance with international green building standards. In addition, the Company promotes green area preservation, reduces air pollution, and forges constructive cooperation with suppliers and business partners in the supply chain and all stakeholders to manage climate change risks. All of these activities support the achievements of SDG 11: Sustainable Cities and Communities, and SDG 13: Climate Action.

1.2 Water Resources Management

The Company focuses on water balance through the analysis of water stress to promote effective water conservation throughout the supply chain and to reduce water scarcity and to work with suppliers, business partners and all stakeholders to protect key watersheds. In addition, the Company will run a public campaign to raise public awareness about the water wise principle, which is in line with SDG 6: Clean Water and Sanitation.

1.3 Promotion of the Circular Economy

The Company maximizes resource utilization per the circular economy model. The Company promotes the use of sustainable packaging through reuse, recycle and upcycle activities to extend the product life cycle. The Company, where possible, eliminates the use of unnecessary or single-use plastic packaging, whilst adding more value to waste from the recycling or upcycling process towards zero waste to landfill. The Company partners with others to achieve SDG 12: Sustainable Consumption and Production.

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1.4 Biodiversity

The Company is committed to protecting the ecosystem and biodiversity, including no deforestation in all areas where the Company operates to preserve natural resources and soil use efficiency for future generations. The Company enhances cooperation with suppliers and business partners to protect and restore natural habitats as well as raise awareness among employees, communities, and stakeholders on the efficient use of natural resources to contribute to SDG 14: Life Below Water and SDG 15: Life on Land.

2. Creation Social Value

The Company is committed to creating social values by integrating social dimensions in the Company's operations:

2.1 Human Resource Development and Good Labor Practices

The Company is committed to creating decent work, respecting worker's rights of all employees without discrimination. At AWC, every employee is provided an equal opportunity to excel to the highest productivity, to receive remuneration based on their work performance which is fair and sufficient for their living and to receive trainings to expand their knowledge and skills, to attract and retain talent. The Company has also developed a succession strategy to minimize gaps in leadership positions important to building sustainable business growth and delivering long-term values to society and all stakeholders. All of these activities contribute to the achievement of SDG 5: Gender Equality and SDG 8: Decent Work and Economic Growth.

2.2 Occupational Health and Safety

The Company strives to create a work environment that is safe, decent and free of harassment or violence. To promote a safety culture towards zero accidents, the Company conducts a job safety analysis, implements preventive measures, and develops awareness programs for employees, suppliers, contractors and business partners throughout the supply chain. In addition, the Company uses the data collection of the Long Term Injury Frequency Rate (LTIFR) to manage and assess situations and risks in occupational safety and health at the workplace. This is in line with SDG 8: Decent Work and Economic Growth.

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2.3 Social and Community Engagement

The Company is committed to creating long-term value and well-being of communities and society where the Company operates. AWC also uses the social enterprise business model to support community development, society, and environment activities. We place great importance on ensuring the rights of communities are being fully respected and promote full engagement and active participation from communities and all stakeholders and create various communication channels that allow communities and society to voice their concerns. This dimension contributes to the fulfillment of SDG 5: Gender Equality and SDG 10: Reduced Inequalities.

The Company also adheres to Human Rights Due Diligence (HRDD) principles to assess human rights impacts in terms of risks and impacts, promote the protection of human rights of all groups of stakeholders within their own operations and throughout the supply chain, such as employees, customers, communities, workers in the supply chain, and others, in alignment with the UN Guiding Principles on Business and Human Rights.

3. Value Creation and Good Corporate Governance for Sustainable Economic Growth

The Company is committed to creating economic values in the following dimensions:

3.1 Good Corporate Governance

The Company adheres to good corporate governance and conducts business to ensure it is ethical, accountable, transparent, and fair, including compliance with relevant laws, rules and regulations nationally and internationally. In addition, the Company promotes an organizational culture that considers risks as an important element of business operations with mitigation measures in place to reduce adverse impacts and help the Company achieve its business goals as well as SDG 16: Peace, Justice and Strong Institutions.

3.2 Building Inclusive and Sustainable Growth

The Company is committed to creating inclusive and sustainable growth for the community, society and the nation. The Company's investment & development projects, including operations that accelerate

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job promotion, income generation and comparative/competitive advantage for communities and SME suppliers to mutually create sustainable economic growth which leaves no one behind. The Company promotes opportunities and active participation of those vulnerable groups throughout the supply chain to gain greater access to employment, income, and improved quality of life towards inclusive and sustainable economic growth. The achievement contributes to SDG 1: No Poverty, SDG 10: Reduced Inequalities and SDG 17: Partnership for the Goals.

For the implementation of the 3 BETTERs the Company focuses on leveraging innovation to transform the business ecosystem towards digitalization. In addition, we place greater importance on building sustainable supply chain management and communicate this under the Supplier's Code of Conduct, identification and prioritization of tier-based suppliers and sustainability audits of all suppliers to promote and advance the services whilst reducing impacts or risks from supply chain management.

4. Policy Implementation

The Company implements policies, strategies, and operational plans into practice throughout the Company, encourages active participation and raises awareness about sustainability management among all stakeholders in its own operation and throughout the supply chain.

In this regard, all executives and employees have roles and responsibilities to support and comply with the Sustainability Management Policy.

5. Monitoring and Measurement

The Company establishes a mechanism to regularly monitor the Company's sustainability performances. The measurement monitors progress of activities, plans and projects against annual targets as well as long term goals to evaluate and analyze the performance and outcomes, including risks to sustainability management.

6. Communication, Reporting and Engagement

The Company communicates progress on sustainability management to internal and external stakeholders via an annual sustainability report and other sustainability related reports. In addition, the Company encourages active participation from all groups of stakeholders to prioritize material issues which respond to current needs and situations, in terms of the environment, society and the economy.

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7. Governance

The Corporate Governance and Sustainability Committee has oversight of sustainability management as stipulated in the Corporate Governance and Sustainability Committee Charter.

8. Review, Amendment or Cancellation and Issuance of Management Policy

The Corporate Governance and Sustainability Committee has the authority to review or revise this policy at least once a year or when it is necessary, including the cancellation of this Sustainability management policy as appropriate.

To ensure that sustainability management is effective, the Company's management committee (management committee) has the authority to issue management policies (management policies) that are consistent with the principles under this Sustainability Management Policy.

This Sustainable Management Policy was considered and approved by the Board of Directors at the Board of Directors' Meeting No.09/2020, dated 09 November 2020 and effective from 09 November 2020 onwards.

This policy is proposed to revise as follow:




1. In accordance with the resolution of the Board of Directors' meeting No. 4/2023 held on 26th July 2023.

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(Mr. Charoen Sirivadhanabhakdi)
Chairman of the Board
Asset World Corp Public Company Limited

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Appendix 1

Sustainability Management Policy *

Pillar	List of relevant management policies	Sustainable Development Goals
Creating environmental value	1. Environmental and Climate Change Policy *** 2. Circular Economy Policy *** 3. Sustainable Packaging Policy *	
Creating social value	4. Safety, Occupational health and working environment Policy *** 5. Human Rights Policy * 6. Living wage policy * 7. Sexual Harassment in the Workplace Policy **	
Value Creation and Corporate Governance for Sustainable Economic Growth	8. Supplier Code of Conduct * 9. Personal Data Protection Policy ***	

Note : * Policy No. 5, No. 6 and No. 8 proposed to be revised in 2023, corresponding to Dow Jones Sustainability Indices (DJSI)
 **Policy No. 7 is under review for a policy amendment.
 *** Policy No 1, 2, 4 and 9 are consistent with relevant international principles .