

Announcement of
Bangkok Commercial Asset Management Public Company Limited
Subject: Corporate Sustainability Development Policy

As resolved by the Board of Directors Meeting No. 14/2022, held on November 4, 2022, the Board approved the Corporate Sustainability Development Policy to ensure that the Company's operations align with Sustainable Development Principles. This policy focuses on fostering sustainable behavior among personnel at all levels, aiming to achieve organizational sustainability through improved oversight, operations, service delivery, sustainable resource management, pollution prevention, and adherence to environmental management standards. These measures are intended to promote the Company's growth while benefiting stakeholders across the entire value chain. Therefore, the Company hereby announces the Corporate Sustainability Development Policy as a guideline for all related parties, as follows:

1. Principles and Rationale

The Company is committed to aligning its business operations with the Sustainable Development Goals (SDGs), which provide guidelines grounded in environmental, social, and governance (ESG) responsibility. This commitment aims to create shared value for stakeholders while upholding accountability and fostering trust across all stakeholder groups.

2. Purposes

- 2.1 To provide a framework for the Company's sustainability development management.
- 2.2 To raise awareness and prioritize sustainable business operations in alignment with the Company's vision.
- 2.3 To build trust with stakeholders through transparent and verifiable operational processes.
- 2.4 To support operations that uphold environmental, social, and governance (ESG) responsibilities

3. Definitions

“**The Company**” refers to Bangkok Commercial Asset Management Public Company Limited (BAM).

“**Director**” refers to member of the Company's Board of Directors and a Director serving on the Company's Sub-Committees

เป็นองค์รหลักในการพลิกฟื้นสินทรัพย์เพื่อช่วยขับเคลื่อนเศรษฐกิจและสังคมไทยให้เติบโตอย่างยั่งยืน

"Executive" refers to the Chief Executive Officer and employee holding the position of Deputy Manager and higher.

"Employee" refers to any individual employed by Bangkok Commercial Asset Management Public Company Limited, as defined in the Regulations on Employee Work Conduct concerning the Employment of Personnel of Bangkok Commercial Asset Management Public Company Limited B.E. 2562 (2019).

"Stakeholder" refers to any person, group, or organization that may impact or be impacted by the Company's operations or activities, whether beneficially or detrimentally. Stakeholders may include shareholders, employees, executives, customers, suppliers, surrounding communities, and others.

4. Corporate Sustainability Development Policies

The Company recognizes and prioritizes sustainable business operations aligned with its vision: **"to be the leading organization in the revival of assets to drive Thai economy and society towards sustainable growth"** The Company operates its business according to governance principles, social responsibility, and environmental stewardship to build trust with stakeholders. Accordingly, the Company has established this sustainability development policy as a framework for managing its sustainability efforts. Directors, executives, and employees at all levels are tasked with supporting, promoting, and implementing this policy in their respective roles.

4.1 Sustainable Environmental Management

The Company is committed to prioritizing business operations that have zero environmental impact. This includes managing greenhouse gas emissions, conserving energy, reducing the effects of climate change, managing wastewater, promoting the use of renewable energy, and enhancing resource utilization. Additionally, the Company focuses on biodiversity management and encourages collaboration with external organizations to conserve natural resources and promote environmental stewardship. These efforts ensure the Company's sustainable and steady growth.

4.2 Social Shared Value Creation

The Company is committed to efficiently managing human resources with a focus on governance, developing the necessary knowledge and skills in line with the employee development plan, and promoting innovation and creativity in the workplace. The Company also supports robust safety and occupational hygiene management practices, encourages executives and employees at all levels to respect and adhere to International Human Rights Principles, with a focus on Equality and Non-discrimination. Additionally, the Company promotes collaboration with relevant stakeholders to strengthen relationships, foster understanding, and build cooperation, thereby reducing the potential for future conflicts.

4.3 Good Corporate Governance

The Company is committed to conducting its business in accordance with transparent and verifiable Good Corporate Governance principles. These principles align with the Company's guidelines for corporate governance, the business code of ethics, personal data protection, and risk management, covering the entire value chain to ensure continuous business operations. This approach creates shared value and protects the interests of all stakeholder groups with balance and equality.

4.4 Continual Business Process Development

The Company is committed to operating its business through asset revitalization to drive sustainable growth for Thailand's economy and society. This commitment focuses on creating long-term value for products and services, promoting environmental stewardship, and considering the interests of all stakeholders. The Company also encourages business innovation, supports development initiatives, and ensures the management of high-quality information in line with established standards. These efforts are integrated across the organization, from improving business processes and information technology systems to enhancing data management, all aimed at sustainably achieving business objectives.

5. Policy Review

The Environmental, Social, and Governance Development Department is responsible for reviewing this policy at least once a year. Any changes shall be reported to the Sustainability Development Working Committee and the Supervisory Committee for consideration. The proposed changes will then be submitted to the Company's Committee for final approval.

Announced on November 18, 2022.

Yours sincerely,

-Signed by-

(Mrs. Tongurai Limpiti)

Chairman of the Board

ESG Development Department

Tel: 0-2267-1900 ext. 6003