

TANACHIRA

Sustainability Development Policy

Tanachira Retail Corporation Public Company Limited and its subsidiaries (collectively referred to as the “Group”) are committed to conducting business based on good corporate governance. The Group’s ultimate goal is to achieve sustainable organizational growth by building trust among all stakeholders through transparent and efficient business operations. Directors, executives, and employees are responsible for supporting, promoting, and performing their duties in accordance with this Sustainability Development Policy.

1. Creating Economic Value through Quality Products and Good Corporate Governance

The Group is committed to creating value for all stakeholders, with a focus not only on business growth and profitability but also on conducting business with transparency, fairness, and accountability under the principles of good corporate governance and effective risk management. At the same time, the Group is dedicated to delivering high-quality products through production processes that emphasize sound environmental management, resulting in products that provide value to customers while minimizing impacts on the environment and communities.

2. Developing High-Quality Human Resources

Employees are the key driving force behind the Group’s success. Therefore, the Group places great importance on human resource development through training, continuous learning, and the promotion of employee well-being to enhance capabilities and competitiveness in an ever-changing business environment. The Group is also committed to fair labor practices and the protection of human rights, while fostering strong relationships among the Board of Directors, executives, and employees to create an organization built on collaboration and shared commitment to achieving its goals.

3. Corporate Social Responsibility (CSR)

The Group conducts its business ethically and is committed to fulfilling its corporate social responsibility in accordance with the Corporate Social Responsibility (CSR) Policy.

4. Environmental Stewardship for Sustainable Coexistence

The Group conducts its business with a strong awareness of environmental responsibility and places great importance on conserving natural resources and utilizing them efficiently. This includes designing products and selecting environmentally friendly packaging materials, as well as supporting activities that promote environmental conservation and the preservation of natural resources. Furthermore, the Group instills awareness among its employees regarding the prudent, efficient, and appropriate use of resources to maximize their value and benefits. These efforts aim to protect the environment while fostering sustainable growth and coexistence.

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This Sustainability Policy was reviewed and approved by the Board of Directors at the Board Meeting No. 8/2020 held on 1 December 2020, and became effective on 2 December 2020. Subsequently, the Board of Directors reviewed and approved amendments to this Policy to align with the Company's conversion from a private limited company to a public limited company at the Board Meeting No. 3/2023 held on 25 April 2023. The amended Policy became effective on 26 April 2023.



(Mr. Kittipol Pramroj Na Ayudhya)

Chairman

Tanachira Retail Corporation Public Company Limited