

Sustainable Development Policy

East Coast Furnitech Public Company Limited and its subsidiaries ("Company") operate businesses under the principles of good corporate governance as a management guideline, with "personnel" as an important resource to drive the organization, create values and innovations in order to develop the Company for sustainable growth and equally provide benefits for all groups of stakeholders and be an organization that can happily live with society.

As a guideline for operations and creating understanding among stakeholders, the Company has therefore established a policy under the **GEBEC** development principles for sustainability of the organization.

G – Governance: Conducting businesses under the principles of good corporate governance.

E – Employees: Developing "talents" in all areas to create "good people".

B – Business: Developing and expanding its businesses to create economic stability.

E – Environment: Using resources in a cost-effective manner to maximize benefits.

C – Community: Strong community makes the organization sustainable.

The Company is committed to develop its businesses to achieve the sustainability for stability and strength of the Company itself and benefit of stakeholders. However, in order to build the strength and sustainable growth, the Company has realized that it should start from developing human resource, which is an important part of creating sustainable development under the guideline of **“We will Move Forward Together”**.

Area	Details	Sub-policies	Practice/Tool/Standard
<p>1. Governance</p>	<p>Conducting businesses under the principles of good corporate governance</p>	<ul style="list-style-type: none"> - Good Corporate Governance Policy - Anti-Corruption Policy - Policy on Non-infringement of others' Intellectual Property or Copyright - Whistleblower Protection Policy - Conflict of Interest Prevention Policy - Policy on the Use of Insider Information 	<ul style="list-style-type: none"> - Thailand's Private Sector Collective Action Coalition Against Corruption - Business Code of Conduct
<p>2. Employees</p>	<p>Developing "talents" to build "good people"</p>	<ul style="list-style-type: none"> - Personnel Development Policy - Employee Compensation and 	<ul style="list-style-type: none"> - Encouraging employees to participate in-house and

Area	Details	Sub-policies	Practice/Tool/Standard
		Welfare Policy - Policy on respecting human rights - Policy on safety, occupational health and working environment	external trainings - Organizing training courses for personnel development - Providing employees opportunities to equally express their opinions
3. Business	Developing and expanding business for economic stability	- Risk Management Policy	- Establishing the structure of corporate risk management - Expanding the businesses to reduce the reliance on the main business only
4. Environment	Efficiently using resources for utmost benefits	- Efficient Use of Resource Policy	- Management of wastes and waste materials - Use of alternative energy in production process - Participating in Green Industry Project - Efficient use of resources or materials in production processes to reduce wastes - Awareness of circular economy
5. Community	Strong community, sustainable organization including participation in the development to enhance the quality of life of community people		- Paying attention to the activities organized by the community - Listening to opinions of community people