

## Sustainability Strategy Development

East Coast Furnitech Public Company Limited (**"the Company"**) operates its business under the principles of good corporate governance by focusing on business development along with human resources development. The Company believes that "personnel" is one of important resources in driving organization and also an important part in responding to stakeholder needs in a balanced manner. In addition to human resource development to move towards sustainability, the Company also takes into account the development of communities, society and environment to grow together with the sustainable development of the Company, following strategies are defined as a framework for development:

### Personnel

- Develop "smart people" in all areas and create "good people" for society.

The Company has established the basic characteristics requiring everyone in the organization to have, all directors, executives and employees are required to acknowledge the Code of Business Conduct for Directors, Executives and Employees. Additionally, the competency of each job position is clearly defined as a guideline for developing employees' working skills as well as to strictly enforce rules, regulations and other laws. The innovation is also created through technology and innovation to create a learning organization, and employees are encouraged to attend trainings on knowledge related to internal and external operations and organizing training courses to enhance knowledge in other areas, such as financial planning, etc. All of above-mentioned developments are for creating good people and smart people for the Company and society.

- Creation of Work Life Balance

The Company has realized the importance of employees, if they are happy in working and personal life in parallel, the good health of life will be created. This will help drive the success, stability and advancement of employees, organization and society together.

- Creation of Trustfulness

The Company has fairly treated its personnel by adhering to the principles of good governance, paying attention to the impacts that may arise from all work processes inside the organization, and listening to opinions from personnel through weekly, quarterly meetings and various channels for improvement and applying for mutual benefits. In addition, the Company has also disclosed the information of operations, business operation, management of various areas with transparency and accountability through the Annual Report, website, newsletter, quarterly and annually clarifying the performances, as well as provided information on the performance of the past year. In addition, the Company also has a journal "For East Coast People", which will provide updates on various areas inside the organization, performance information, interesting lifestyle and attractions, interesting restaurants to be introduced to employees on a quarterly basis.

- Focus on equally listening to opinions of employees inside the organization

The Company has realized that personnel is one of important resources in driving the organization. Therefore, listening to opinions is a matter of importance, we will conduct a survey of employee engagement with the organization through employee opinion surveys that are annually made through online system (Google Form). The survey will be divided into 5 main topics, consisting of:

1. Corporate image and communication inside the organization;
2. Supervisors and colleagues
3. Roles, duties, responsibilities, compensation and assessment
4. Opportunities for growth, quality of life and stability
5. Understanding of good corporate governance policy

The result of annual survey will be applied to improve and develop as a guideline for management and creation of better engagement with the organization.

- Encouraging personnel to voluntarily do good for communities and society

The Company has recognized the importance of promoting employees for public minds in order to create pleasant society and communities through various internal and external activities for creating the benefits for communities and society surrounding the location of headquarter and branch offices of the Company.

#### **Business Development**

- Enhancing the competitiveness with quality and responsible products and services under the motto "**Buy, manufacture, and deliver good products** "
  - Expanding business by investing in other businesses apart from manufacturing and selling

furniture:

The company has a strategy to ensure its security by expanding its investment in other businesses with a focus on long-term value investing for the organization and stakeholders in order to increase revenue and ensure financial security.

Before pursuing any new investments, the Company conducts a careful feasibility study for the project and creates a risk management plan that complies with the related standards. The business expansion partly occurs to reduce dependence on main business alone, the Company, through its subsidiary, ECF Power Co., Ltd., has chosen to invest in renewable energy business, at present, its is the solar power plant project with capacity of 220 MW in Minbu City, Magway Region, Republic of the Union. Myanmar, until present, Phase 1 from totally 4 phases was completely constructed with a capacity of 50 MW and started the Commercial Operation Date (COD), remaining 170 MW from 3 phases are expected to be completed in construction and start the COD by the end of 2022.

In addition, the Company also takes into account the principles of good corporate governance by assigning representatives to take directorship in managing the invested power plant project in order to closely drive the management progress, business expansion approach, including the important issue, which is the guideline to hedge the risks in the business operation of the projec.

**Community Development and Environment**

The Company focuses on business development along with community development, including the optimal use of resources, and promoting the enhancement to replace the lost resources.

- Creating careers and incomes for communities

The Company believes that if the community is strong, the Company's businesses shall possibly continue to steadily develop, the Company therefore focuses on creating careers and incomes for people in the community for better quality of life and self-reliance.

Support of budget to allow society to have opportunities in terms of education, religious maintenance and hospital support to enable community people to thoroughly access medical care with modern equipment and tools.

- Green Space

The Company focuses on the development to enhance employees' intelligence and actions in delivering outcomes that minimize the environmental impacts covering all areas, starting from product acceptance process, production process, delivery and supporting the realization of product innovation from development that reduces environmental impact. Also, the Company has started to study the approach to reduce greenhouse gas emission in a concrete way, in which the operational result will be realized clearer in following years.

- Promotion of resource optimization:

The Company promotes the optimal use of resources so that the employees will recognize the importance of resources for most efficient utilization, starting from production process covering from the use of resources and energy to be gradually minimized. Additionally, the Company also promotes resource regeneration, puts up signs to promote water and electricity conservation in various spots of the Company.

For energy consumption, the Company has implemented a rooftop solar project, that is, the Company has installed a roof-mounted solar power generation system with a total installed capacity of 998.40 kilowatts, located at the part of the roof area of the production building of head office of East Coast Furnished Plc., Klaeng District, Rayong Province.

Background of the project: In the past, the Company has started to expand its investment in renewable energy business for both solar power plant and biomass power plant, and has also realized the importance of being a part of strengthening the energy security in society and inside the organization; therefore, it has expanded to provide investment solutions to install the power generation system on rooftop to deliver the power generation system for own use within the factory of head office, which is a production plant of particleboard furniture products, our main product. In addition to being a part of building energy security, it will also be a channel to save electricity costs in the production process.