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 sustainable 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 it businesses to achieve the sustainable 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
1. Governance	Conducting businesses under the principles of good corporate governance	- 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	- Thailand's Private Sector Collective Action Coalition Against Corruption

Area	Details	Sub-policies	Practice/Tool/Standard
2. Employees	Develop "smart people" with all areas and create "good people" for the society under the control of policies established by the Company, and monitor them to ensure strict compliance.	- Business Code of Conduct for Directors, executives and employees - Ethics of Investor Relations - Personnel Development Policy - Employee Compensation and Welfare Policy - Policy on respecting human rights - Policy on safety, occupational health and working environment	- - Encouraging employees to attend training on knowledge related to in-house and external. - Organizing training courses to enhance knowledge in other areas to further develop personnel such as financial planning, etc. - Providing employees opportunities to equally express their opinions - Disseminate the policies, practices and information to employees equally. Including supervision for the actual implementation
3. Business	Developing and expanding business for economic stability	- Business and investment expansion plan - Marketing plan, and customer satisfaction surve - Investment budget - Risk Management Policy	- To develop a variety of product styles for giving customers more choices - To think and find innovations to be used in the production process for time and cost minimization, but maintaining the quality of products. - To analyze the results of customer satisfaction survey, then apply it to continue the development of both products and services for better quality. - To encourage employees to create innovations for

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			applying in their own work processes. - To expand the business to reduce sole dependence on main business. - To closely oversee and monitor the performance, growth ability and risks in various areas of invested businesses. -
4. Environment	Efficiently using resources for utmost benefits	- Efficient Use of Resource Policy - Greenhouse gas reduction 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 - To find ways for selling carbon credits from rooftop solar projects including guidelines for reducing greenhouse gases in a concrete and clear manner.
5. Community	Strong community, sustainable organization including participation in the development to enhance the quality of life of community people	- Policies that access and participate in the development to improve the quality of life of people in the communities surrounding the factory, and in the provincial area where the	To receive complaints, listen to feedbacks of communities, provide an opportunity by having a direct channel for receiving complaints and feedback

Area	Details	Sub-policies	Practice/Tool/Standard
		factory or a branch office is located.	from communities or all stakeholders to the person assigned by the Company.
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