

Policies and Target on Sustainability Management

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The Company has a sustainability management policy taking into account the compliance with business directions and strategies according to GRI (Global Reporting Initiative) Index Framework and guidelines of UN's Sustainable Development Goals (SDGs) under the objective "Leading the organization to sustainable development and profits with social, environmental responsibility and good corporate governance" to reflect the intention and determination to drive the business by considering the issues of good corporate governance, including environment and society that cover the importance of respect for human rights, anti-corruption, etc. as a guideline for operations and to create understanding among stakeholders. The full version of the sustainability management policy can be found on the Company's website at www.eastcoast.co.th under the menu 'Sustainable Development'.

Sustainability Management Target

The Company has established the corporate sustainability management targets in line with its short-term and/or long-term business strategies as follows:

Business Target

The Company has established the goals or indicators of the Company's operating result, both monetary and non-monetary terms, by maintaining the growth rate of sales and profits from operations in the furniture business group to continuously grow for at least 10-15% per year and aiming to become an organization that develops further investments to reduce costs in the integrated furniture manufacturing business for strengthening its competitiveness and conducting business with ethics, respect the rights and responsibilities to shareholders and stakeholders, benefiting to society and reducing the impact on environment, by maintaining the gross profit margin of the furniture business for not less than 25% per year. In addition, the Company shall be able to create a level of customer's satisfaction with the Company's products for at least 90%, based on the result of annual satisfaction customer survey results.

For long-term goal, the Company has set the return from the renewable energy business at the proportion of not less than 30% of the total net profit of the Company and all subsidiaries within 3 years, and diversified the business risks to other types of businesses that are potential and have opportunities for continued growth, and targeted to become the leader in the business of furniture manufacturer and distributor for export and the leader in furniture distribution business for wholesalers and retailers nationwide and in the ASEAN region.

The Sustainability Management Targets are as follows

Sustainability according to the GRI framework Listing according to the GRI framework	Sustainability Management Targets	Sub-policies	Guidelines/Tools/Standards	Significant Scope	
				within the organization	outside the organization
<p>1. Economy</p> <p>1. Sustainable growth under good corporate governance, making the business survival</p> <p>2. Effective risk management</p>	<ul style="list-style-type: none"> - Able to develop and expand the business for economic stability sustainability. - Building trustfulness of shareholders. - Building the confidence in the Company's businesses. - Building social sustainability - Building the solvency. - Building profitability - Building asset management capabilities for maximum benefit. - Accurate, transparent and verifiable financial statements - Efficient supply chain management - Efficient raw material 	<ul style="list-style-type: none"> - Business plan and investment expansion plan - Production plan and use of raw material plan - Marketing plan and customer satisfaction surveys - investment budget - Corporate Risk Management Policy 	<ul style="list-style-type: none"> - Developing a variety of products to provide customers with more choices - Creating various innovations to use in production process for time reduction, cost reduction but maintaining quality products and responding future requirements - Analyzing the results of customer satisfaction surveys and applying the result to develop for quality enhancement of both products. and service. - Determining governance structure of corporate risk management to be able to adapt in any situation and quickly and timely take into account new risks. - Encouraging employees to create 	<ul style="list-style-type: none"> - Employees 	<ul style="list-style-type: none"> - Shareholders/ Investors - Communities, Society and Environment - Creditors - Partners and Accounts Payable

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	<p>management</p> <ul style="list-style-type: none"> - Building product and service values - Making teams and employees understanding on aiming towards the common target of sustainability. 		<p>innovations to be used in their own work processes</p> <ul style="list-style-type: none"> - Expanding the business to reduce the sole reliance on main business - Closing supervising and monitoring operating result, ability to grow and various risks of businesses to be invested 		
<p>2. Society</p> <ol style="list-style-type: none"> 1. Linking stakeholders in value chain 2. Respecting Human Rights 3. Good Corporate Governance 4. Compliance with relevant laws, rules and regulations 5. Good quality products and services. 6. Satisfaction and Complaint Management 7. Labor management and personnel potential development 8. Health, sanitation and safety 9. Corruption 	<ul style="list-style-type: none"> - Rights and equality - Strict compliance with the agreement - Adhering to the contract and complying with terms & conditions - Welfare and fair compensation - Not be demanded or receive or pay any unjustified benefits - Accuracy, completeness, without distorting information - Reasonable price level of products and services - Politeness / Efficiency in 	<ul style="list-style-type: none"> - Good Corporate Governance Policy - Anti-Corruption Policy - Non-infringement policy on the intellectual property or copyright of others - Complaint Protection Policy - Conflict of Interest Prevention Policy - Insider Policy - Ethics in Business Operation - Business Ethics for Directors, Executives and Employees 	<ul style="list-style-type: none"> - Encouraging employees to attend training on knowledge related to operations inside and outside the organization - Organizing training courses to enhance knowledge in other areas for personnel such as financial planning, etc. - Providing employees with equal opportunity to express their opinions - Equally disseminate policies, guidelines, and news & information to employees, including supervising to 	<ul style="list-style-type: none"> - Employees 	<ul style="list-style-type: none"> - Customers - Partners and Accounts Payable - Communities, Society and Environment

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10. Social Responsibility 11. Growing with Society and Environment	<ul style="list-style-type: none"> communication - Speed of responding to the needs - Building good relationships - Independent and fair competition, non-exclusive / non-distorting, deceptive or using other information that is inaccurate in the way of competition / not slandering, attacking competitors without reasonable information / behaving within the framework of good competition rules. - Development of knowledge, competency and consistent and thorough performance - Safety of life and property - Opportunities and advancements at work - Good working culture and atmosphere - Health and safety - Encouraging personnel to have awareness of anti-corruption in all 	<ul style="list-style-type: none"> - Investor Relations Code of Conduct - Human resource development policy - Employee Compensation and Welfare Policy - Human Rights Policy - Occupational Safety, Health and Work Environment Policy 	<ul style="list-style-type: none"> achieve practicality - Focusing on community-organized activities - Receiving complaints, hearing to community - Provide all communities or takeholders with an opportunity to have channels for directly complaining and giving suggestions to person assigned by the company 		

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	<p>forms</p> <p>Not have a negative impact on the traditional way of living in the communities, social contribution and support of beneficial activities including improving the quality of life of people in the communities</p>				
<p>3. Environment</p> <p>1. Use of raw materials</p> <p>2. Air quality management</p> <p>3. Biodiversity</p> <p>4. Water management</p> <p>Power management</p>	<ul style="list-style-type: none"> - Optimal use of raw materials or materials that are environmentally friendly and/or recycled - Checking and actions to correct and prevent negative impacts and result in positive impacts - Management of biology, water and energy that is effective, environmentally friendly, maximize benefits; recycling according to the Circular Economy concept. <p>Reducing the impact arising from the Company's energy consumption</p>	<ul style="list-style-type: none"> - Efficient Use of Resource Policy - Greenhouse Gas Reduction Policy 	<ul style="list-style-type: none"> - Management of wastes and waste materials - The use of renewable energy in the production process - Participation in the Green Industry Project - Cost-effective use of resources or materials in the production process to reduce wastes that will be generated. - Recognizing the Circular Economy concept <p>Seeking for ways to sell carbon credits from rooftop solar projects including a</p>	<ul style="list-style-type: none"> - Employees 	<ul style="list-style-type: none"> - Communities, Society and Environment

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			clear concrete way to reduce greenhouse gas emissions		