



# CORPORATE SOCIAL RESPONSIBILITY POLICY

EUROASIA TOTAL LOGISTICS PUBLIC COMPANY LIMITED

REVISION 3

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#### Preparation and Approval History

Document No.	Editor/Controller	Reviewer	Approver
CP-BOD-002-02	Managing Director	Chief Executive Officer	Board of Directors
	3 January 2025	30 January 2025	20 February 2025

#### Revision History

Revision	Revision Date	Effective Date	Revision details
1	10 October 2021	9 November 2021	First issue
2	10 June 2022	6 August 2022	Revise company name after conversion to public limited company
3	3 January 2025	20 February 2025	Annual review

Note: To add or cancel any document, proceed according to the acts set out in the Approval and Implementation Authority.



## Corporate Social Responsibility Policy

Euroasia Total Logistics Public Company Limited (“the Company”) and its subsidiaries focuses on corporate responsibility and sustainability to society and the environment. The company and its subsidiaries operate their business under the framework of good governance, transparency, and accountability with determination to develop the business along with creating a balance of economy, society and environment. In this regard, the company and its subsidiaries are determined to maintain themselves as a role model company for society in sustainable business operations and support achievement of the United Nations Sustainable Development Goals (SDGs) and be able to manage the business to grow steadily and be accepted in society based on ethical and good corporate governance principles, including being able to effectively create returns for shareholders, taking into account the impact of business operations on those involved in the company and its subsidiaries in all aspects. Therefore, the company has set up a social responsibility policy as a guideline for the company’s business operations and its subsidiaries in various aspects.

### 1. Conducting business with fairness

The company and its subsidiaries have set guidelines for taking care of stakeholders in the business code of conduct by taking the responsibility to stakeholders into consideration, including shareholders, staff, employees, customers, business partners, contract parties, communities, society, and the environment. The company also fosters commercial competition freely and fairly to avoid actions that may cause conflicts of interest and infringe on intellectual property, including all forms of anti-corruption on the following topics:

#### 1.1. Corporate Governance

The company and its subsidiaries are committed to doing business properly with honesty, fairness, transparency, disclosure of important information, and accountability. The company and its subsidiaries will be aware of the benefits and impacts on shareholders, customers, business partners, employees, and all stakeholders, including appropriate and fair sharing of benefits.



## 1.2. Social Responsibility

The company and its subsidiaries have conducted business with corporate social responsibility (CSR) under ethical principles to bring about fairness to all stakeholders involved and adopted the principles of good corporate governance as a guideline to maintain the balance of all operations in economy, community, society, and environment, which will lead to sustainably successful business development.

## 1.3. Supervision of Compliance with Laws, Rules, and Regulations

The company and its subsidiaries attach importance to compliance with the law and regulations related to the environment, occupational health and safety, including compliance with the universal business code of conduct. It requires directors, executives, and employees to act within the framework of the law, rules, and regulations and they must not participate in conspiracy, assistance, or any actions in a way of violation of the law or other relevant rules and regulations.

## 1.4. Supervision of Compliance with Intellectual Property Law

The company and its subsidiaries do not support any action that is infringement of intellectual property rights by requiring directors, executives, and employees to act within the framework of the law, rules, and regulations, and must not conspire, assist, or act in a way that violates laws, rules, and other regulations related to intellectual property rights.

## 1.5. Promotion of Efficient Use of Resources

The company and its subsidiaries encourage directors, executives, and employees at all levels in the organization to use resources efficiently, appropriately, and sufficiently for ultimate benefits, as well as communicating, educating, supporting, and creating awareness among employees, including those involved from all parties to manage the use of existing resources for the ultimate benefits of the organization.

## 2. **Anti-Corruption**

The company and its subsidiaries have an anti-corruption policy with a focus on enhancing the organizational culture so that personnel at all levels are aware of the dangers of corruption, build the right values,



and increase the confidence of all stakeholders for effective anti-corruption by having specific anti-corruption policies and guidelines.

### 3. Respect to Human Rights

The company and its subsidiaries have a policy to support and respect the protection of human rights by treating those involved, whether it is employees, communities, and the surrounding society, with respect to their dignity of humanity. Besides this, the company and its subsidiaries also realize equality and equal freedom without violation of fundamental rights and discrimination on matters of race, nationality, religion, language, ethnicity, skin color, gender, age, education, physical condition, or social status, as well as ensuring that the businesses of the company and its subsidiaries are not involved directly and indirectly in any human rights infringement.

### 4. Fair Treatment to Labor

The company and its subsidiaries realize the importance of the human resource development and fair treatment to labor, which is a factor that will increase the value of the business and enhance competitiveness and sustainable growth of the company and its subsidiaries in the future. The company and its subsidiaries also place importance on respecting the rights of employees according to human rights principles and comply with labor laws by providing a fair employment process and terms of employment, including the payment of fair compensation suitable to employees' potential. Moreover, the consideration of merit performance under a fair performance evaluation process also helps create career stability and promote career advancement opportunities, as well as providing fair compensation to employees and welfare in various areas for employees as required by law as a minimum.

The company and its subsidiaries promote the development of personnel at all levels by providing training and seminars in related fields to develop knowledge, competence, and potential of personnel, including instilling good attitude, morality, ethics, and teamwork to personnel and creating a happy working environment with mutual acceptance and treating employees at all levels well without taking advantage of each other.

In addition, the company and its subsidiaries also give employees an opportunity to express their opinions or complaints about unfair practices or misconduct in the company and its subsidiaries and provides protection for employees reporting such matters. The safety and occupational health and working environment are taken into account by promoting the safety as an important agenda as well.



## 5. Customer Responsibility

The company and its subsidiaries will treat customers fairly without discrimination and not disclose customer information that they have known due to business operations, which is information that would normally be reserved and not disclosed, as well as not misusing such information for the benefit of oneself and those involved. The company and its subsidiaries are committed to creating satisfaction and confidence to customers under appropriate safety and technology, including maintaining internationally standardized quality and continuously raising standards to a higher level.

## 6. Environmental Maintenance

The company and its subsidiaries attach importance to the conservation of natural resources by promoting efficient use of resources, having energy-saving measures, and considering reuse of resources, as well as being aware of the safety of society, community, and environment. It operates the business with a standardized and well-controlled operating system, promotes sustainable social and environmental development, and continuously instills a sense of responsibility towards society, community, and environment in the company and its subsidiaries and employees at all levels, including supporting activities that contribute to environmental conservation.

## 7. Participation in Community or Social Development

The company and its subsidiaries have a policy to operate businesses that are beneficial to the economy and society and adhere to the practice of being a good citizen and comply with all relevant laws and regulations. It has a policy to promote knowledge creation to the community, job creation, and income distribution. The company and its subsidiaries also help enhance the life of the people, support employment in the community, seek opportunities to support society and communities with creative activities, such as offering scholarships for schools in the office's location and blood donation for the sustainable development of society and the country, including supporting activities instilling a sense of social responsibility among employees to be part of driving Thai society towards sustainable social and environmental development.

Furthermore, the company and its subsidiaries provide opportunities for communities, society, or stakeholders who have been significantly affected by the operations of the company and/or its subsidiaries to communicate, make suggestions or complaints through the channels provided by the company.



## 8. Innovation and Dissemination of Innovations Derived from Operations with Responsibility to Society, Environment, and Stakeholders

The company and its subsidiaries will encourage innovation in processes within the organization and in cooperation between organizations. Such innovation means the initiation of doing things in new ways. It can also mean a change in thoughts to increase the added value to the business. The goal of innovation is a positive change to make things change in a better way in order to maximize benefits to society. The company has guidelines as follows:

- 8.1. Survey various business processes of the company and its subsidiaries that are currently operating whether they cause risks or have negative impacts on society or the environment or not and in what ways, as well as studying to find solutions to reduce such impacts. In addition, the company and its subsidiaries will study, consider, and analyze the work processes deliberately and comprehensively to create opportunities for development towards business innovation discovery.
- 8.2. Disclose discovered innovations that benefit society and the environment to encourage other businesses and entrepreneurs to follow.
- 8.3. Analyze solutions to problems as well as developing innovations regularly and continuously, which create opportunities for inventing new things, business growth, and response to the customers' needs.

In this regard, the dissemination of innovations is considered a social responsibility by communicating and disseminating to stakeholders directly and indirectly through a variety of communication channels to ensure that information and news of the company and its subsidiaries are accessible to all stakeholders of the company.



This Corporate Social Responsibility Policy was considered and approved by the Board of Directors at the Board of Directors' meeting No. 2/2025 on February 20, 2025. It shall be effective from February 20, 2025 onwards.

Note: This English translation is for reference purposes only. In the event of any discrepancy between the Thai original Corporate Social Responsibility Policy and this English translation, the Thai original shall prevail.

Mr. Komol Rungruangyot  
Chairman of Board of Directors

Euroasia Total Logistics Public Company Limited