



# SUSTAINABLE DEVELOPMENT POLICY

EUROASIA TOTAL LOGISTICS PUBLIC COMPANY LIMITED

REVISION 3

EFFECTIVE DATE 20 FEBRUARY 2025



#### Preparation and Approval History

| Document No.  | Editor/Controller | Reviewer                | Approver           |
|---------------|-------------------|-------------------------|--------------------|
| CP-BOD-026-02 | 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.



## Sustainable Development Policy

Euroasia Total Logistics Public Company Limited (“Company”) and its subsidiaries are committed to conducting business with environmental and social responsibility throughout the value chain in order to create a balance between business value and value to stakeholders. In this regard, the Company and its subsidiaries are determined to maintain themselves as a company with a good role model for society in sustainable business operations in accordance with the social responsibility standards (ISO 26000), UN Global Compact, and UN Sustainable Development Goals (SDGs), as well as the needs and expectations of stakeholders. To enable the Company to manage the business for sustainable growth, effectively manage risks, and respond to the needs and expectations of stakeholders, the Company has formulated a sustainable development policy as a guideline for the Company and its subsidiaries’ business operations covering governance, economic, environmental, and social aspects. Directors, executives, and employees of the Company and its subsidiaries must support, uphold, follow, and transmit the policy to stakeholders to create sustainability throughout the organization as follows:

### Governance and Economic Aspects

#### 1. Good Governance

Conduct business under principles and policies of good governance by being aware of stakeholder accountability, transparency, compliance with laws, regulations, and international practices related to national and international business operations, including risk and opportunity management.

#### 2. Ethical business operation and anti-fraud and corruption

Conduct business in accordance with the Business Code of Conduct, promote free and fair competition, avoid intellectual property violations, and support all forms of anti-fraud and corruption.

#### 3. Responsible development of innovations, products and services

Support generation of innovation at the level of internal work processes and at the level of inter-organizational cooperation to make positive changes, including promoting the development of services with environmental and social responsibility and communicating information about innovations and services accurately and adequately to stakeholders.



4. **Sustainable Supply Chain Management**

Manage supply chain risks to prevent and mitigate potential impacts on business operations and encourage partners to conduct business responsibly to ensure sustainability throughout the value chain.

5. **Comprehensive Sustainability Assessment for New Business (Merger & Acquisition Due Diligence)**

A comprehensive sustainability assessment for a new investment, merger, or acquisition by covering environmental, social and governance and economic aspects to prevent both short-term and long-term impacts that could affect the achievement of the Company's goals.

**The Environment**

6. **Sustainable Management of Resources and the Environment**

Effectively manage resource use and prevent environmental impacts through an environmental management system based on international standards by covering air pollution management, management and utilization of waste and unused materials, energy efficiency enhancement, promotion of renewable energy use, and forest and biodiversity conservation to reduce climate change impacts and support targets of net-zero emissions, as well as raising environmental conservation awareness for employees at all levels.

**The Society**

7. **Cultivation of a Culture of Safety and Occupational Health**

Promote a safety and occupational health management system according to international standards and take a proactive action to prevent injuries and illnesses at work and create a work safety culture throughout the organization.

8. **Promotion and Support of Human Rights**

Respect and comply with human rights and non-discrimination policies consistent with international human rights principles and practices, relevant charters, agreements, and laws, including overseeing the businesses of the Company and its subsidiaries not to involve directly or indirectly in human rights violations against employees, stakeholders, and vulnerable groups at risks of human rights.



9. Fair Treatment to Labor

Treat employees and workers fairly and equally under fair conditions of employment and appropriate remuneration based on their performance through a fair performance appraisal process, including the provision of appropriate benefits for employees and workers.

10. Employee Care and Development

Promote the learning and training of employees at all levels to develop their knowledge, abilities, and new skills required, including cultivating a positive attitude, morality and ethics, and teamworking for employees, which will lead to opportunities for career advancement and help drive the organization's sustainable growth.

11. Customer Responsibility

Provide a quality, safe and environmentally friendly service that meets the needs and expectations of customers to ensure maximum satisfaction, provide accurate and adequate information about the service, provide effective systems, channels, and responses to complaints about the service from customers, including implementing data protection and confidentiality of customers to build confidence in the personal information security.

12. Community and Social Development

Promote participatory community and social development, cultivate a positive sense of social responsibility in operating the business to create common value and enhance the quality of life of the community through social projects and activities in various forms as well as supporting, assisting, and sharing opportunities for disadvantaged people in society or those affected by natural disasters to build a society of generosity and mutual care.



This Sustainable Development Policy was considered and approved by the Board of Directors at the 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 Sustainable Development Policy and this English translation, the Thai original shall prevail.

Mr. Komol Rungruangyot  
Chairman of Board of Directors

Euroasia Total Logistics Public Company Limited