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**Saksiam Leasing Public Company Limited**  
**Corporate Sustainability Policy**

Saksiam Leasing Public Company Limited and its subsidiaries (the "Company") are committed to conducting business on the basis of good corporate governance, with the ultimate goal of corporate sustainability. Therefore, the Company has established a Corporate Sustainability Development Policy to serve as a guideline for business operations, prioritizing economic, safety, occupational health, environmental, and social issues throughout the business value chain. Every activity of the Company must be conducted based on sustainability principles and aim for sustainable outcomes to create shared value for all stakeholders, while maintaining the acceptance and trust of all stakeholder groups.

### **Sustainability Strategy**

1. The Company shall establish a corporate sustainability development strategy that covers good corporate governance, corporate risk management, projects, and emerging risks that may arise in the future.
2. The Company shall mandate the assessment and response to risk issues affecting the Company's sustainability in economic, social, environmental, and governance dimensions, considering these as key issues in business planning, business decision-making, and operational processes to maintain the stability and sustainability of the organization.

### **Economic Dimension**

1. The Company will expand service branches according to business opportunities, increasing opportunities for customers and the public to access sources of funding more easily and conveniently, thereby increasing liquidity in the grassroots economy and reducing issues related to informal debt.
2. The Company will participate in measures to assist debtors in cooperation with government agencies, providing opportunities to resolve debt problems, coupled with promoting financial literacy and discipline among debtors and interested members of the public to prevent long-term national economic and social problems.
3. The Company will build business partnerships to jointly improve and develop innovations for delivering credit products and services using technology suitable for customers, based on their repayment capacity and the purpose of fund utilization.
4. The Company will promote businesses that utilize renewable and alternative energy, and support solar cell business operations and carbon credit trading.

### **Social and Community Dimension**

1. The Company will hire local employees in each province and treat them in accordance with human rights principles, such as fair employment and compensation, non-discrimination, implementation of employee training and development systems, establishment of workplace welfare committees, and safety, occupational health, and work environment management committees. The Company manages with care for employees, maintains a workplace free of labor disputes, and participates in the assessment of outstanding establishments for labor relations and welfare every year.
2. The Company will manage human resources with an emphasis on corporate communication, develop employee performance measurement, foster career advancement, and facilitate entry into key positions.
3. The Company will consider providing essential consumer goods to communities, society, and public and private agencies in the event of crises such as floods, windstorms, fires, or epidemics.
4. The Company will consider supporting and promoting communities and society, such as by hosting "Kathin Samakkhi" merit-making ceremonies in various provinces to preserve Thai traditions and culture, and by donating drinking water to both public and private agencies during various festivals.

### **Environmental Dimension**

1. The Company recognizes the importance of using resources, energy, and the environment wisely. The Company will prepare an organizational carbon footprint report for certification by the Thailand Greenhouse Gas Management Organization (TGO), focusing on reducing greenhouse gas emissions from combustion, installing GPS systems in Company vehicles to monitor location and warn of speeding, implementing vehicle maintenance systems based on engine usage cycles, and setting clear plans for off-site operations while considering fuel efficiency.
2. The Company will select electrical appliances that meet industrial standards, are environmentally friendly, and set appropriate on-off schedules.
3. The Company will opt for renewable energy, such as solar power, to reduce expenses and adapt technology to utilize existing limited resources appropriately.
4. The Company will manage waste that impacts society and the environment, segregate waste for proper disposal, and promote the reuse of paper to reduce resource consumption by applying more technology to replace operational processes.
5. The Company will focus on procurement and assessing partners in purchasing environmentally friendly products, and will continuously improve partner selection policies and assessment criteria.
6. The Company will conduct business with consideration for environmental impacts and climate change.

### Governance Dimension

1. The Company will establish a good corporate governance policy, requiring all directors, executives, and employees to adhere to the principles of good corporate governance according to corporate governance guidelines.
2. The Company will uphold the principles of integrity and transparency in conducting business and operations, while complying with laws, regulations, rules, methods, and standards prescribed by regulators and universally practiced.
3. The Company will adhere to the guidelines and practices specified in the Code of Business Conduct, as well as relevant Company policies, regulations, announcements, and orders, such as good corporate governance, risk management, business continuity management, accounting and financial policies, policies regarding shareholders, employees, society and the environment, fraud prevention and detection, anti-corruption, and safety, occupational health, and work environment management, etc.
4. The Company will cultivate a culture of integrity and risk management in business operations throughout the organization for directors, executives, and employees on a regular basis.

**This Corporate Sustainability Policy was approved by the Board of Directors at Meeting No. 8/2025 on November 11, 2025.**

Announced on November 14, 2025.

(Mr. Siwaphong Boonsalee)

Managing Director