

Saksiam Leasing Public Company Limited

Social Responsibility Policy

Saksiam Leasing Public Company Limited (the "Company") conducts its business with consideration for social responsibility to achieve sustainable business growth, ensuring stable operations and social acceptance. The Company considers the benefits and impacts of its business operations on all stakeholders in every aspect, as follows:

1. Fair Business Operations

The Company is committed to conducting business correctly, with integrity, transparency, and fairness, ensuring that material information is disclosed and verifiable. The Company considers the impact on shareholders, business partners, employees, and all stakeholder groups, including the appropriate and fair sharing of benefits. Furthermore, the Company prioritizes compliance with the law and business ethics.

2. Anti-Corruption

The Company has an anti-corruption policy requiring all directors, executives, and employees to adhere to it as a clear guideline. They must realize their responsibility to society and the nation, and refrain from offering, paying, demanding, agreeing to, or accepting bribes from any person or entity in any form, whether directly or indirectly, to obtain benefits or gain an unfair advantage in the Company's business.

3. Respect for Human Rights

The Company prioritizes the respect for human rights and will not engage in any act that violates the rights and freedoms of individuals, either directly or indirectly. The Company supports and respects the protection of human rights, ensuring that its business does not involve human rights violations. The Company treats all stakeholders with fairness based on human dignity, without discrimination based on origin, race, gender, age, skin color, religion, physical condition, status, or lineage. Additionally, the Company promotes monitoring of human rights compliance within the organization and encourages all stakeholders to adhere to international human rights principles, while protecting stakeholders who suffer damages from rights violations caused by the Company's business operations.

4. Fair Labor Practices

The Company has a policy for all employees to work in a happy environment of mutual acceptance, treating employees at all levels like family, without exploitation. The Company manages human resources in every step for maximum efficiency, from recruitment and development to continuous training. Compensation is set fairly, and appropriate welfare is provided. Furthermore, the Company encourages and supports all employees to have

opportunities for advancement and learning at every level of the organization, developing skills to enhance professionalism in a suitable working environment.

5. Responsibility to Consumers

The Company focuses on treating customers with honesty and integrity, adhering to the terms of contracts made with customers, and meeting standards prescribed by law. Moreover, the Company prioritizes providing customers with sufficient information for their decision-making and remains attentive to feedback and complaints to improve and resolve service issues for better performance.

6. Environmental Care

The Company prioritizes social responsibility by fostering awareness among all directors, executives, and employees to care for the environment, while considering safety and occupational health. This includes controlling the use of office equipment and reducing the use of equipment that may cause environmental pollution.

7. Community and Social Development

The Company has a policy to conduct business for the benefit of society, adhering to being a good citizen by promoting and raising the quality of life for communities and society where the Company is located, alongside the Company's growth. The Company adheres to a policy of maintaining relationships with neighboring communities and regularly supporting community activities through various projects that consider the suitability and benefits for sustainable community and social development.

8. Innovation and Dissemination of Innovation from Socially and Environmentally Responsible Operations

The Company prioritizes and supports the creation of innovation that adds value to the business, along with developing information systems and using modern technology to enhance the potential to meet customer needs and service capabilities. This supports business growth in the digital era and includes contingency plans to ensure business continuity during crises or emergencies, aiming to provide maximum benefits to society, the environment, and all stakeholders.

This Social Responsibility Policy was approved by the Board of Directors at Meeting No. 6/2019 on August 9, 2019.

Announced on August 13, 2019.
(Mr. Siwaphong Boonsalee)
Managing Director