

## **Sustainability Policy**

### **GMM Grammy Public Company Limited**

#### **Concepts and Policy on Sustainability Management**

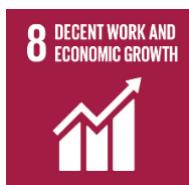
##### **Commitment Statement**

The company is committed to conducting business according to the organization's philosophy, vision, and mission, which is an essential foundation that leads to the goal of creating sustainability for the best interests of the company and stakeholders throughout the value chain. The company is committed to operating under good governance and good corporate governance principles, being responsible for the community society, caring for the environment, and considering all stakeholders' expectations. All the above are integrated into the policies and strategies for sustainable development to create shared value between business and society, leading to sustainable organizational growth.

##### **Corporate Sustainability Management Objectives**

The Board of Directors has an important role in setting policies and strategies for sustainable development. Therefore, sustainability development has been integrated into every operation step for all departments to implement concretely. The strategy for sustainable development covers all three dimensions: economy, society, and environment, under the principles of good corporate governance in response to the United Nations Sustainable Development Goals: SDGs). From a total of 17 goals, the company selects nine goals to integrate as a strategy for sustainable development, as follows;

**1. Create economic value with the creation of works of international quality and adhere to good corporate governance principles**



The company creates value for the organization by adhering to the principles of good corporate governance through the transparency of the business, fairness, and verifiability, along with creating works of international quality to deliver happiness to consumers in all channels concerning

privacy and maintaining personal information. It also promotes inclusive and sustainable economic growth. It emphasizes quality, equitable, and fair employment, which are valuable to all, including production planning and continuous improvement of operations to reduce environmental impact.

## 2. Take care and develop the human resources to ensure the high-qualified personnel



Employees are valuable resources that are the heart of business driving. Therefore, the company emphasizes human resource development through training to develop knowledge, increase competitiveness, and keep up with changes while ensuring employees' well-being, promoting a good working environment to keep employees happy, and creating potential for efficient work, as well as building good relationships between executives and employees. The company adheres to the law and human rights principles in treating employees equally to work to achieve their goals.

## 3. Participation in social responsibility

The company operates ethically by prioritizing producing quality products and services for consumers. The company also adheres to social responsibility in opening job opportunities, promoting traditional and cultural activities, providing education support, and improving the quality of life and the community's economy. The company is also concerned with the participation of all stakeholders to comply with sustainable development guidelines.

#### 4. Promote environmentally responsible operations for sustainable coexistence.



The company is committed to preserving the environment and conserving energy by integrating it into the operational process. The company implements energy efficiency to reduce carbon footprint, promote renewable energy use, and reduce waste and proper waste disposal by raising awareness among all employees and stakeholders according to the company's environmental management policy guidelines and continuously supporting environmental conservation projects.

#### Scope of Application

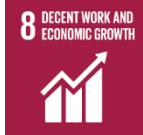
People obligated to comply with this sustainability management policy are the company and subsidiaries - including directors, executives, employees, contractors, and persons acting on behalf or assigned to act on behalf of the company or act on behalf of the individuals mentioned above.

#### 2028 Long-Term Sustainability Management Goals

The Company has established a Sustainability Policy covering the economic (including governance), social, and environmental dimensions, with the following key operational guidelines/practices:

##### 1. Economic & Governance Dimension

Key Issue	Guidelines	Goal	Relevant UN SDGs
Corporate Governance	Operate with integrity, transparency, and ethics, in compliance with the principles of good corporate governance and relevant regulations.	Full disclosure of corporate governance operations and maintaining the CGR corporate governance assessment at an "excellent" level by 2028.	

Key Issue	Guidelines	Goal	Relevant UN SDGs
Risk Management	Establish a risk management system that covers operational risk, financial risk, compliance risk, and ESG risk.	Establish and regularly review the Risk Appetite for ESG matters and report the results of ESG risk management to the Risk Management Committee annually.	 
Anti-corruption and corruption	Strictly adhere to Anti-Corruption Guidelines and establish a reliable whistleblowing channel	Free from all forms of fraud and corruption complaints by 2028.	
Tax Management	Be responsible for legal and appropriate tax management, in accordance with good governance principles.	Strictly and fully comply with all relevant tax laws and regulations 100% every year.	
Quality employment and economic growth	Prioritize full and productive employment, ensuring decent work and fair remuneration without any discrimination.	The company is fully employed and efficient, which is appropriate work and fair compensation. Free from the complaint or lawsuit related to human rights violations and the violations of labor protection laws is "Zero." by 2028.	

## 2. Environmental Dimension

Key Issue	Guidelines	Goal	Relevant UN SDGs
Climate Change	Assess and manage the risks and opportunities arising from climate change and set targets for reducing greenhouse gas emissions.	Set measurable medium- and long-term targets for reducing greenhouse gas emissions (Scope 1, 2, and 3).	 <b>13</b> CLIMATE ACTION
Energy Management	Promote energy efficiency and consider the use of renewable energy to reduce the consumption of natural resources.	<ul style="list-style-type: none"> <li>- Reduce greenhouse gas emissions by 5% every year.</li> <li>- Electricity consumption reduced by 10% every year.</li> <li>- The use of renewable energy increased Not less than 3% of total energy use each year.</li> </ul>	 <b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION
Waste Management	Reduce waste generation and properly manage operational waste in an environmentally friendly manner, while promoting reuse and recycling.	<ul style="list-style-type: none"> <li>- Encourage continuous waste utilization.</li> <li>- Reduce paper consumption by 10% every year.</li> <li>- Reduce waste by 10% every year.</li> </ul>	 <b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION
Water Management	Manage water consumption efficiently and responsibly.	Reduce water intensity by 5% within the year 2028, or ensure that water consumption complies with established standards and there are no water use-related complaints in water-stressed areas.	 <b>6</b> CLEAN WATER AND SANITATION

### 3. Social Dimension

Key Issue	Guidelines	Goal	Relevant UN SDGs
Personnel Development	Provide continuous training and development of skills and competencies to promote employee growth and career advancement.	Increase the average training hours of employees at all levels by at least 10 hours/person/year by 2028.	 <b>4</b> QUALITY EDUCATION
Occupational safety and health	Establish a safe working environment and implement safety measures to prevent accidents and health risks to employees.	- No injury from work to the point of taking the day(s) off. - No fatal injury incident from work.	 <b>3</b> GOOD HEALTH AND WELL-BEING
Respect human rights	Respect and treat all employees and stakeholders in accordance with universal human rights principles, and strictly comply with labor laws.	No action that may cause complaints in violation of human rights, whether directly or indirectly, and no forced child labor	 <b>8</b> DECENT WORK AND ECONOMIC GROWTH   <b>10</b> REDUCED INEQUALITIES
Participation in community and social development	Contribute to social and community development through projects that promote arts and culture, education, and the use of music for social creation/innovation.	Promote and support relevant activities regularly to develop a good quality of life for the community to live happily together.	 <b>11</b> SUSTAINABLE CITIES AND COMMUNITIES
Fair Treatment of Labor	Promote diversity and equality in the workplace, ensure non-discrimination, and provide fair remuneration and appropriate welfare benefits.	Continuously maintain a high level of employee satisfaction.	 <b>5</b> GENDER EQUALITY   <b>8</b> DECENT WORK AND ECONOMIC GROWTH   <b>10</b> REDUCED INEQUALITIES

Key Issue	Guidelines	Goal	Relevant UN SDGs
Customer Responsibility	Commit to delivering quality products and services, be responsible for the personal data of customers, and establish efficient communication and complaint channels.	Zero significant complaints regarding product/service quality and personal data breaches.	 <b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION