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Beryl 8 Plus Public Company Limited
Environmental, Social and Governance: ESG Policy
(As approved by the Board of Directors' Meeting No. 1/2025 held on February 21, 2025)

1. ESG Policy Directive

Beryl 8 Plus Public Company Limited (the “**Company**”) realizes the importance of conducting business in accordance with the Sustainable Development Goals (SDGs) of the United Nations. The Company has a commitment to conduct business with responsibility towards environment, social and corporate governance by focusing on business operations while considering its stakeholders, the economy, society, the environment while maintaining high codes of morality, ethics, and conduct. The Company operates its business under the ESG Policy with the hope that it will create both public benefits and company's growth at the same time. The ESG Policy contains six sections as follows.

1) Fair Business Operation

The Company will focus on the operations with integrity, fairness, ethical codes while following the fair trade, law, and fair competition directive. The Company will refuse any actions that impede the fair competition directive. For example, seeking a competitor's secret information, soliciting, accepting, or unfairly denying favors for others must be forbidden. Moreover, the Company respects the intellectual property right of others by encouraging employees to comply with the law or conditions of the intellectual property right such as using genuine computer programs. The Company also launched a campaign to support and build awareness in all levels of employees in the Company to care for the society.

2) Respect for Human Right

The Company will support and respect the human right protection ideals. All stakeholders, including employees, communities, and the members in society will be treated equally with the respect for human values and equality along with equal liberty consideration. No infringement of basic rights or discrimination should be exercised because of race, nationality, religion, language, skin color, gender, age, education, physical condition, and social status. The Company must run its business without involvement in the infringement of human rights such as child labor or sexual harassment. The human right compliance must be monitored by encouraging employee's participation in the opinion expression protocol while providing channels for submitting complaints for those who are affected by the infringement of individual right by the Company business operations and providing suitable relief as seen appropriate.

In order to effectively create respect for human rights, the Company has created the body of knowledge about human rights and built awareness among employees to comply with the human right principles.

3) Fair Labor Practices

The Company realizes the importance of human resources development and fair labor practices which are the key factors in adding values to the business and enhancing the Company's competitiveness and sustainable growth in the future. The policy and guidelines for the Company on the fair labor practices can be described as follows;

1. Respect employee rights according to the human right principles and comply with the labor law.
2. Establish fair employment procedure and conditions, specify compensation, and conduct performance reviews under the fair performance evaluation procedure.
3. Support human resource development by providing trainings, seminars, coaching, or sending employees to attend academic workshops relevant to their job descriptions in order to develop their knowledge and skills, improve growth potential while implanting positive attitudes, morals, ethics, and a sense of teamwork.
4. Provide welfare for employees, as indicated by the law, such as social security. Apart from what is stated in the law, health and accident insurance including subsidy such as children's education and funeral allowance will also be provided to employees.
5. Provide annual health check-ups to employees of all levels in the Company by considering risk factors from age, gender, and individual work environment.
6. Ensure safety of all employees and promote a healthy work environment. Set accident prevention procedures and encourage employees to learn about safety awareness while providing safety training. Encourage employees to always maintain good physical health and hygienic and a safe workplace.
7. Allow employees to express their opinion or submit complaints about unfair activities or malpractice in the Company and protect whistleblowers.

4) Customer Responsibility

The Company strives to develop products and improve services of the Company and subsidiaries for customer's highest satisfaction by treating its customers with responsibility and integrity as follows;

1. The Company will consider the quality and standard of products and services as the first priority so that its customers will be satisfied by the best quality and service provided by the Company.

2. The Company will continuously develop new products and services to serve the need of customers while delivering satisfaction through the variety of the products and standard quality services that serves customer's need.
3. The Company insists on the fair marketing principle by ensuring that the customers receive the correct company product and service information without distortion, ambiguity, or exaggeration, so that the customers have accurate and adequate information for decision making.
4. The Company will consider safety and will strive to ensure that the customers receive safe quality products and services with the international safety standard and regulations and safety law. The Company will continually design, create, and develop products and services regularly in order to build confidence in customers about its product and service quality, standards, and safety.
5. The Company will provide customer relationship systems to connect with customers and receive customer complaints about product and service quality effectively via a company website for a quick and timely response to customer needs.
6. The Company will keep customer's information confidential and will not misuse or disseminate it.
7. The Company will organize activities to build a sustainable relationship among the customer base and between customers and the Company.

5) Environmental Management

The Company is committed to reducing the negative impacts of the environment and places great importance on environmental management, which covers such important issues as energy management, water management, waste and pollution management, including establishing policies or measures related to business operations and management that will help reduce greenhouse gas emission.

In this regard, the Company manages and controls the operations of the Company and its subsidiaries to strictly comply with the laws related to environmental protection with an aim to conserve and avoid destroying environment, put in place a system to protect the environment, both through setting out guidelines and equipping equipment to be used for the Company's business operations. The guidelines set for the Company and its Subsidiaries are as follows:

1. Established the Litter and Waste Reduction Policy and promote cooperation in making proper waste disposal.
2. Risk and impact assessment related to environment, health and safety shall be carried out before making an investment decision or entering into a joint venture. The Company operates its business with environmental care attitude.

3. Guidelines for efficient and effective use of natural resources, materials or equipment have been set out.
4. Measures for conservation of natural resources have been put in place such as reducing energy consumption and compliance with the 3 Rs Policy (Reduce, Reuse/Recycle, Replenish), etc.

6) Communities or Society Development Cooperation

The Company realizes the importance of community outreach and its social responsibility. As a result, the Company has set a policy to help and improve the societal inequity by educating the youth. It will do so through the donation of academic books, skill-enhancement programs, new media and equipment upgrades, and creating scholarships that award progress. Apart from this, the Company will support the neighboring society by providing an education allowance, skill development equipment for the schools, and will respond swiftly and efficiently to any occurrence which impacts community, society, and environment because of the Company's business operation. The Company will foster a good sense and responsibility for the environment and society for employees in all levels.

2. Business Operation and Report Preparation

With the objective to keep the standard, develop the corporate governance, encourage social responsibility, prevent and counteract corruption, and build organizational culture by regularly communicating corporate governance message to its directors, executives, and employees, the Company has planned to promote corporate governance, social responsibility, anti-corruption, and policy compliance.

In monitoring the ESG Policy, the Company will make a report of the corporate governance, ESG, and anti-corruption evaluation every year and prepare the opinion and recommendation about the good corporate governance and social responsibility to the Sustainability and Risk Management Committee for their review before submitting for the board's consideration.

This ESG Policy shall be effective from February 21, 2025.

(Mr. Chatchaval Jiaravanon)
Chairman of the Board of Directors
February 21, 2025