

- (English Translation) -

Sustainable Development Policy

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Dohome Public Company Limited

## Sustainable Development Policy

### Objectives and Goals

Dohome Public Company Limited and its subsidiaries (collectively referred to as the "Group") aim to conduct business for sustainable growth under the principles of good corporate governance, ethical conduct, and sustainable development. The Group strives to raise awareness and responsibility for sustainable development practices by utilizing technology and innovation, and by focusing on operations that create balanced value across three dimensions: economic, social, and environmental. The Group is committed to responsible care, engagement, and responsiveness to the needs of all stakeholders throughout the value chain, in order to achieve the goals outlined in this Sustainable Development Policy and align with the United Nations Sustainable Development Goals (SDGs).

### Sustainable Practices

#### 1. Good Corporate Governance

The Group adheres to laws, objectives, regulations, and resolutions of the shareholders' meetings. It also upholds the Principles of Good Corporate Governance of Listed Companies 2012, as outlined by the Stock Exchange of Thailand (SET), and the Corporate Governance Code for Listed Companies 2017, as outlined by the Securities and Exchange Commission (SEC). The Group participates in the Collective Action Coalition Against Corruption (CAC) to enhance anti-corruption efforts and complies with personal data protection laws, respecting the privacy of personal data with modern technology and the most secure data storage and maintenance systems. The Group's operations are guided by the principles of human rights to ensure efficiency, transparency to investors, and build external confidence in the company's business operations.

**Goal:** The Group is recognized as a leader in good corporate governance.

#### 2. Quality Products and Services

The Group is committed to developing its products and services, selecting the best products, and providing the best value for money to consumers, creating satisfaction and maximum benefit. The Group prioritizes quality and standards in product design, creation, and development, focusing on environmentally friendly products and modern, efficient, and comprehensive services to meet the needs of each consumer group. The Group emphasizes the use of quality raw materials and production that meets international safety standards and regulations to ensure consumer confidence in the quality, standards, and safety of its products and services.

**Goal:** The Group gains consumer trust in developing environmentally friendly products and services.

#### 3. Human Resources Care and Development

The Group recognizes the importance of caring for and developing human resources to drive organizational success and prevent labor shortages. The Group aims to create a positive image as an organization that people want to be a part of and to enhance the quality of life for its employees, taking into account human rights and labor practices. The Group provides adequate benefits for the well-being of employees and their families to foster organizational commitment. The Group is committed to managing safety, occupational health, and environmental aspects of personnel work in accordance with the Occupational Safety, Health, and Environment Act B.E. 2554 to ensure safety, prevent accidents, and minimize environmental impact in various workplaces. The Group creates a positive work environment that stimulates creativity and prioritizes the health and safety of personnel. The Group establishes development plans that provide learning opportunities for personnel at all levels to enhance their potential, strengthen strengths, improve weaknesses, and prepare for future career advancement through job rotation, assignments, education, and training within or outside the organization.

**Goal:** The Group creates a positive image as an organization that people want to be a part of.

#### 4. Environmental Responsibility

The Group places great importance on social responsibility in environmental care and is fully aware of potential environmental issues that may arise from its business operations, products, and services. The Group promotes the development of management processes in strict compliance with relevant environmental laws to prevent pollution and mitigate potential impacts. The Group adopts the Circular Economy principle, designing the economy to be a continuous cycle, and managing the entire value chain from upstream to downstream. This principle encompasses three key aspects:

1. Designing products and services that conserve natural resources.
2. Maximizing resource utilization through material and product recycling.
3. Minimizing waste generation and negative environmental impacts.

The Group has set targets for the efficient use of resources and the reduction of limited energy consumption. It promotes environmental training for personnel to instill awareness, making it an integral part of the corporate culture. The Group encourages participation in finding ways to reduce resource and energy consumption, waste generation, and greenhouse gas emissions to prevent, control, and mitigate climate change, and minimize impacts on the environment, community, and society.

**Goal:** The Group is recognized as an organization that supports and promotes environmental responsibility and conducts business using renewable energy.

## 5. Supply Chain Management

The Group has established a framework for sustainable supply chain management based on the UN Global Compact's six-step approach, which includes:

1. Commitment
2. Assessment
3. Prioritization
4. Implementation
5. Measurement and Monitoring
6. Communication

This approach is a sustainable development guideline that considers social, environmental, and governance (ESG) issues for integration into business operations throughout the entire supply chain, from upstream to downstream. This is also known as sustainable supply chain management, which helps increase opportunities, reduce risks, combat corruption, protect the company's reputation, reduce costs in business processes, improve labor productivity, create new innovations, adapt to changing markets, and enhance the overall competitiveness of the business.

**Goal:** The Group is recognized as an organization with efficient and sustainable supply chain management.

## 6. Social and Community Care

The Group has a mission to give back and be responsible to the community and society. It actively participates in projects that benefit society and the environment, providing support and collaborating with all sectors to promote and enhance the quality of life of people in the community. The Group promotes local employment opportunities within the organization, is cautious of business operations that may affect the community where it operates, and ensures that it is not involved in human rights violations. The Group also learns about and respects local culture for peaceful coexistence.

**Goal:** Goal: The Group gains trust, confidence, and acceptance from society and the surrounding community.

Driving the organization towards sustainability is not the responsibility of any single individual or department but involves everyone in the organization. Therefore, the responsibilities of everyone in the organization are related to and impact the organization's sustainability. The Group requests the cooperation of the Board of

Directors, executives, and all personnel to work together in accordance with the sustainability policy, focusing on operations that create balanced value across three dimensions: economic, social, and environmental, for all stakeholders throughout the value chain. The Group will report on its performance in all dimensions of sustainability in accordance with the criteria and requirements of relevant agencies, as well as internationally accepted standards, in a sufficient, transparent, and sustainable manner.

#### **Review of Sustainability Policy**

The Board of Directors will review this Sustainability Policy and Sustainable Practices at least annually to ensure its relevance and alignment with the changing sustainability landscape of the organization.

(Mr.Chatrchai Tuongratanaphan)  
Chairman of the Board of Directors  
Dohome Public Company Limited

Revision History / Content Improvement

Version	Approved by	Approval Date	Summary of Content Improvement
Original	Board of Directors	4 <sup>th</sup> Meeting 2021, November 11,2021	-