

Sustainability Policy

Thaire Group Holdings Public Company Limited (the “Company”) conducts its business with awareness and strong emphasis on establishing strategies and operations aligned with sustainable development principles. The Company aims to create value for all stakeholders while strengthening social and environmental stability, leading to sustainable growth of the organization and its business.

The Company’s sustainability policy covers the economic, social, and environmental dimensions as follows:

Economic Dimension

1. The Company operates its business in accordance with good corporate governance principles, with a governance structure that ensures checks and balances.
2. The Company complies with all applicable laws and regulations related to its business operations, while carefully considering the interests of all stakeholder groups. It also ensures the protection of personal data of business partners, shareholders, executives, employees, and all stakeholders in accordance with legal requirements.
3. The Company establishes strategies and business models for sustainability, taking into account the continuously changing business environment, including opportunities and risks that may impact the achievement of the Company’s objectives and goals, as well as stakeholders.
4. The Company ensures effective and efficient risk management and internal control systems, incorporating sustainability considerations into organizational decision-making to maintain financial stability and manage risks at acceptable levels.
5. The Company provides policies, guidelines, operational manuals, and other necessary regulations, and ensures that such documents are reviewed regularly.
6. The Company promotes innovation development and the application of technology in business operations to create new value, enhance competitiveness, and respond appropriately and timely to stakeholder needs, while considering ethical business practices in decision-making.

Social Dimension

1. The Company places importance on respecting human rights and treating employees fairly and equally.
2. The Company emphasizes employee development by enhancing skills, knowledge, expertise, and capabilities, with structured individual development plans and talent development programs.
3. The Company prioritizes occupational health and safety, quality of life, employee well-being, and continuous employee engagement.

-
4. The Company supports and contributes to communities and society, including stakeholders both directly and indirectly related to the Company.
 5. The Company discloses sustainability performance information—both financial and non-financial—in a reliable and transparent manner to build confidence and trust among all stakeholder groups.

Environmental Dimension

1. The Company supports and promotes environmental awareness, resource management, monitoring, and efficient and effective use of resources, taking into account resource impacts, value chain development, and changes in internal and external factors.
2. The Company emphasizes ethical business conduct and undertakes actions to reduce long-term environmental impacts.

This Sustainability Policy has been approved by the Board of Directors Meeting No. 2/2026 held on 1 April 2026.

This Sustainability Policy shall become effective 1 April 2026.

Announced on 2/2026 held on 1 April 2026.