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Sustainable enterprise development policies

Sky ICT Public Company Limited

Sky ICT Public Company Limited and its group companies (the "Company") are committed to operating and creating sustainable economic growth on a sound corporate governance basis throughout the business value chain, taking into account its impact on all stakeholders and creating economic, social and environmental value under a universal code of practice and in line with the Global Sustainable Development Goals (UN SDGs), defined as part of a corporate strategy and sustainability practice that focuses on **"adding value to businesses through the transition to digital technology"** in supporting customers to engage in sustainable business and deliver value in Long-term to stakeholders leads to the promotion of a healthy quality of life for society along with the conservation of natural resources and the environment throughout the business value chain. The company has established the following guidelines for corporate sustainability:

Aim to produce results through business processes.

Continue to ensure sustainability in accordance with the core mission of the organization, based on good governance, transparency and accountability to all stakeholders in accordance with laws, commercial requirements and international standards for sustainable enterprise development throughout the business value chain, which focuses on economic development in line with social, environmental and stakeholder interests in creating value and long-term growth for the company and all stakeholders.

Aim at the development of excellent products and services.

Develop intelligent technological products and services to be delivered to customers. Focus on the management and delivery of more specific value experiences with an experienced economy that enhances the quality of life of people in society to have easy, convenient access to products and services. Be able to meet the needs of customers in a digital society, including giving priority to the preservation of personal information and customer confidentiality. Encompass the provision of cybercrime prevention systems in accordance with international standards.

Aim to conduct business responsibly.

Encourage and encourage stakeholders throughout the value chain; pursue businesses along a sustainable development approach; in generating economic growth from operations of social and environmental responsibility, with a focus on countering giving or accepting bribes and corruption; contribute to community and social development to a stiffness and sustainability, including management, preventing impacts or mitigating impacts made on

society and the environment under the value chain of businesses; specifically, greenhouse gas administration, energy use, water resources use, waste management and respect for human rights.

Promote and support personnel development.

Promote personnel development operations at all levels, in effectively developing the capacity and performance of personnel, and contributing to the strengthening of new knowledge-based skills that support the development of business innovation, including providing opportunities for equitable progressive growth and enterprise-society co-value creation, adapting to accommodating technologies and innovations that will play a role for the enterprise and enhancing its business competitiveness internationally.

Promote respect for human rights and labour practices.

Promote respect for human rights and labour practices in accordance with the international principles and practices of relevant laws; by providing equal opportunities; assigning tasks to meet competence and provide appropriate remuneration; respecting rights, honouring and treating employees, employees of the Company and their partners with equality; taking into account human dignity; overseeing the safety, working environment and health of employees, employees and partners; without compromising the rights and safety of others; as well as protecting individual rights by preserving confidential information; disclosing and exploiting personal information in strict accordance with the law.

Promote a culture of sustainable enterprise development.

Create and develop an enterprise sustainable growth culture, consisting of 1) an adaptive culture.

2) Mission Culture, and 3) Engagement Culture, in line with changes in the business environment, through business processes that focus on employees at all levels to perform with integrity, morality and ethics, risk management and social and environmental responsibility to become a corporate culture.

For this sustainable enterprise development policy to be effective in practice, the company asks the board of directors, executives, employees, employees, and stakeholders to support, push, and comply with a culturally sustainable enterprise development policy and to operate with balanced economic, social, and environmental benefits as the mission of the business to stakeholders in upgrading corporate development to sustainability.



To take effect from 14 November 2025 onwards.

-SOMKIT LERTPAITHOON-
(PROF. DR. SOMKIT LERTPAITHOON)
Chairman Approved by the Board of Directors Meeting No. 9 / 2025 On November 13, 2025