

Corporate Social Responsibility Policy

1. Overall Policy

The vision of Siamese Asset Public Company Limited (“**company**”) is to become a leading real estate development company that is entrusted by its customer base as the provider of more affordable “assets of life” relative to other real estate development companies of the same standard, in addition to being an organization that provides remunerations to shareholders by building sustainable growth in investment value while having a work environment which values the collaboration of every employee and have in place key policies to promote good corporate governance with consideration to every interested party, whether they are consumers, shareholders, employees, trade partners, communities, society or the environment. Added to these are also a firm commitment to operate correctly in accordance with standards in order to prevent impacts to communities and the environment according to the following principles:

- 1.1 Cover every work system and dimension in both complying to regulations and standards and exceeding them by expressing sincere sense of responsibility for society and promoting pride in employees, shareholders and trade partners.
- 1.2 Value and give importance to employees on every level, covering the physical, psychological and social dimensions of every employee.
- 1.3 Prioritize giving benefit to society and broadly and sustainably preserving the environment.
- 1.4 Promote the good image of the company in terms of good corporate governance and social responsibility in order to become an organization of value and opportunity.
- 1.5 Spend budgets in a worthwhile manner with emphasis on participation and volunteer-minded processes primarily based on the concept of share value.

2. Corporate Social Responsibility in Process (CSR in Process)

The company recognizes the importance of acting responsibly for society in the company’s business processes. As such, activities are connected in business processes from work auctions to procurement and purchases of land to product and service deliveries to customers with integration of activities in business processes alongside social responsibility with consideration to every group of shareholders involved in the company’s business processes in different dimensions as follows:

2.1 Customers

The company gives importance to delivering quality products and services from location selection with consideration to the better quality of life of residence to the selection and procurement of high-quality materials to high quality and up-to-standard construction which uses innovations that improve the quality of life of residents. Furthermore, the company firmly commits to providing factually accurate information to customers and providing post-sale facilities and convenient and diverse customer contact channels.

2.2 Construction Contractors and Other Trade Partners

Hold bidding and procurement processes that are transparent and fair from selecting trade partners and contractors qualified according to the criteria set by the company and who have produced generally-accepted works in the past. Accordingly, the price and job bidding processes are transparent and fair without any disclosures of figures, prices or technical information received from any party to other parties for short-term gains, complete information is provided to trade partners and bidders, and contractors are assessed on a regular basis.

2.3 Shareholders

The company is firmly committed to the principle of treating shareholders equally and fairly and granting shareholders rights as owners and persons in charge of the company through the appointment of directors to work on their behalf and to have the right to make decisions about major changes in the company, in addition to regularly organizing shareholder meetings. Furthermore, the company has a policy to protect the investments of shareholders to ensure they receive appropriate and fair remunerations with consideration to transparency in disclosures of important information correctly to every shareholder in a timely manner.

2.4 Employees

The company recognizes the value of every employee. As such, the company is determined to care for every employee like they are family, without any discrimination, through uses of work innovations aimed at promoting the good quality of life of employees. The company has a policy to develop employees and set systematic remunerations and benefits structure and provides orientation for new employees to provide them with knowledge and understanding about the company's business, in addition to promoting correct knowledge and understanding about how to conduct themselves consistently with regulations and the organization's culture in order to promote rapid work transition. Additionally, the company provides training to continuously promote work knowledge and potential and organizes activities to maintain relationships in order to ensure seamless business operation by organizing team building activities every year and other internal activities to promote mutual relationships such as New Year parties, internal sports competitions and annual merit-making activities.

The company also has a policy to instill, support and encourage employees to be public-minded in creating benefit for society without any form of coercion such as rice-planting activities to gift trade partners, etc.

2.5 Communities and Society

The company recognizes well that the real estate development business is involved with or impacts communities and society in many sectors, particularly communities surrounding projects. As such, the company conducts studies and analysis and prepares environmental impact assessment reports and strictly complies with various laws and regulations during construction such as noise, dust and surface vibration control. The company also performs other actions in addition to specifications and regulations to benefit surrounding communities such as by improving footpaths and amenities, disposal of trash and scrap construction materials and improving the scenery at and around projects.

2.6 Anti-Corruption

The company has a policy to operate transparently and fairly according to the specifications of the law and business ethics, and the company takes actions to prevent involvement in corruption as follows:

- 1) The company has set forth practice guidelines for employees to treat trade partners equitably with consideration to the benefits of both parties according to trade agreements between them and to not take actions or refrain from actions in a manner that might benefit trade partners.
- 2) The company communicates its policies and firmly commits to operating honestly and with integrity under the law on the director, executive and employee levels.
- 3) The Human Resources Department and the Internal Audit Department give employees advice to help prevent unintentional acts of corruption.
- 4) The company has established an Internal Audit Department to be responsible for reviewing work activities in the organization to ensure that they comply with the company's laws, regulations and requirements.

3. Corporate Social Responsibility After Process (CSR After Process)

The company recognizes the importance of its roles, duties and responsibilities to society after business processes. As such, the company regularly organizes public benefit activities every year, whether by developing children and youths through financing and supporting education or by promoting and conserving natural resources and promoting Buddhism.

4. Future Corporate Social Responsibility Plans

The company is determined to become an organization that provides value and opportunities to interested parties in every sector and has plans to realize said corporate social responsibility vision. These start with focus on promoting and instilling public-mindedness in employees to allow them to recognize value and opportunities in every dimension and include building an organization culture that leads to social benefit activities that come from the heart and promotion of an image in delivering value and opportunities that is recognized by the public in the future.