

Announcement
Framework for Community, Society and Innovation

Namyong Terminal Public Company Limited and its subsidiaries (the “**Company**”) is committed to step forward with responsibility in all processes of the business operations to create sustainability from inside to outside by setting the framework as follows:

Topic	Framework	Goals
Respect for human rights	<ul style="list-style-type: none"> ▪ To take into account the human rights of the personal data subject without conflicting with the laws. ▪ To implement policies for management of wages, overtime pay and holiday pay in accordance with the laws, whereby, the wages of male and female employees are not determined by gender. ▪ To set a good working environment to ensure that employees, or car moving outsources or suppliers, or business partners are provided with appropriate health and safety care. 	The violation of human rights is zero.
Support for the community and social activities	<ul style="list-style-type: none"> ▪ To conduct survey and assess the condition of the community and society in the vicinity of the business operation area to evaluate the extent of impact affected by the Company's business operation, and participate in rectifying, improving, and developing the said community. ▪ To provide support for social activities under the cooperation with the government sectors, educational institutions, private organizations, and communities to provide care and assistance to vulnerable groups, to promote education, religion, culture, local employment, prioritize procurement of goods or services from local or domestic business partners. 	To promote community engagement and receive support from the community, reduce complaints and disputes from the community in the vicinity of the business operation area.
Innovation	<ul style="list-style-type: none"> ▪ To prepare readiness of the organization to be able to adapt by seeking innovations and digital technologies to enhance the capability of the organization. 	To align with the national strategic plan to achieve Net Zero Emission in the year B.E. 2608 (2065) and Carbon Neutral in the year B.E. 2593

Topic	Framework	Goals
	<ul style="list-style-type: none"> ▪ To collaborate, develop, and apply innovations and digital technologies in both current business operations and new business operations with the Company's business allies or business partners. ▪ To support the creation of innovations with universities both in Thailand and abroad. 	(2050), and the national strategic plan and the strategy of the Thai Ports Authority.

Announced on 22 February 2024

-Mr. Theparak Luengsuwan-

(Mr. Theparak Luengsuwan)

Chief Executive Officer