



Corporate Social Responsibilities Policy

Millennium Group Corporation (Asia) Public Company Limited

Amendment No.: 1

Effective date: February 25, 2025

Approved by: The Board of Director's Meeting 1/2025

Corporate Social Responsibilities Policy

Millennium Group Corporation (Asia) Public Company Limited (the “Company”) recognizes the importance of corporate responsibility toward society, the environment, and all stakeholders, as well as the significance of sustainable investment which acknowledges the interconnection between financial performance and non-financial performance, particularly in the areas of Environmental, Social, and Governance (ESG). Such responsibility encompasses the entire business value chain, from upstream to downstream, and reflects the Company’s potential and operational efficiency in conducting comprehensive business activities, while also mitigating ESG-related risks. Accordingly, the Company has established a Corporate Social Responsibility (CSR) Policy, which is based on 9 key principles, namely: (1) Fair business operations (2) Anti-corruption practices (3) Respect for human rights (4) Fair treatment of labor (5) Responsibility to customers and consumers (6) Environmental stewardship (7) Community and social development (8) Innovation and dissemination of socially responsible innovation, and (9) Social responsibility. The details are as follows:

1. Fair Business Operations

- 1.1 The Company is committed to operating its business with honesty, integrity, and fairness, and to conducting its operations in a socially responsible manner that complies with all applicable laws, the Company’s Code of Conduct, and principles of ethical business practices. The Company upholds high operational standards, effective control systems, and employs its knowledge and capabilities with due care, based on adequate and verifiable information. It strictly adheres to all relevant legal and regulatory requirements and fully cooperates with regulatory authorities.
- 1.2 In dealings with business partners, the Company ensures fair treatment and refrains from soliciting or accepting any improper benefits. In cases where any contractual obligations cannot be fulfilled, the Company shall promptly notify its partners in advance to jointly determine an appropriate course of action.
- 1.3 In dealing with competitors, the Company conducts itself within the framework of fair competition and does not seek to acquire competitors’ confidential information through dishonest or unethical means.
- 1.4 The Company encourages its employees and personnel to recognize the importance of fair business conduct in alignment with applicable laws and the Company’s business ethics. The Company also supports its subsidiaries and associates in adopting and implementing fair business practices in a similar manner.

2. Anti-Corruption Practices

In addition to the Company's Code of Conduct and standards of professional practice, the Company has established an Anti-Corruption Policy applicable to all personnel within the organization, including directors, executives, and employees. Furthermore, the Company has implemented internal control systems to prevent corruption in accordance with its corporate regulations and standard operating procedures. This policy is communicated across all levels of the organization and training is provided to new employees, as well as periodic training for departments with high-risk exposure.

3. Respect for Human Rights

The Company places importance on respecting human rights and is committed to promoting equality and non-discrimination, both internally and externally. The Company monitors and ensures that its business operations are not involved directly or indirectly in human rights violations, such as forced labor or child labor. All stakeholders are treated fairly and with dignity, without discrimination based on origin, race, gender, age, skin color, religion, physical condition, socioeconomic background, or other factors unrelated to job performance. The Company encourages monitoring of human rights compliance within the organization and promotes adherence to international human rights standards, in line with the spirit of the Universal Declaration of Human Rights of the United Nations. The Company's responsibility in this regard extends to subsidiaries, joint ventures, and business partners. Furthermore, the Company provides channels for employees to express concerns or report human rights violations.

4. Fair Treatment of Labor

The Company aims to create a working environment in which all employees coexist harmoniously, with mutual respect and happiness. The Company treats all employees as part of a family, promoting non-exploitative relationships and supporting human resource management at every stage to maximize efficiency from recruitment to development and ongoing training. Compensation is provided fairly, and benefits are granted appropriately. Employees are supported in their career advancement and encouraged to continuously develop their skills in a professional work environment. The Company's labor-related policies are as follows:

4.1 Compensation and Welfare

The Company provides fair and appropriate compensation, including salary and/or bonuses, based on individual potential and performance. It ensures career security and advancement opportunities, and offers both statutory and supplementary welfare benefits, such as social security, health and accident insurance, and various forms of financial support (e.g., funeral support for deceased employees' parents).

4.2 Employee Development and Training

The Company supports personnel development by encouraging employees to enhance their knowledge, capabilities, and positive attitudes, while upholding ethics and

teamwork. This is achieved through structured training programs, seminars, and site visits. The Company also promotes organizational and human resource development through clearly defined roles and responsibilities, appropriate compensation structures, and effective performance assessment and enhancement systems.

4.3 Occupational Health and Safety

The Company establishes policies to support employee safety and health in the workplace. It emphasizes accident prevention and promotes safety awareness. Employees are provided with health training, and operations are conducted to prevent any activity that may harm the health of customers or service recipients. The Company also ensures that workplace conditions are always hygienic and safe.

5. Responsibility to Customers and Consumers

The Company is committed to delivering the highest quality products and services to ensure maximum customer satisfaction.

- 5.1 The Company prioritizes product quality and standards to ensure that customers receive high-quality and satisfactory products and services.
- 5.2 The Company continuously seeks, develops, and innovates new products and services to meet customer needs and ensure product diversity, quality, and compliance with standards.
- 5.3 The Company adheres to fair marketing principles by providing accurate, clear, and non-misleading product information, thereby enabling customers to make informed decisions.
- 5.4 The Company is committed to customer safety and ensures that its products and services meet international safety standards and comply with all legal requirements. It continually improves product design and quality to build customer confidence.
- 5.5 The Company has established a customer relationship management system to facilitate effective communication, including efficient handling of complaints regarding product and service quality.
- 5.6 The Company maintains strict confidentiality of customer information and does not misuse such data.

6. Environmental Stewardship

- 6.1 The Company is committed to environmental protection throughout its business operations, beginning with environmental impact assessments prior to undertaking new investments and employing appropriate technologies to prevent negative environmental effects.

- 6.2 The Company promotes an environmentally conscious corporate culture by providing environmental knowledge and training to employees, alongside continuous improvement of environmental and energy systems.
- 6.3 The Company ensures full compliance with applicable environmental laws and regulations.
- 6.4 The Company supports initiatives to reduce greenhouse gas emissions and promote long-term environmental sustainability.
- 6.5 The Company aims to reduce pollution arising from its business operations and to manage waste properly, thereby protecting the environment and enhancing quality of life.
- 6.6 The Company promotes efficient and sustainable use of natural resources.
- 6.7 The Company emphasizes the preservation of biodiversity by supporting reforestation and ecosystem restoration initiatives.
- 6.8 The Company provides support for effective environmental management, particularly in communities surrounding its business operations.
- 6.9 The Company places great importance on its social responsibility towards environmental preservation. The company will operate and ensure that its business activities comply strictly with environmental protection laws under the concept of caring for and preserving the environment. This includes focusing on the management and development of business processes, selecting materials that are eco-friendly and nature-conscious. Additionally, the company emphasizes the efficient use of resources, adhering to the 3R principle (Reduce, Reuse, Recycle). The objective is to use resources efficiently and reduce the environmental impact, ensuring environmental preservation and preventing harm to the environment. The company provides environmental protection systems, both as operational guidelines and tools for business activities. The company also promotes energy conservation and the efficient use of office consumables, such as reusing paper, turning off electrical appliances and air conditioners during breaks, or using electronic documents instead of paper. Furthermore, it encourages more communication, meetings, and transactions via the internet, reducing travel within the office.

7. Community and Social Development

- 7.1 The company has a policy to conduct business that benefits the economy and society, upholding the role of a good corporate citizen by fully complying with all related laws and regulations. The company is committed to developing, promoting, and improving the quality of life within the community and society where it operates, ensuring that the quality of life improves in parallel with the company's growth.

- 7.2 The company adheres to a policy of caring for and maintaining relationships with neighboring communities. It consistently supports community activities by implementing projects that consider the appropriateness and benefits that the community and society will gain, aiming for sustainable community development.

8. Innovation and Dissemination of Socially Responsible Innovation

The company has adopted the concept of social responsibility to innovate and create business innovations that bring benefits and enhance competitiveness for both the business and society. The company regularly reviews its current business processes to assess whether they pose risks or have negative impacts on society and the environment. If such impacts are identified, the company seeks solutions to mitigate them. This involves a thorough and comprehensive analysis of all business processes to create opportunities for developing business innovations. These innovations aim to discover new products and ensure the growth of the business alongside sustainable profitability.

9. Social Responsibility

The Company is dedicated to fulfilling its social responsibilities and has identified key issues related to general business practices, the environment, and society, in accordance with sustainability reporting guidelines. These include defining organizational sustainability policies and goals, reporting key events, action plans, targets, long-term vision, governance structure, oversight of sustainability matters, anti-bribery and corruption policies, and relevant assessments. Such information is disclosed to the public alongside the Company's annual report, ensuring transparency and accessibility for all stakeholders.

The company will disclose information on its adherence to social responsibility guidelines for the benefit of all stakeholders. This will include preparing reports on its operations related to social and environmental matters, covering business activities, environmental and safety practices, and social initiatives. The company will ensure that the information is accurate and provide multiple channels for disseminating the information, making it easily accessible to all stakeholders.

Corporate Social Responsibilities Policy was approved by the Board of Directors Meeting No. 1/2025 held on 25 February 2025 and has been effective from that date onward.

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(Mr. Pachara Yutidhamdamrong)
Chairman of the Board of Directors