



Announcement No. 9/2025

Corporate Social Responsibilities (CSR) Policy

Silamas Transport Co., Ltd., Silamas Services Co., Ltd., Renewable Energy Service Co., Ltd. (RES), Oceanic Solution Co., Ltd. (OSC) are committed to conducting their business responsibly, ensuring fairness and accountability to all stakeholders, both internal and external to the organization. The companies' approach emphasizes responsibility towards the community and the environment, with the goal of fostering sustainable coexistence between business, society, and the environment. To achieve this, the companies aim to integrate social and environmental considerations into their operations and decision-making processes, as outlined below.

1. Operating business with transparency, fairness, and accountability, prioritizing not only the company's growth but also the enhancement of employees' quality of life, as well as the well-being of the community, society, and the environment
2. Promoting the optimal utilization of natural resources to minimize the impact on stakeholders, society, communities, and the environment.
3. Committed to continuously operating in the area of social and environmental responsibility, working collaboratively with stakeholders at all levels to jointly create social and environmental sustainability.
4. Encouraging and enabling stakeholder participation in social and environmental projects that are carried out by the company's resources, to achieve effective and successful outcomes.
5. Communicating and promoting social and environmental projects and activities with the community, society, and stakeholders.

This policy will be reviewed annually, or whenever there are significant changes, to ensure alignment with business objectives, stakeholder expectations, and relevant legal requirements.

The aforementioned policy outlines the following guidelines to be adhered to.

1. Conducting business with fairness

The company is committed to conducting business with integrity, honesty, fairness, and ethical standards, and will compete in trade in accordance with ethical principles, laws, and fair competition practices, while denying any behavior that undermines fair competition, such as, obtaining competitors' confidential information or engaging in unfair practices during procurement and contracting. Furthermore, the company respects the intellectual property rights of others, and has established policies requiring employees to comply with the laws and regulations concerning intellectual property rights, for example, the use of legally licensed software.

2. The opposition to corruption

The company is committed to operating with transparency, ethics, and compliance with anti-corruption laws to prevent the abuse of power for personal gain. It also ensures that all employees are informed of, and strictly adhere to, the company's Anti-Corruption Policy and Guidelines.

3. The Respect for Human Rights

The company has established a 'Social Compliance and Human Rights Policy and Guidelines' to support and respect the protection of human rights by treating all stakeholders, including employees, communities, and the surrounding society with respect for the human dignity, equality and freedoms, without violating fundamental rights, and refraining from discrimination the basis of race, nationality,



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religion, language, skin color, gender, age, education, physical condition, or social status. The company is also committed to ensuring that its business activities are free from human rights violations such as the use of child labor, sexual harassment, etc.

4. The fair treatment of workers

The company has established a 'Social Compliance and Human Rights Policy and Guidelines' to support human resources development and ensure fair labor practice. The company strictly complies with labor laws, having fair employment process and employment conditions, and compensation in accordance with labor law. The company also promotes the development of personnel by organizing training, seminars, and various training development programs designed to enhance knowledge, skills, and potential of personnel, while fostering positive attitude, ethics, morality, and teamwork among personnel.

5. Responsibility towards Customers

The company is committed to improving its service operations to ensure the utmost satisfaction of the customers and adheres to interaction with customers with responsibility and integrity as follows.

- 5.1 The company prioritizes both the quality and efficiency of its service delivery. Alongside developing a high-quality service system, the company also emphasizes occupational health and safety management to ensure that customers receive the highest quality and most efficient service.
- 5.2 The company is committed to fair marketing practices. Ensure that customers receive accurate information regarding the company's services that is not distorted, ambiguous, or exaggerated advertisement, providing customers with sufficient and reliable information for decision-making.
- 5.3 The company prioritizes in safety and is committed to delivering quality services that are safe and in compliance with legal safety standards and regulations to customers. This includes continuous development and improvement of services to ensure customer confidence in the quality, standards, and safety of the company's services.
- 5.4 The company has an effective complaints-handling system regarding service quality via telephone, email, and various applications to ensure prompt respond to customer needs.
- 5.5 The company is committed to safeguarding customer information, ensuring confidentiality and refraining from using such information for any improper purposes.
- 5.6 The company organizes various activities to build and maintain sustainable relationships both among customers and between customers and the company.

6. Environmental care and maintenance

The company recognizes its responsibility towards society in preserving the environment by strictly complying with laws, regulations, and environmental standards relevant to its business. Conducts the assessments of environmental risks and impacts, those related to climate change, resulting from the company's operations, and establishes effective measures for control, prevention, and mitigation of those risks. Including the reduction and management of waste generated by the company, and promoting the efficient use of natural resources.



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7. Community or Social Development Participation

The company recognizes its responsibility towards the community and society, both directly and indirectly. The company will provide support in the areas of education, skill development, and local activities, including encouraging employees to participate in volunteer activities that contribute to community and social development. The company also collaborates with various organizations or agencies on a non-profit basis, fostering a sense of responsibility towards the community, society, and the environment among employees at all levels. The scope of these efforts is divided into two areas, as follows.

7.1 Corporate Social Responsibility (CSR) Section

Organizing activities for society throughout Thailand with a focus on areas beyond the primary scope of community relations (CR).

Main Responsibility : Human Resources Department

7.2 Community Relations (CR) Section

Carrying out activities in the areas where the company operates or has projects, primarily focus within Thailand, targeting the communities surrounding the working areas such as local residents, community leaders, schools, and various government authorities, etc.

Main Responsibility : Project Manager

On behalf of the Managing Director, we are expecting everyone will adhere to and strictly implement this policy.

This policy will take effect from 12 September 2025 onwards.

A handwritten signature in blue ink, appearing to read 'Chompo Glinpu'.

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(Mr. Chompo Glinpu)
CEO / Managing Director



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Amendments History

Announcement No.	Date	Description
9/2025	12/9/2025	First issue