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INTERLINK COMMUNICATION PUBLIC COMPANY LIMITED

Sustainable Development Policy

1. Introduction

Interlink Communication Public Company Limited (the "Company") recognises the importance of conducting its business in accordance with sustainable development principles, taking into consideration value creation across three dimensions: economic, social and environmental. The Company applies internationally recognised practices and aligns its approach with the United Nations Sustainable Development Goals (SDGs) relevant to its business.

2. Sustainable Development Policy

2.1 Sustainability

2.1.1 Strengthen confidence in effective corporate governance by promoting transparency, fairness and accountability across business activities, fostering awareness of compliance with governance, risk and compliance (GRC) principles, and promoting continuous business development through the adoption of appropriate technology and innovation, while enhancing customer capabilities and needs and conducting business with due regard to the principles of sustainable development.

2.1.2 Establish a sound approach to occupational health and safety for employees and persons working in the Company's operations, while promoting business practices that respect human rights and supporting sustainable long-term growth.

2.1.3 Pursue business growth through environmental responsibility throughout the value chain, with an emphasis on reducing greenhouse gas emissions, using natural resources efficiently, applying circular economy principles in business operations, and increasing the proportion of investment in environmentally friendly businesses to reduce greenhouse gas emissions.

2.1.4 Develop products that respond to customer needs, with an emphasis on quality and service standards to support customer satisfaction.

2.1.5 Promote efficient use of resources and energy, and establish approaches and practices to reduce resource and energy consumption.

2.2 Corporate Governance

2.2.1 Conduct business with honesty, integrity, transparency and fairness, and maintain compliance with applicable laws, regulations, trade rules and fair competition principles, while opposing corruption and improper solicitation of benefits in all forms.

2.2.2 Maintain effective corporate governance, risk management and internal control systems. The Board of Directors oversees and monitors the management of significant risks, including environmental, social and governance (ESG) risks, through the relevant Board committees or management committees responsible for risk management and sustainability, to support sustainable business operations.

2.2.3 Adhere to the guidelines and practices established in the Company's Code of Conduct and related policies and regulations, including corporate governance, risk management, business continuity management, accounting and finance, suppliers, employees, society and the environment, anti-corruption, occupational health and safety, workplace environment, network and computer use, information security, information technology, and other relevant policies.

2.2.4 Give importance to all stakeholder groups by systematically identifying and assessing stakeholder expectations, and by providing transparent and fair communication, feedback and complaint mechanisms. Stakeholder input may be considered in improving operations and creating sustainable value.

2.3 Economic

2.3.1 Pursue continuous improvement and enhancement of operational efficiency across business activities by establishing objectives, performance measures, monitoring processes and sustainability assessments for relevant activities.

2.3.2 Develop and promote organisational innovation and new technologies as business strategies to create additional value and support the organisation's long-term growth, while contributing to social and environmental benefits.

2.3.3 Promote and support business partners, suppliers and stakeholders throughout the value chain in conducting business in accordance with sustainable development principles.

2.4 Occupational Health, Safety and Environment

2.4.1 Set the goal of developing, improving and raising occupational health and safety standards to prevent work-related accidents, control risks and maintain appropriate safety equipment and safety training.

2.4.2 place particular emphasis on biodiversity by conducting comprehensive biodiversity assessments through environmental impact analysis and regular monitoring and review, and by seeking to prevent, conserve, restore and mitigate impacts on the natural environment in order to maintain biodiversity in areas where the Company operates, including project and community areas.

2.4.3 Place particular emphasis on occupational health and safety and the working environment for employees and other persons working within the Company's operations.

2.5 Human Rights

2.5.1 Respect and support human rights in accordance with internationally recognised principles and applicable laws, with a commitment to respect human dignity, rights, freedoms, equality and non-discrimination, regardless of gender, age, race, nationality, ethnicity, religion, disability, political opinion or other status, covering employees, suppliers, contractors, customers and stakeholders throughout the value chain.

2.5.2 Promote fair employment practices and treat employees fairly and equitably by providing equal opportunities for development, training, career advancement and appropriate remuneration based on their capabilities. The Company does not employ child labour, forced labour or unlawful labour, and expects its business partners to uphold the same principles.

2.5.3 Conduct appropriate and continuous human rights risk assessment and management (Human Rights Due Diligence) to prevent, mitigate and monitor potential impacts arising from business operations, together with appropriate remediation and prevention measures.

2.5.4 Provide accessible, transparent and fair grievance mechanisms covering human rights issues (Grievance Mechanism), protect complainants, and conduct appropriate investigation, remediation and follow-up where human rights violations are identified.

2.5.5 Place particular emphasis on protecting the personal data, privacy and confidential information of employees, customers, business partners and stakeholders by collecting, using, disclosing and retaining such information in accordance with applicable laws and relevant data protection standards. The Company also promotes a safe and respectful working environment that supports the well-being and quality of life of its employees.

2.6 Society and Community

2.6.1 Promote participation in community and social development to strengthen communities and society, including participation in education, human resource development, employment promotion and community development initiatives.

2.6.2 Promote continuous employee capability development through the development of knowledge, skills and competencies necessary for business operations, while fostering a safe working environment, learning, innovation and participation to create value for employees and the organisation.

2.6.3 Develop quality, safe and reliable products and services to respond to customer needs and satisfaction, while conducting business responsibly and taking into consideration impacts on consumers.

2.6.4 Promote participation by communities and stakeholders through open, transparent and fair listening, consultation and communication, while respecting differences and considering stakeholder views in decision-making and appropriate business development.

2.6.5 Support community investment that is aligned with business strategies and local needs, creating shared value through education, occupational skills development, employment, human resource development and improvements in community quality of life, with a view to creating positive long-term impacts.

2.6.6 Respect and support children's rights by avoiding business activities that may have adverse impacts on children, not supporting child labour, and promoting employees, suppliers and contractors to comply with applicable children's rights principles and laws, as well as supporting initiatives that promote education, development and well-being of children and young people.

2.6.7 Promote collaboration with government agencies, professional associations, business partners, civil society and stakeholders to promote development, exchange knowledge and raise standards of sustainable business practices, contributing to shared value creation and sustainable development.

3. Promoting Ethics, Integrity and Social and Environmental Responsibility as Organisational Culture

3.1 Raise awareness and foster a culture of ethics among executives and employees through regular communication and annual training on integrity, ethical conduct and good corporate governance principles relevant to their work and business operations.

3.2 Raise awareness and foster a culture of social and environmental responsibility among executives and employees through regular communication and annual training on material environmental and social issues relevant to the organisation's sustainability.

3.3 Promote innovation in products and work processes, as well as collaborative innovation with the Company's stakeholders, to create value for the Company, society and the environment.

4. Disclosure

4.1 Disclose the Sustainable Development Policy, sustainability performance and relevant operational performance in accordance with applicable requirements and the standards of relevant authorities, in a transparent, accurate and sufficient manner and within an appropriate timeframe, in order to demonstrate the Company's intent and commitment to sustainable organisational development.

4.2 Communicate and make this Policy available to employees, customers and stakeholders so that they are informed of and can apply the Policy in their work and in conducting business with the Company.

5. Policy Implementation

Directors, executives, employees and contractors at all levels and across the organisation are responsible for supporting, promoting and implementing this Sustainable Development Policy so that it becomes part of the Company's operating culture, taking into consideration balanced benefits across the economic, social and environmental dimensions.

Implementation of this Sustainable Development Policy is supported by indicators that can be used to monitor and assess the effectiveness of the Company's operations across environmental, social and governance (ESG) dimensions. These indicators provide information reflecting the Company's responsibility to stakeholders and its continued sustainable development.

This Policy supersedes the Sustainable Development Policy dated 28 February 2023 (B.E. 2566) and was approved at the Company's Board of Directors Meeting No. 5/2026 on 11 August 2026. It shall take effect from 12 August 2026 onwards.



(Mr.Sombat Anumtarumporn)

Chairman of the Board of Directors