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No. ESG.001/69.NF

INTERLINK COMMUNICATION PUBLIC COMPANY LIMITED

Environmental Policy

1. Introduction

Interlink Communication Public Company Limited (the "Company") recognises the environmental impacts associated with its business operations and places particular emphasis on conducting its operations in accordance with applicable standards and laws at both national and international levels. The Company also establishes measures to minimise potential impacts on surrounding communities, which are recognised as an important stakeholder group. In addition, the Company recognises that climate change may affect its business operations and therefore establishes measures to control and reduce energy consumption and greenhouse gas emissions, which are key drivers of climate change. These efforts reflect the Company's intention to conduct environmentally responsible business and to continuously improve its operations

2. Scope

This Environmental Policy and Guidelines applies to the business operations of Interlink Communication Public Company Limited. The Company also communicates this Policy to its business partners and business alliances for consideration and application in their operations, and promotes the participation of relevant parties across the supply chain, particularly those identified as having a significant role in environmental responsibility.

3. Objectives

3.1 Ensure that employees at all levels understand their roles and responsibilities and use this Policy as a framework for conducting business with due consideration of environmental issues, including the management of natural resources, the environment and climate, as well as appropriate waste management and management of products after use.

3.2 Minimise environmental impacts and promote the efficient use of natural resources in order to support the protection of ecological balance and biodiversity

4. Roles and Responsibilities

4.1 Board of Directors

4.1.1 Review and approve the Environmental Policy and Guidelines and periodically review its implementation, with the policy scope covering all business activities and relevant stakeholders throughout the value chain.

4.1.2 Oversee the conduct of business to ensure alignment with applicable environmental laws and relevant environmental standards.

4.2 Management

4.2.1 Establish environmental objectives, targets and performance indicators.

4.2.2 Establish standards, criteria and operating procedures appropriate to the business context and consistent with this Environmental Policy and Guidelines.

4.2.3 Establish an appropriate accountability structure and define roles and responsibilities to oversee and control operations in accordance with applicable laws, regulations and relevant practices.

4.2.4 Assess environmental risks relating to air, water, noise, biodiversity and waste, as well as impacts arising from the use of resources and energy across relevant activities, to support operations consistent with this Policy and Guidelines.

4.2.5 Communicate this Policy and Guidelines to employees and all relevant functions to support proper implementation.

4.2.6 Provide channels for stakeholders to report suspected environmental misconduct, together with appropriate measures to protect whistleblowers, complainants and information reporters.

4.2.7 Monitor, oversee and control operations to comply with applicable laws, regulations, this Policy and Guidelines, and relevant environmental standards, and identify opportunities to improve operations.

4.2.8 Review this Environmental Policy and Guidelines to maintain alignment with applicable laws, regulations and relevant practices.

4.3 Environmental Responsible Functions / Persons

4.3.1 Drive implementation of this Policy and Guidelines in support of the Company's sustainable development objectives and in accordance with the business context.

4.3.2 Establish action plans and targets consistent with this Policy and Guidelines and the Company's sustainable development objectives.

4.3.3 Support and coordinate with the functions or persons responsible for sustainability development in driving this Environmental Policy and Guidelines and the Company's sustainable development objectives.

4.3.4 Provide advice and guidance to management and employees on implementing this Policy, promote understanding, and encourage ongoing stakeholder participation throughout the value chain.

4.3.5 Provide training, awareness-raising activities and communications to promote knowledge and awareness of natural resource conservation and environmental protection among stakeholders throughout the value chain on an ongoing basis.

4.3.6 Raise awareness of channels for receiving opinions, suggestions and complaints from employees and stakeholders and use relevant information to improve the effectiveness of the Company's environmental management.

4.3.7 Continuously monitor and analyse implementation against this Policy and Guidelines.

4.3.8 Collect environmental data specified in this Policy and Guidelines and prepare an annual environmental management performance report for senior management.

4.3.9 Communicate relevant environmental information to the public, employees and stakeholders through the Company's annual sustainability reporting.

4.3.10 Provide recommendations to senior management on the development or review of environmental management policies, measures, standards and related action plans on an annual basis.

4.4 Employees

4.4.1 Learn about, understand and comply with applicable laws, regulations, standards, and this Environmental Policy and Guidelines.

4.4.2 Participate in training and activities related to environmental matters.

4.4.3 Report suspected violations or conduct that may constitute a breach of this Policy through the whistleblowing channel.

5. Environmental Guidelines

The Company places particular emphasis on minimising potential environmental impacts, reducing greenhouse gas emissions, and promoting the responsible and efficient use of resources. Accordingly, the Company establishes the following environmental guidelines.

5.1 Responsible Use of Resources

The Company conducts campaigns to encourage employees to use paper efficiently in order to reduce unnecessary paper consumption and support responsible resource use. Measures include using both sides of paper, reusing paper where appropriate, and raising awareness of the responsible use of office equipment to extend its useful life.

5.2 Electricity and Energy Management

The Company places particular emphasis on electricity consumption, which is an important input to its business operations. The Company installs equipment and designs workplace environments to support energy efficiency, such as using glazing to increase natural light inside buildings, defining areas where lighting should be switched on or off according to operational needs, and using LED lighting throughout its buildings. The Company also encourages employee participation in energy conservation, including encouraging walking instead of using lifts for journeys of up to two floors, switching off unnecessary lights, turning off lights during lunch breaks, and switching off air conditioning during lunch breaks.

5.3 Fuel and Transportation Energy Management

The Company recognises that transportation and product distribution are activities that consume significant amounts of energy and fuel. It therefore seeks to manage fuel consumption efficiently to reduce energy use and greenhouse gas emissions and improve logistics performance. The Company has developed a Warehouse Management System (WMS) and a Transportation Management System (TMS) to improve supply chain management, transport route planning and appropriate fuel use. The Company also promotes scheduled vehicle maintenance and timely engine oil changes, and explores the application of technologies and alternative energy sources that may help reduce fuel consumption and greenhouse gas emissions. Fuel consumption is monitored and evaluated on an ongoing basis to support continuous operational improvement

5.4 Renewable and Clean Energy Management

The Company promotes the use of renewable and clean energy and develops product and service innovations to support the transition towards a low-carbon economy. The Company has installed solar rooftop electricity generation systems and promotes the appropriate use of renewable energy within the organisation, together with improvements in energy efficiency, to reduce reliance on fossil-fuel-based energy and reduce greenhouse gas emissions on an ongoing basis.

5.5 Water Resource Management

The Company recognises the value of water as an important natural resource and promotes water conservation to help address potential future water scarcity. The Company encourages the responsible use of tap water, avoids unnecessary water consumption, promotes efficient water use among employees, and seeks to reduce the discharge of wastewater into public water sources. The Company applies the following measures:

1) **Water Conservation** Water Conservation: Promote efficient water use within the organisation, including employee awareness of water conservation based on the 3R principles (Reduce, Reuse and Recycle), measures to reduce water consumption, reducing tap flow and pressure where appropriate, and adjusting the amount of water used per toilet flush.

2) **Water Recycling** Water Recycling: Treat used water through appropriate preliminary treatment and reuse it within the organisation to reduce reliance on municipal water supplies.

3) **Water Reuse** Water Reuse: Reuse water that remains suitable for certain purposes within office and warehouse operations, such as using previously used water for watering the Company's organic vegetable garden, and collecting rainwater for floor cleaning or watering plants.

5.6 Waste and Waste Management

The Company applies the 3R principles to manage waste generated in daily operations as follows:

1) Reduce: Reduce resource consumption and waste generation at source, while promoting efficient use of materials and packaging.
2) Reuse: Promote the reuse of materials or equipment where appropriate to extend their useful life and reduce the need for new resources.
3) Recycle: Segregate, store and dispose of waste according to waste type and applicable legal requirements, while promoting resource recovery and continuous improvement in waste management.

5.7 Biodiversity Management

The Company recognises the importance of conserving biodiversity and natural resources, which play an important role in maintaining ecological balance and environmental sustainability. The Company therefore takes biodiversity and environmental impacts into consideration in conducting its business through the following approaches:

5.7.1. Prevention and Reduction of Impacts on Biodiversity

1) Comply with applicable laws and regulations relating to biodiversity conservation at both national and international levels.
2) Assess potential impacts on biodiversity and ecosystems before implementing projects, and establish appropriate measures to avoid, minimise, restore and compensate for impacts, as appropriate.
3) Avoid project activities in ecologically sensitive areas, such as protected areas for plants and animals or wetlands.

5.7.2. Ecosystem Restoration and Impact Compensation

1) Promote reforestation, restoration of degraded areas and conservation of wildlife habitats.
2) Support plant and animal conservation projects to help maintain ecological balance.
3) Apply efficient natural resource management approaches, such as material recycling and systematic waste management.
4) Continuously monitor and assess biodiversity performance and use the findings to improve conservation and restoration measures.

5.7.3. Environmentally Responsible Supply Chain Management

1) Select, assess and encourage business partners and suppliers to operate in accordance with applicable environmental laws and standards, including biodiversity conservation requirements.
2) Promote the use of environmentally preferable materials and reduce the use of chemicals that may adversely affect biodiversity.
3) Promote the sourcing and use of materials or products from sources that manage natural resources responsibly and sustainably and seek to reduce impacts on ecosystems and biodiversity.

5.7.4. Building an Organisational Culture of Sustainability

1) Promote knowledge and understanding of biodiversity and natural resource conservation among employees and stakeholders.
2) Support activities that encourage employee participation, such as tree planting, wildlife conservation and reducing plastic use within the organisation.
3) Support research and development of technologies that help reduce environmental impacts.

5.7.5. Disclosure and Monitoring

1) Establish key performance indicators (KPIs) for biodiversity and continuously monitor performance.
2) Report environmental impacts and measures implemented in the Company's sustainability report to enable stakeholders to monitor progress and assess performance transparently.

5.8 Greenhouse Gas and Climate Change Management

The Company applies the following approaches to greenhouse gas and climate change management:

5.8.1 Promote green space expansion and environmental conservation to support greenhouse gas absorption, strengthen ecosystems and improve environmental quality within areas of operation.

5.8.2 Reduce unnecessary electricity consumption through regular maintenance of office electrical equipment and promote renewable energy, such as solar rooftop electricity generation systems, to improve energy efficiency and reduce greenhouse gas emissions.

5.8.3 The Company has set a target to achieve net-zero greenhouse gas emissions by 2050, covering greenhouse gas emissions from its operations (Scope 1 and Scope 2), and seeks to extend emissions management to indirect greenhouse gas emissions across the value chain (Scope 3), as appropriate. The Company establishes short-, medium- and long-term targets and action plans and continuously monitors performance. In addition, the Company establishes an approach to managing air quality within its operating areas to control air pollutant emissions within applicable standards, through regular inspection and maintenance of relevant machinery and equipment and continuous improvement of its air quality management system.

5.8.4 The Company is committed to disclosing climate change information in accordance with relevant international standards and practices, including the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and to continuously developing and managing climate-related risks and opportunities.

6. Whistleblowing

Employees and stakeholders are encouraged to submit complaints or report concerns where they reasonably believe that conduct may constitute a violation of this Environmental Policy and Guidelines, through the procedures established under the Company's whistleblowing policy and guidelines. Complainants and whistleblowers will be protected, and reported information will be kept confidential, without adverse impact on their employment position during the investigation process or after its completion.

This Environmental Policy and Guidelines supersedes the Environmental Policy and Guidelines dated 28 February 2023 (B.E. 2566). The revised Policy and Guidelines were reviewed and approved at the Company's Board of Directors Meeting No. 5/2026 on 11 August 2026 and shall take effect from 12 August 2026 onwards.



(Mr.Sombat Anumtarumporn)

Chairman of the Board of Directors