

Peace and Living Public Company Limited

Corporate Social Responsibility (CSR) Policy

Peace and Living Public Company Limited (the "Company") recognizes and places great importance on the impacts both positive and negative that may arise from the Company's business operations on society. Therefore, the Company has established this Corporate Social Responsibility (CSR) policy as a guiding principle for its operations. This policy takes into account the balance of all stakeholders in every aspect, including employees, business partners, shareholders, society, and the government sector. The objective is to create an equilibrium regarding the impacts of the Company's operations on its stakeholders and to ensure that business operations are sustainable, capable of growth, and well-accepted and supported by all sectors. Furthermore, the Company promotes the cultivation of a good conscience among individuals within the organization to align with sustainable business practices.

1. Fair Business Operations

The Company is committed to conducting business with integrity and operating with social responsibility. It is dedicated to doing good for individuals, community groups, society, and the environment. The Company operates with standardized operational systems and robust internal controls, fully and carefully utilizing its knowledge and capabilities, supported by sufficient data and verifiable evidence. This includes strictly complying with laws and regulations, treating customers fairly without demanding or accepting any unjustified benefits, and maintaining the confidentiality of customer information acquired through business operations information that should normally be kept undisclosed—unless disclosure is required by law.

2. Anti-Corruption

The Company has a policy to operate legally and beneficially for society. It encourages its employees to work with morality and ethics and promotes its business partners to operate properly and transparently as well. This ensures that the Company's anti-corruption policy is implemented concretely and effectively. Concurrently, the Company fosters the right conscience, values, and attitudes at all levels, and establishes effective checks and balances and internal control systems to prevent conflicts of interest and corruption.

3. Respect for Human Rights

The Company emphasizes respect for human rights by promoting equality and fairness both within and outside the organization, regardless of differences in origin, race, gender, age, skin color, religion, physical condition, status, or family background. The Company will not engage in any actions that directly or indirectly violate individual rights and liberties. Furthermore, the Company has a policy to support and respect the protection of human rights by ensuring its business is not involved in human rights abuses. It provides opportunities for employees to express their opinions or file complaints regarding individual rights

violations, and encourages joint venture partners, business partners, and all stakeholders to adhere to international human rights principles.

4. Fair Labor Practices

The Company recognizes the importance of human resources, believing they are a crucial factor in driving business operations. Various operational aspects require knowledge, capability, and physical and mental dedication to achieve organizational goals. Therefore, the Company has established guidelines for treating its employees: executives must treat employees fairly, manage without bias, support potential development for career advancement, and enhance working efficiency. The Company also promotes employee understanding of the code of conduct, determines appropriate remuneration and welfare to ensure a good quality of life, provides fair employment conditions, and offers opportunities for career progression. The Company ensures a safe and hygienic working environment and treats employees in good faith by reasonably listening to their opinions and suggestions.

5. Responsibility to Customers

The Company is committed to creating and developing the highest quality real estate projects at reasonable prices to ensure maximum customer satisfaction and benefit. It adheres to treating customers with responsibility, honesty, and continuous care, extending to comprehensive after-sales service. Additionally, the Company selects standardized, high-quality construction tools and materials. The Company adheres to fair marketing practices, with a policy to provide customers with accurate, undistorted, unambiguous, and non-exaggerated information about projects or services, enabling them to make informed decisions. The Company strictly keeps customer information confidential and will not misuse such information.

6. Environmental Care

The Company emphasizes the conservation of natural resources and promotes efficient energy use. It also cares about and is fully aware of the safety of society, the environment, and the quality of life of employees and communities that may be affected by its operations. The Company has established the following guidelines:

- 1) All construction operations of the Company shall comply with the safety, occupational health, and environmental standards prescribed by relevant laws.
- 2) The Company utilizes natural resources only as absolutely necessary to minimize negative impacts on society, the environment, and the public's quality of life.
- 3) The Company regularly organizes activities that contribute to environmental conservation to return profits to society.
- 4) The Company has a policy to reduce the generation of garbage or waste and cooperates in disposing of waste through correct and standardized methods.

- 5) The Company seriously and continuously instills a sense of environmental responsibility among employees at all levels.

7. Community or Social Development

The Company has guidelines to comply with—or ensure compliance with—relevant laws and regulations and to be socially responsible. This includes cooperating, assisting, supporting, and volunteering for activities beneficial to the community and society to foster economic strength, as well as social and cultural rehabilitation. Additionally, the Company provides channels for stakeholders and related parties to express their opinions on the Company's operations and to file complaints in cases of unfair treatment caused by the Company's actions, through the Audit Committee, as detailed in the Whistleblower Policy.

8. Innovation and Dissemination of Innovation

The Company encourages innovation at both the organizational process level and the inter-organizational cooperation level, which means doing things in new ways and may also refer to a shift in thinking to add value. The goal of innovation is to drive positive change to improve things for the maximum benefit of society. Disseminating innovation is considered a social responsibility, achieved by communicating and disseminating information to stakeholders directly and indirectly through various communication channels, ensuring the Company's information reaches its stakeholders comprehensively.

This Corporate Social Responsibility Policy is effective from 14 May 2021 onwards.,



(Mr. Sumet Techakraisri)
Chairperson of the Board of Directors

This Policy was reviewed by the Board of Directors at Meeting No. 2/2026, held on 26 February 2026, and is effective onwards.