



Thaioil and Subsidiaries' Sustainability Management Policy

 (Translated)

Thaioil and Subsidiaries are determined on “Empowering Human Life through Sustainable Energy and Chemical” in line with the principle and guidance on social responsibility by creating collaboration, trustworthiness, and value for stakeholders through operational excellence, transparency, and continuous innovation. To achieve the sustainable growth in three dimensions: Environmental, Social, and Governance whilst contributing to the realization of Sustainable Development Goals, the key attributes of Thaioil and Subsidiaries' sustainability management policy are identified as follows:

Environment	Conduct business in an environmentally friendly manner that embeds the principles of resource efficiency, control and minimize the impact on the ecosystem, as well as mitigate and be more resilient to climate change by applying the circular economy principle.
Social	Conduct business responsibly by respecting human rights principles and protecting labor rights, safety, health, and elevate working environment whilst continuously develop knowledge, skills and competency of employees. Apply organization core competency to create values and improve the quality of life of the community and society for sustainable growth.
Governance	Comply with the good corporate governance principle, ethics, laws, obligations, and regulations in all countries of operations and adhere to international practices and guidelines. Disclose information and performance transparently. Manage risk, adapt to change, and seek opportunities to ensure sustainable business growth and reduce the impact from operations throughout the value chain whilst balancing the interests of a diverse group of stakeholders.

All directors, management, and employees of Thairoil are responsible for contributing, driving, integrating, and executing in accordance with the policy as well as deploying to Thairoil's affiliates and all stakeholders, and to pursue collaborative actions through communication and partnerships with global organizations to strengthen sustainable development capabilities.

.....Signed.....

(Prof. Dr. Thosaporn Sirisumphand)

Chairman of the Board of Directors

18 September 2020

.....Signed.....

(Mr. Wirat Uanarumit)

Chief Executive Office and President

18 September 2020