

Sustainability Management Policy

Meb Corporation Public Company Limited

Sustainability Management Policy

The Company is committed to developing and driving its business while considering Environmental, Social, and Governance (ESG) factors to ensure sustainable business growth alongside social sustainability. To achieve this, the Company has established a Sustainability Management Policy covering key areas such as corporate governance, economic impact, social responsibility, and environmental protection. This policy serves as a framework for managing sustainability in alignment with the Company's business operations and strategic direction, ensuring consistency and shared objectives. The details are as follows

1. Corporate Governance and Economic Aspects

The Company is committed to conducting business with integrity, fairness, transparency, and accountability while ensuring equal competition. It adheres to all applicable laws, regulations, and business ethics to maximize the benefits of all stakeholders. The Company's corporate governance and economic strategies include

1.1 Good Corporate Governance

1.1.1 The Company has established key policies and ensures their implementation to promote transparent and well-governed business operations. These include

- (1) Corporate Governance Policy
- (2) Code of Conduct
- (3) Anti-Corruption Policy
- (4) Prevent Misuse of Insider Information Policy

1.1.2 The Company strictly complies with laws, regulations, and fair competition rules to ensure free and equitable trade practices.

1.1.3 The Company maintains good relationships with regulatory authorities and agencies without offering gifts, bribes, or any form of inducement that violates legal or ethical standards.

1.1.4 The Company ensures fair compensation practices for its business partners and authors.

1.2 Economic Aspects

- 1.2.1 The Company will conduct its business in compliance with all relevant laws and regulations.
- 1.2.2 The Company will collaborate with business partners to develop products and services that meet customer needs.
- 1.2.3 The Company will develop and manage distribution channels to align with customer demands.
- 1.2.4 The Company has established a system allowing readers to financially support new writers, encouraging them to create high-quality content.
- 1.2.5 The Company will ensure that its platform operates as a business ecosystem, incorporating personal data security measures.
- 1.2.6 The Company will develop and promote new innovations that add value to its products and services.

2. Social Aspects

The Company recognizes the importance of community and social development by enhancing employee skills, creating jobs, and distributing income within communities to establish a sustainable society, as follows

- 2.1 The Company evaluates employee performance and determines fair and equitable compensation and benefits based on individual knowledge, abilities, and work performance. Additionally, the Company upholds human rights principles by ensuring non-discrimination based on gender, age, race, religion, or physical condition. It also maintains a safe and healthy work environment, prioritizing employee well-being and workplace safety, while strictly complying with labor laws.
- 2.2 The Company promotes equal employment opportunities by encouraging the hiring of disadvantaged individuals and persons with disabilities, ensuring non-discriminatory practices.
- 2.3 The Company is committed to continuous employee development through training programs that enhance skills, improve work efficiency, and motivate employees to contribute to the organization's growth.

- 2.4 The Company actively contributes to national development by improving public knowledge and fostering a love for reading. It supports youth literacy by enabling schools to access educational e-books containing beneficial content for knowledge development, available through its platform or other systems developed by the Company.
- 2.5 The Company provides a platform for aspiring writers to showcase their work, creating new career opportunities and supporting creative talent.

3. Environmental Development

The Company places great importance on environmental conservation and is committed to conducting its business in an eco-friendly manner across all operational processes, as follows

- 3.1 The Company is dedicated to efficient resource management, ensuring the responsible use of electricity, water, and paper in appropriate quantities.
- 3.2 The Company conducts regular inspections of electrical equipment to ensure optimal energy use, minimize wasteful consumption, and reduce greenhouse gas emissions.
- 3.3 The Company promotes waste segregation to ensure proper disposal methods, thereby preventing environmental pollution.

To ensure that this policy remains relevant and aligned with changing circumstances, business conditions, and regulatory updates, the Company will conduct an annual policy review.

This Sustainability Management Policy will take effect once the Company's shares are officially listed on the Stock Exchange of Thailand (SET).